

**Terms of reference for consultancy on Identifying Good Practices in Addressing Gender-Based Violence against LGBTI People, with a Focus on LGBTI Women and Non-Binary People in the European Union (EU)**

**Deadline for applications: September 1, 2023 – – 23:59 CET**

**ILGA-Europe overview:**

ILGA-Europe is the European and Central Asia Region of the International Lesbian, Gay, Bisexual, Trans & Intersex Association (ILGA). ILGA-Europe is a membership-based organisation bringing together over 700+ organisations from 54 European and Central Asian countries, making it an excellent platform for joint advocacy and movement development. As part of its mandate ILGA-Europe both advocates for human rights and equality for LGBTI people in Europe and Central Asia; and strengthens the LGBTI movement throughout its capacity building programme.

**Background for this work:**

In recent years, and specifically during the 2020 Covid-19 pandemic, ILGA-Europe increasingly worked on raising awareness of the need to address the needs of LGBTI people and specifically LGBTI women in legislation and policies addressing violence against women, gender-based violence and domestic violence. The European Commission's proposal for the Directive on combating violence against women and domestic violence, further highlighted the urgency and importance of addressing gender-based violence comprehensively. The proposed directive and position of the European Parliament on this proposal recognise the specific vulnerabilities faced by LGBTI women and girls and emphasises the need for inclusive measures to combat all forms of gender-based violence, including those targeting LGBTI communities.

Considering the further work on the draft legislation but also advocating for a LGBTI inclusive implementation of the legislation once in force, ILGA-Europe aims to identify and promote good practices in tackling gender-based violence against LGBTI people, with particular focus on LGBTI women and non-binary people, contributing to the ongoing efforts to combat gender-based violence against all in the EU.

**Goals for this consultancy:**

The purpose of this consultancy is to assess current strategies and initiatives, including policy and legislative initiatives in addressing gender-based violence against LGBTI people in EU member states, with a specific emphasis on LGBTI women and non-binary individuals. Key objectives include:

- Identifying effective practices and interventions that have successfully addressed gender-based violence against LGBTI community, with particular focus on LGBTI women and non-binary people in the EU.
- Analysing the legal frameworks and policies relevant to combating gender-based violence within EU member states and identifying LGBTI inclusive legal frameworks and policies.
- Examining the challenges and barriers faced by LGBTI women and non-binary people in accessing support services and justice mechanisms within the EU context and relevant policy or legal measures addressing these issues.
- Providing actionable recommendations for improving the prevention of and response to gender-based violence against LGBTI community in the EU, with the aim of making them inclusive for LGBTI women and non-binary people.

**Role of the consultant:**

- Coordinate with ILGA-Europe to refine the scope of the research and methodology
- Conduct a comprehensive review of existing literature, studies, and legal and other initiatives related to gender-based violence against LGBTI people in EU member states.
- Engage with relevant stakeholders, including EU-based LGBTI organisations, service providers, and survivors, to gather insights and perspectives if necessary.
- Prepare a final report summarising the findings, including good practices and recommendations.

**Role of ILGA-Europe:**

- Provide guidance to the consultant on the direction of work
- Provide introductions to stakeholders, at the request of the consultant, when possible and necessary for completion of the consultancy
- Provide ongoing support and consultation throughout the analysis phase
- Review a draft report and provide written feedback to the consultant
- In case of disagreement, final decisions in relation to content are made by ILGA-Europe

**Who we are looking for:**

The consultant should have working experience in areas described in this Terms of Reference, and in particular:

- In-depth understanding of gender-based violence affecting LGBTI individuals. A specific focus on LGBTI women and non-binary people within the European Union is desirable.
- Familiarity with relevant legal frameworks, policies, and best practices related to combatting gender-based violence within EU member states is preferred.
- Strong research and analytical skills, as well as excellent written communication abilities in English.
- Preference will be given to consultants with a proven track record of working with and knowledge of the LGBTI movements in Europe and Central Asia and their struggles

The consultant will work under the supervision of ILGA-Europe. Staff from ILGA-Europe will provide support and guidance as needed throughout the different phases of the consultancy. The consultant is expected to work remotely.

**Expected deliverables:**

- A draft report presenting the analysis of existing good practices, initiatives, and legal frameworks related to gender-based violence against LGBTI people, with focus on LGBTI women and non-binary people within the European Union (due by October 27).
- A final report, not exceeding 20 pages, incorporating feedback from ILGA-Europe (due prior to November 17).

ILGA-Europe will have ownership of all materials produced in the framework of the review. The contractor shall transmit all materials produced to ILGA-Europe, along with the final report.

**Budget:**

A maximum budget of €5.000 (inclusive of VAT) will be available for these tasks.

Please note that if the consultant is not able to issue an invoice with non-zero VAT included (i.e. is exempt of VAT in the country of operations or shifts VAT to ILGA-Europe), ILGA-Europe will proceed with withholding a 21% VAT amount from the lump sum in accordance with fiscal legislation in Belgium.

Total expected time investment is around 25 working days. Activities in relation to this consultancy are expected to take place between September and November 2023.

**How to apply:**

**Applications** should be sent by the **September 1 2023 – 23:59 CET**. Interested applicants should provide a **current CV** and a **2-3 page statement of interest and abridged proposal**. These materials should clearly outline the candidate's key skills and experience that are relevant to this ToR, as well as any key standards or principles that inform their work. For the proposal, please include a concise description of the desired approach, including the candidate's understanding of the relevant frameworks in the context of this ToR, as well as a financial offer including specification of a number of days to be worked, rates (specifying amounts net + the amount of VAT) and any other expenses (including obtaining access rights) foreseen. Please also do provide 1 recent reference.

Terms of payment (instalments) and time of payment will be discussed prior to signing the service contract.

Return your application to: Akram Kubanychbekov, ILGA-Europe Senior Advocacy Officer, email: [akram@ilga-europe.org](mailto:akram@ilga-europe.org) with the subject line "Consultancy application: Gender Based Violence"