

**Terms of reference for a consultant or team of consultants to conduct in-depth analysis of the FRA LGBTIQ III Survey full data set**

**Deadline for applications: 13 July 2025 – 23:59 CEST**

**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 2023, the EU Fundamental Rights Agency (FRA) conducted its third LGBTIQ survey, receiving approximately 100,000 responses from across the EU-28, plus Albania, Serbia, and North Macedonia. FRA produced a report on the work in 2024, and released an online data explorer, where the dataset is accessible for limited analysis by the general public.

In assessing the data explorer, it becomes clear that there are many questions, particularly as related to intersectional impacts of marginalisation, that can be answered with the full dataset.

**Goals for this consultancy:**

The purpose of this consultancy is to use the full FRA LGBTIQ III survey dataset and to develop data extractions on specific thematic analyses with thorough disaggregation of respondents.

The project will involve analysis of the full FRA LGBTIQ III dataset, targeted to extract the experiences and needs of specific subpopulations of the LGBTI community in various contexts, as well as statistical analysis to correlate various variables and responses. The thematic areas of interest are:

- Socioeconomic issues (e.g. homelessness, poverty)
- Health and access to healthcare
- Conversion practices

A complete list for the assessment stage will be collectively developed by the consultant and ILGA-Europe. The number of extractions will be decided collectively by the consultant and ILGA-Europe. Initial guidance for the extraction, to develop the abridged proposal, is included with the Terms of Reference as an appendix (see below).

**Role of the consultant:**

- Gain access to the full FRA LGBTIQ III dataset;
- Perform analyses of selected subpopulations and experiences within the thematic areas;
- Maintain regular contact with ILGA-Europe via email and video calls;

- Prepare subpopulation extraction tables in CSV, XLS, XLSX, or TXT format for the selected themes;
- Write a methodology report of the process for ILGA-Europe (2-4 pages);
- Ensure data protection requirements of the data set are held up throughout the project.

#### **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 a complete list of necessary extractions;
- Provide ongoing support and consultation throughout the analysis phase;
- Review extractions;
- Review methodology report;
- 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:

- Have a proven track record in statistical analysis, including excellent skills in SPSS or Stata (preferred) or another statistical analysis tool;
- Meet the requirements to apply for and receive access to the full FRA LGBTI II dataset; see [https://search.gesis.org/research\\_data/ZA8853](https://search.gesis.org/research_data/ZA8853) for more information;
- Have communication skills in English, including written 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;
- Applicants who have previously worked with the data set of the FRA LGBTIQ Survey III are highly encouraged to apply, indicating the scope of their work in the application.

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 will conduct the work from their work place.

#### **Expected deliverables:**

- Kick-off call on **23 July 2025**, time to be coordinated between the consultant and ILGA-Europe;
- Extraction tables in CSV, XLS, XLSX, or TXT format including N values, relative percent respondents, and other statistical values (e.g. p, R) where appropriate; number of extractions and timeline for delivery to be agreed between the consultant and ILGA-Europe (due prior to **30 September 2025**);
- A methodology report (2-4 pages) on the assessment and analysis process (due prior to **30 September 2025**).

ILGA-Europe will have ownership of all extraction materials produced.

**Budget:**

A maximum budget of €8.000 (inclusive of VAT) will be available for these tasks. This sum is inclusive of all expenses.

Please note that if the consultant is not able to issue an invoice with VAT (i.a. 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 30 working days. Activities in relation to this consultancy are expected to take place between 23 July and 30 September 2025.

**How to apply:**

**Applications** should be sent by the **13 July 2025 – 23:59 CEST**. Interested applicants should provide a **current CV** and a **1-page statement of interest and abridged proposal** which describes the basic methodology and technology to be used. 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 intersectional discrimination 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 foreseen. Please also do provide 1 recent reference.

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

Return your application to: Cianán Russell, ILGA-Europe Senior Policy Officer, email: [cianan@ilga-europe.org](mailto:cianan@ilga-europe.org) with the subject "FRA LGBTIQ III consultancy: [your last name]"

## APPENDIX

### Guidance note for extraction analysis of the FRA LGBTIQ III Survey full data set

The purpose of this project is to extract sufficient data for ILGA-Europe to prepare a series of reports on the FRA LGBTIQ III Survey data, looking at intersectional marginalisation and the thematic areas of (1) socioeconomic issues (e.g. housing, poverty), (2) health and access to healthcare, (3) conversion practices, and (4) asylum. This document outlines guidance for the consultant(s) supporting the extraction to ensure all necessary data are made available.

The complete questionnaire for the Survey is available from GESIS here:

<https://access.gesis.org/dbk/78233>

The codebook for the Survey is available from GESIS here:

<https://access.gesis.org/dbk/78236>

In previous years, FRA developed a Technical Report that described the weighting methodology used in their analysis; it is recommended to contact FRA and request the weighting guidance before beginning further work with the dataset.

#### *Socioeconomic issues*

Relevant dependent variables: C7, C8, C9, C10, C11, C12, C13, G1, G2, G19, G20, G21, G22

Relevant independent variables: All questions in Section A (A1 to A13), G16, G17, G18, G1, G2, all questions in Section TR (TR1 to TR7), all questions in Section IX (IX1 to IX15)

#### *Health and access to healthcare*

Relevant dependent variables: All questions and sub-questions in Section H (H1 to H6), C1D, C2 (subpopulation based on C1D and full response set), C3D, C4 (subpopulation based on C3D and full response set), C5 (subpopulation based on C3D and full response set), C6 (subpopulation based on C3D and full response set), C14, C15, E7(6), E8 (subpopulation based on E7(6) and full response set), E9 (subpopulation based on E7(6) and full response set), E10 (subpopulation based on E7(6) and full response set), E11 (subpopulation based on E7(6) and full response set), F2 (subpopulation based on F5K and on F7(6) and full response set), F3 (subpopulation based on F5K and on F7(6) and full response set), F3\_1 (subpopulation based on F5K and on F7(6) and full response set), F4 (subpopulation based on F5K and on F7(6) and full response set), F5K, F6 (subpopulation based on F5K and on F7(6) and full response set), F7 (subpopulation based on F5K and on F7(6) and full response set), G16, G17, G18

Relevant independent variables: All questions in Section A (A1 to A13), all questions in Section TR (TR1 to TR7), all questions in Section IX (IX1 to IX15), G17, G18, G19, G20

#### *Conversion practices*

Relevant dependent variables: All questions in Section C (C18 to C19)

Relevant independent variables: All questions in Section A (A1 to A13), B1, B2, B3, B4, B5, all questions in Section TR (TR1 to TR7), all questions in Section IX (IX1 to IX15)