

Terms of reference for a consultant or team of consultants to map and analyse recent developments in Europe on AI and its impact on the rights of LGBTI people

Deadline for applications: 12 August 2024 – 18:00 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:

Recent advances in artificial intelligence (AI) have significantly influenced various aspects of society, including human rights. In Europe, the European Union (EU) has been actively involved in shaping policies and regulations concerning AI to ensure its alignment with fundamental rights and values, while the Council of Europe is aspiring to develop a Convention on Artificial Intelligence, Human Rights, Democracy and the Rule of Law. At the same time, the human rights of lesbian, gay, bisexual, trans, and intersex (LGBTI) individuals remain an area of concern in the region, with ongoing efforts to safeguard their human rights and promote inclusivity, in the context of which the impact of developments in AI requires attention and understanding by stakeholders.

Goals for this consultancy:

The primary objective of this consultancy is to conduct a comprehensive mapping and analysis of recent developments in Europe regarding AI and its implications for the human rights of LGBTI people, and identifying key challenges of developments in AI for LGBTI rights.

Specific objectives include:

- Identifying and analysing policies, directives, and initiatives related to AI and human rights within the EU and the Council of Europe, with a focus on the rights of LGBTI people.
- Examining the potential impact of AI technologies, including algorithms and automated decision-making systems, on the rights and experiences of LGBTI individuals across the region, including in the context of equality, non-discrimination, protection from hate crimes, access to justice, as well as other issues if so identified during the research.
- Assessing the existing legal frameworks, policies and mechanisms at EU level and the Council of Europe for addressing AI-related discrimination and safeguarding the rights of LGBTI people.
- Identifying key issues, stakeholders, and best practices, as well as highlighting gaps and areas for improvement in European policies and practices concerning AI and the rights of LGBTI people.

Role of the consultant:

- Coordinate with ILGA-Europe to refine the scope of the research and methodology
- Assess the relevant legal materials to answer the questions as per the concept note
- Write a final report of no more than 50 pages

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 ideal candidate for this consultancy possesses expertise in human rights, particularly in the context of the EU and the Council of Europe. They should have a background in legal and policy analysis and a strong understanding of AI technologies and their implications for human rights, with a specific focus on vulnerable groups, ideally the human rights of LGBTI people. Additionally, the candidate should have experience in stakeholder engagement and possess excellent research and analytical skills.

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:

The consultancy will deliver the following key outputs:

- Comprehensive report: Providing an overview of recent developments in Europe on AI and its impact on the rights of LGBTI people, including policy analysis, case studies, and recommendations tailored to the EU and the Council of Europe. (30 pages)
- Policy brief: Summarising key findings and recommendations for policymakers and stakeholders within the European region to inform future policy formulation and advocacy efforts. (5 pages)
- Stakeholder engagement summary: Documenting insights gathered from stakeholder consultations, including key issues, perspectives, recommendations, and a comprehensive list of stakeholders in the region. (15 pages)

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

Budget:

A maximum budget of €4,000 (inclusive of VAT) will be available for these tasks.

Please note that if the consultant is not able to issue an invoice with VAT (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.

Activities in relation to this consultancy are expected to take place between 1 September and 30 November 2024.

How to apply:

Applications should be sent by the **12 August 2024 – 18:00 CEST**. Interested applicants should provide a **current CV** and a **statement of interest and abridged proposal of no more than 3 pages**. 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 legal 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 provide 1 recent reference.

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

Return your application to: Rustam Kypshakbayev, ILGA-Europe Senior Advocacy Officer, email: rustam@ilga-europe.org.