

Consultant - Mapping of LBTQIA+ Economic Empowerment Initiatives & Resources in Asia

Terms of Reference

Position Overview	
Title	Short-Term Consultant
Section	Grants Team
Reporting to	Under the overall direction of the Director - Grants Strategy
Supervised by	Senior Manager - Grants Strategy
Coordinates with	Thematic Lead - Movement & Labour (TL-ML)
Location	Flexible – Anywhere in the mandated countries of WFA ¹
Status	From 1 December 2025 - 15 January 2026
Remuneration	USD 4,000 - 5,000, commensurate with experience

Overview of the Position

WFA seeks to recruit a short-term consultant to undertake a mapping exercise to advance and inform WFA's work with LBTQIA+ organisations that are implementing economic empowerment programmes in Asia.

I. Tasks and Deliverables

Mapping of LBTQIA+ Economic Empowerment Work and Resources in Asia:

Develop a well-synthesised report through literature review, survey, and consultations with WFA grantee partners, sister funds, multilateral funds and donors, regional networks, and LBTQIA+-led organisations.

The report should:

- 1. Map existing initiatives:** Identify LBTQIA+-led groups and organisations across Asia that are working to strengthen economic empowerment and livelihoods through expanding decent work opportunities, promoting LBTQIA+ entrepreneurship, and building supportive ecosystems to advance LBTQIA+ economic power.
- 2. Document existing programmes:** Summarise key actors, programme types, geographic coverage, target populations, scale, and funding sources.

¹ South Asia: Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Sri Lanka, and Pakistan
Southeast Asia: Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand, Timor-Leste, and Vietnam
East Asia: Hong Kong, Mongolia, South Korea, Taiwan



3. Identify gaps and opportunities: Highlight challenges, areas for support, collaboration, and potential scale-up.
4. Map resources and networks: Outline existing donors, intermediaries, and funding streams; networks and alliances; and resources and research initiatives supporting or focused on LBTQIA+ economic empowerment in the region.
5. Apply an intersectional lens: Assess how overlapping factors, such as disability, climate vulnerability, socio-economic status, ethnicity, caste, age, SOGIESC, and others, affect LBTQIA+ individuals' access to resources and economic opportunities.

II. Requirements

1. Background in economic empowerment, social development, or related fields, with demonstrated knowledge of LBTQIA+ communities and their lived realities.
2. Established relationships and networks within LBTQIA+led organisations, community-based initiatives, and relevant national or regional networks.
3. Proven experience in conducting research, consultations, or mapping exercises with community-led organisations and key stakeholders.
4. Strong understanding of LBTQIA+ rights and issues in Asia, including how intersecting factors, such as gender identity, sexual orientation, disability, climate vulnerability, and socio-economic status, influence access to economic opportunities.

Overview of the Organisation

Women's Fund Asia (WFA) is a regional women's fund, committed to supporting women, girls, trans and intersex people led interventions, to enhance and strengthen their access to human rights. WFA works across 22 countries and territories in Asia.²

WFA is headquartered in Colombo, Sri Lanka. The team works out of South Asia and Southeast Asia with a diverse pool of consultants and experts rostered across the larger region. WFA's headquarters is in Colombo.

To apply for this position, please send your CV with two professional references to nivedita@wf-asia.org by 21 November 2025.

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