

Call for consultant: Human Rights Guidelines for Trans Healthcare



Submission of proposals is open until **Monday, July 2, 2018** and should be directed exclusively to health@tgeu.org.

Background to the project:

In the majority of countries in Europe trans people are still unable to access the [trans related healthcare](#) they need. Most trans healthcare providers still require trans people to be diagnosed with a mental illness by a psychiatrist, before they can access treatment. The diagnosis process is often long, complicated and very difficult for trans people to go through.

At the same time however, international reforms are taking place that have the potential to greatly improve the way trans related healthcare is designed and delivered. [The World Health Organisation, has on 18th June 2018](#) just announced that trans identities are no longer considered a mental health condition in the 11th revision of the International Classification of Diseases (ICD-11). The removal of the need for a psychiatric diagnosis means instead trans people can be provided with all of the information and support they need to make their own treatment choices. ICD-11 being rolled out gives a unique opportunity to encourage Governments to provide trans related healthcare in a way that puts trans people's human rights at the centre of the treatment process.

TGEU is therefore seeking a consultant to lead on the development of guidelines that clearly set out how trans healthcare can be delivered in a way that protects the human rights of trans people. This will enable those who design and deliver healthcare to understand what healthcare that truly meets the needs of trans people should look like.

Aims of the human rights guidelines:

- To provide a clear set of standards that should be met in order for trans related healthcare to meet the human rights of trans people.
- To act as a yardstick against which trans healthcare protocols can be measured for their ability to deliver the quality of care trans people are entitled to.

- To reflect European and international human rights instruments and international best practice.
- To bring about improvements in trans related healthcare for trans people who have particular difficulties in getting their healthcare needs met, such as D/deaf and disabled people, people of colour, asylum seekers, sex workers, etc.
- To complement existing guidelines such as the World Professional Association for Transgender Health Standards of Care.
To provide practical advice and examples of best practice for anyone aiming to put in place a pathway or protocol for trans related healthcare.

Target group:

The guidelines are intended to be used by various people involved in trying to bring about improvements to trans healthcare.

For example:

- Trans activists who are advocating for better healthcare.
- Policy makers who are deciding how trans healthcare should be provided and who gets access to it.
- Equality organisations who are assessing whether the trans related healthcare provided meets human rights standards.

Format:

The guidelines will be to the point and written in accessible language so that it can be used by as many people as possible. It is particularly important that people without a medical background can understand it.

Objectives of the work:

1. Develop human rights guidelines for the design and delivery of trans related healthcare based on informed consent.
2. Demonstrate how the guidelines will help to reduce the barriers to accessing healthcare experienced by groups within the trans community who face additional marginalisation, for example D/deaf and disabled people or sex workers.
3. Provide health policy makers with examples of good practice in the provision of trans related healthcare.

Activities to be carried out and timeline:

Activity	Estimated completion date
<p>Identify people to invite to a workshop (likely one day or more) to develop human rights guidelines who have experience of either:</p> <ul style="list-style-type: none"> • trans healthcare advocacy e.g. trans activists • healthcare policy, e.g. officials in health departments • healthcare advocacy for other marginalised groups e.g. disabled activists <p>In doing so prioritise people from groups usually underrepresented within TGEU's activities</p>	August 15
<p>Consult with people who can give examples of their own experience of trying to access trans healthcare as someone who is marginalised, e.g. people of colour, asylum seekers, D/deaf and disabled people</p>	August - September
<p>Carry out research using the internet into materials that have been written about trans healthcare, patients' rights, standards of care, human rights relating to healthcare etc.</p>	July 20 – August 15
<p>Take the lead on planning and organising the workshop</p>	July 15 – August
<p>Produce a draft version of the human rights guidelines to be circulated with the invitees prior to the workshop</p>	August 1 – mid September
<p>Facilitate the workshop (alongside TGEU staff) for the</p>	early October

group to intensively work on the draft guidelines	
Incorporate the work done at the workshop into a new draft of the guidelines	22nd October
Gather feedback on the draft guidelines at the World Professional Association for Transgender Health conference	2 nd – 6 th November (Buenos Aires)
Produce a final version of the guidelines	End November

We are looking for someone who:

- Has knowledge of the various human rights obligations had by Governments in Europe, for example those provided by the European Convention on Human Rights
- Understands the issues experienced by marginalised groups when trying to access healthcare
- Has experience of carrying out in-depth research and becoming very familiar with new topics
- Is experienced at writing publications for a variety of audiences and can write about complicated issues in accessible language
- Can confidently lead a workshop of people with different knowledge and experience and enable them to work together to achieve a common goal
- Is able to take responsibility for planning how and when to carry out the tasks required to complete this project, and knows when to ask for input from others
- Is experienced at writing in English

We offer:

- A remuneration of 12.500€ (a max of 50 days at a daily rate of 250€)
- guidance throughout,
- first starting points for research and contacts
- flexible working hours
- collaboration with a dedicated team

To apply please e-mail:

- A cover letter of around one page setting out the skills and experience you have that mean you can undertake this consultancy
- Copies of/attachments to similar guidelines, toolkits, publications etc. you have written
- Your CV
- Contact information for 2 references
- A proposed contents page for the guidelines setting out the headings of each section
- A proposed workshop outline showing your approach to facilitating the group in working on the draft guidelines.