

Call for Applications:

Consultancy to develop a report on Anti-Gender Movements in the SWANA region

Application Deadline: 21 May 2025

Location: Home-based / Remote

Duration: 3 Months

Start Date: 1 June 2025

Budget: Up to USD 20,000

Background

GATE is focused on increasing the capacity of trans and gender diverse communities to respond to anti-gender movements operating at the international, regional and national levels. Around the globe, trans and gender diverse people are being targeted by anti-gender movements operating at the social, political, and institutional levels. These movements are trying to restrict or deny access to human rights, including autonomy and self-determination, depathologization, mental and bodily integrity, legal gender recognition and gender-affirming healthcare, informed consent, sanitation, and freedom from discrimination and torture.

Our analysis shows that the anti-gender movements are growing in power and geographical reach, and becoming more successful in pushing back against the hard-won gains by trans and gender diverse communities. This is an ongoing area of work that encompasses building the capacity of trans and gender diverse movements to respond effectively to opposition from anti-gender movements.

Objective

The objective of this consultancy is to produce knowledge on anti-gender opposition, its forms, actors, tactics and processes as they relate to trans and gender diverse communities in South-West Asia and North Africa (SWANA) region.

Scope of Work

The objective of this consultancy is to conduct in-depth research and analysis **regarding the anti-gender opposition, actors, tactics and processes in South-West Asia and North Africa (SWANA)** (also referred to as the Middle East and North Africa (MENA)) and develop a comprehensive report that will meaningfully contribute to trans and gender diverse organizing.

The purpose of the report is:

- to increase critical knowledge on how and by whom anti-gender narratives and actions are being used to attack trans and gender diverse people and their human rights in the region;
- to strengthen trans and gender diverse activists' capacity to organize successfully and to participate meaningfully in broader coalitions against anti-gender attacks; and
- to expand trans and gender diverse political mobilization on legal depathologization.

The consultant(s) will be responsible for developing a report that covers the following:

- A map of key processes (e.g., legal reform, governmental elections) and actors (e.g., media, political parties, religious groups, official institutions, etc.), and tactics (e.g., online disinformation and misinformation linking trans identities to externally imposed moral degradation) involved in anti-gender violence against trans and gender diverse people in SWANA.
- Impacts of and potential threats posed by the anti-gender opposition on trans and gender diverse communities, especially on community organizing.
- Possible socio-culturally appropriate and politically relevant strategies to counteract anti-gender opposition.
- A map of key stakeholders in the trans and gender diverse response to anti-gender violence against trans and gender diverse people in SWANA.
- A map of key allies in the trans and gender diverse response to anti-gender violence against trans and gender diverse people in SWANA.

Responsibilities

The consultant(s) will have a maximum of 12 weeks to complete the deliverables and will be responsible for producing the following:

- Producing an in-depth report in English on key findings and recommendations covering all areas as outlined in the section above under the Scope of Work
- Design and conduct a webinar hosted by GATE to share key findings and recommendations with key stakeholders, including community members, donors and other relevant governing bodies.

The project entails:

- Conducting a literature review and consulting with/interviewing experts and stakeholders to develop the methodology and structure of the report.
- Developing the first draft of the report.
- Finalizing the Toolkit based on GATE's feedback.

- Developing and conducting a webinar to present the key findings and recommendations of the report.

Budget

The consultant will submit a budget proposal for the project, including fees, expenses, and any other costs associated with developing the Toolkit. The proposal should include a breakdown of costs for each deliverable.

Essential Requirements

- Expert knowledge of the SWANA region processes, institutions, and movements.
- Demonstrated experience (minimum 3 years) in working with grassroots trans and gender diverse communities and organizations in the SWANA region.
- Expert knowledge of the anti-gender opposition and framework.
- Knowledge of the diversity of gender identity and gender expression, and the impact of anti-gender opposition on trans and gender diverse communities.
- Demonstrated experience in developing toolkits, training materials, or other resources for community-based organizations, NGOs, or civil society organizations.
- Excellent writing and editing skills, including the ability to synthesize complex information and data from diverse sources and to adhere to GATE's publication guidelines in writing and referencing styles.
- Experience in conducting research and analysis of complex social, political, and legal issues related to gender identity and gender expression.
- Proven track record of working within strict confidentiality and digital safety measures.
- Fluency in English; preference for applicants with additional fluency in Arabic, French, Persian or Turkish.

Desirable Skills

- Previous experience in similar tasks will be considered a strong asset.
- Strong organizational and project management skills, including the ability to manage multiple tasks and deadlines, work independently, and collaborate effectively with others.
- Strong interpersonal and communication skills, including the ability to work effectively with diverse stakeholders, including marginalized communities, donors, and partners.

Selection Process

We encourage applications from trans and gender diverse people, people from the Global South, Black, Indigenous, and Latinx people and people of color, D/deaf and disabled people, people from a migrant background, and sex workers.

Only shortlisted candidates are contacted.

Submit the following to the email listed below with the suggested subject line by **21 May 2025**:

Email: applications@gate.ngo

Subject line: Surname – AG Opposition in SWANA (e.g. Lopez – AG Opposition in SWANA)

- Cover letter of no more than 400 words
- Curriculum Vitae, including name and contact details of two references
- Brief methodology with the timeline of activities (2–4 pages) and budget

About GATE

GATE is an international organization that advocates for equality and dignity for all, regardless of gender identity and expression. We collaborate with trans-led organizations, strategic partners and allies, and critical global, regional, and national stakeholders to ensure our communities are not left behind.

GATE is a 501c3 organization registered in New York (USA). Our programs are organized around three main areas: Human Rights, Health, and Movement Building.