



## Terms of Reference

# Global Consultant: Policy Brief on the impact of anti-trafficking legislation and initiatives on sex workers

NSWP is seeking to appoint a Global Consultant to develop a Policy Brief, with accompanying Community Guide, on the impact of trafficking legislation and initiatives on sex workers. NSWP will consider applications from individuals based in or outside of the UK.

The conflation of sex work and trafficking often results in legislation and regulations that aim to repress sex work or unfairly target sex workers. Such regulations include overly broad and inaccurate definitions of trafficking, increased criminalisation of sex workers' clients and third parties and punitive and discriminatory immigration restrictions. These regulations often result in the arbitrary detention or deportation of sex workers and increase their susceptibility to abusive practices and unsafe working environments.

This Policy Brief will examine emerging global patterns in 'anti-trafficking' legislation and regulation and their impact upon sex workers. It will also reflect and expand on the positions set out in the NSWP Consensus Statement on Sex Work, Human Rights and the Law.

The Policy Brief and Community Guide are intended for policy makers and those who design and implement programmes and work directly with sex workers; and as an advocacy tool for NSWP member organisations to utilise in their attempts to raise awareness and advocate for the rights of sex workers.

The work will require a combination of strong interpersonal, research and writing skills, with an ability to recognise and respond to different regional and members' needs through effective multi-lingual electronic communication tools, networking and consensus building.

To plan and deliver on this work the successful applicant will need to work closely with the NSWP Policy Team and other Secretariat staff. This is an interesting and challenging position that requires a high degree of autonomy and initiative and the ability to interact effectively with a wide range of international stakeholders.

### The post holder will be expected to undertake the following tasks:

- Undertake in-depth desk research, including international and national research on this issue. The post holder must also familiarise themselves with, and incorporate, existing NSWP published policy positions on this issue and on any other relevant issues affecting sex workers.
- Conduct a brief global e-consultation among NSWP members to gather their experiences and feedback, and in-depth interviews with other key stakeholders, incorporating, where appropriate, these responses into the Policy Brief.
- Develop a Policy Brief of between 5-6,000 words (maximum) and an accompanying Community Guide of 1,000 words (maximum) which includes: a full analysis of the issues and a set of clear recommendations.
- Work with the Policy Team in finalising the Policy Brief and Community Guide. Additional style guide information will be provided.

### DELIVERABLES:

- The post holder will submit a work plan (with deadlines for the tasks listed above) for developing the Policy Brief and Community Guide within one week of returning the signed Letter of Agreement to the NSWP Secretariat.

**NSWP | The Matrix 62 Newhaven Road | Edinburgh EH6 5QB | Scotland UK**

**[secretariat@nswp.org](mailto:secretariat@nswp.org) | +44 (0)131 553 2555 | [www.nswp.org](http://www.nswp.org)**

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- The post holder will submit a first draft of the E-Consultation by Sunday **1 April 2018**.
- The post holder will submit a first draft of the Policy Brief by Sunday **26 August 2018**, for review and comment by the Policy Team.
- The post holder will submit the final draft of the Policy Brief and first draft of the accompanying Community Guide by Sunday **7 October 2018**.
- The post holder will submit the final draft of the Community Guide, provide a narrative report (maximum 2 pages) on the process used for developing the report, and any learning by Sunday **21 October 2018**.

### **PROFESSIONAL EXPERIENCE REQUIRED:**

1. Excellent written English, including experience writing for international audiences and summarising documents in **plain** English, and ability to use translation technologies to communicate in writing with speakers of other languages.
2. Experience of desk research, and be able to evidence strong community research and interviewing skills.
3. Knowledge of the sex workers' rights movement and an understanding of practices, policies and legislation impacting upon sex work and sex workers of all genders.
4. A clear understanding of the international definition of human trafficking, as set out in the Palermo Protocol.
5. A good understanding of the conflation of sex work and trafficking in international, regional, and national legislation, policy and practices and its impact upon sex workers across all regions of NSW.
6. A good understanding of sex work within a labour framework and international labour legislation, policy and practices.
7. A good understanding of a human rights-based approach to improving the working conditions of sex workers.
8. A commitment to the meaningful participation of sex workers in the decisions that affect their lives and the communication of their issues.
9. Excellent interpersonal and communication skills with a diverse range of individuals and organisations, including the ability to communicate via email and on the telephone, including with non-English speakers and to produce written papers and reports.
10. An innovative and flexible approach and a commitment to team working with good organisational skills and ability to recognise and develop personal and professional boundaries and motivate those around you.

**BUDGET & TIMELINE:** NSW has a maximum of £2500, including overheads and other costs for this work. NSW requires this work to be completed by **21 October 2018**. Consultants are asked to confirm availability to complete within the deadline when expressing interest.

**INTERESTED?** All candidates must complete the short application form provided, outlining experience and skills and send to: [secretariat@nswp.org](mailto:secretariat@nswp.org). CVs will **not** be considered.

**APPLICATION DEADLINE:** Sunday 25 February 2018 23.59 hours BST.

**INTERVIEWS:** To be held week commencing Monday 12 March 2018 via Skype.

**NSWP values diversity and encourages applications from individuals with sex work experience and welcomes applications from all sections of the community. As a sex worker-led organisation, priority will be given to suitably qualified applicants who have sex work experience. NSW encourages applications from individuals who have not previously worked for NSW.**

**NOTE FOR INTERNATIONAL APPLICANTS:** NSW, as a global member-based organisation, welcomes applications from people worldwide. However, as a small non-governmental organisation, we are not licensed as a sponsoring employer with the UK Home Office for international recruitment. If you are based in the UK NSW is legally obliged to ask for documentation to validate your right to work in the UK. Applicants based abroad are employed as consultants based in their home countries who will be expected to work remotely. All successful applicants will be asked to provide two pieces of identification as proof of identity and residential address to enable NSW to meet UK audit regulations.