



nswp Global Network of Sex Work Projects
Promoting Health and Human Rights



Terms of Reference

Global Consultant: Briefing Paper on homophobia and transphobia

NSWP, in collaboration with The Global Forum on MSM & HIV (MSMGF), is seeking to appoint a Global Consultant to lead the development of a Briefing Paper, with accompanying Community Guide, on the homophobia and transphobia experienced by sex workers who are also part of the LGBT community. The successful candidate will be contracted by NSWP and can be based in or outside of the UK.

Homophobia and transphobia exist at structural, institutional and societal levels and is underpinned by punitive laws, policies and practices that exacerbate the stigma, discrimination and social exclusion experienced by sex workers and LGBT people. Discrimination on the grounds of sexual orientation and gender identity adds to and intensifies the discrimination experienced by all sex workers, leading to increased levels of violence, human rights abuses, further limiting access to services and justice.

This Briefing Paper will document the experiences of stigma and discrimination against sex workers who are part of the LGBT community and the commonalities and differences in their experiences to the other members of the communities and make recommendations for tackling the double stigma and discrimination experienced by those at the intersection of the sex worker and LGBT communities

The Briefing Paper and Community Guide are intended for policy makers and those who design and implement programmes with and for sex workers and LGBT people. It will also serve as an advocacy tool for NSWP & MSMGF member organisations in their work to raise awareness and promote the rights of sex workers and LGBT people.

The Global Consultant will lead this work, including overseeing NSWP & MSMGF's method for conducting consultations among its members, including through the use of National Consultants. 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 & MSMGF Policy Teams and with National Consultants. 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 in-depth desk research, including international and national research on this issue. The post holder must also familiarise themselves with, and incorporate, existing NSWP & MSMGF published policy positions on this issue and on any other relevant issues affecting sex workers and LGBT people.
- Conduct a brief global e-consultation among NSWP & MSMGF members to gather experiences (good and bad) and feedback, incorporating, where appropriate, these responses into the Briefing Paper.
- Develop an enquiry framework for use by twelve National Consultants in country-level focus groups and individual interviews, providing support and coordinating with those consultants throughout the process.
- Develop a Briefing Paper of around 7,500 words (maximum) and an accompanying Community Guide of 1,500 words (maximum) which includes: a full analysis of the issues; a summary of case study information from the national consultations and global e-consultation; and a set of clear recommendations.
- Work with the Policy Teams in finalising the Briefing Paper and Community Guide. Additional style guide information will be provided.

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DELIVERABLES:

- A work plan (with deadlines for the tasks listed above) for developing the Briefing Paper and Community Guide within one week of returning the signed Letter of Agreement to the NSWSP Secretariat.
- A first draft of the E-Consultation by **9th March 2018**.
- A first draft of the Briefing Paper by **30th July 2018**, for review and comment by the Policy Teams.
- The final draft of the Briefing Paper and first draft of the accompanying Community Guide by **10th September 2018**.
- 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 **17th September 2018**.

PROFESSIONAL EXPERIENCE REQUIRED:

1. Excellent written and spoken English and ability to use translation technologies to communicate in writing with speakers of other languages.
2. Experience of writing for international audiences and at a variety of levels, including summarising documents in **plain** English.
3. Experience with desk research and demonstrated track-record of community research skills.
4. Knowledge of the sex workers' & LGBT rights movements and an understanding of practices, policies and legislation impacting upon both populations.
5. A good understanding of how homophobia and transphobia manifest at structural, institutional and societal levels and impact on the lives of sex workers who are also part of the LGBT community.
6. A good understanding of a human rights-based approach to improving the lives of sex workers and LGBT people.
7. A commitment to the meaningful participation of sex workers and LGBT people in the decisions that affect their lives and the communication of their issues.
8. 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.
9. An innovative and flexible approach and a commitment to team working with good organisational skills and the ability to motivate those around you.
10. Ability to recognise and develop professional and personal boundaries.

BUDGET & TIMELINE: A maximum of £5000, including overheads and other costs is available for this work. NSWSP & MSMGF require this work to be completed by **17th September 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. CVs will **not** be considered.

APPLICATION DEADLINE: Sunday 4th February 2018 23.59 hours GMT.

INTERVIEWS: To be held week commencing 19th February 2018 via Skype.

NSWP & MSMGF value diversity and encourage applications from individuals with sex work experience and LGBT people. We welcome applications from all sections of the community. Priority will be given to suitably qualified applicants who have relevant life or work experience.

NOTE FOR INTERNATIONAL APPLICANTS: NSWSP, 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 NSWSP 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 NSWSP to meet UK audit regulations.