



## Terms of Reference

### Global Consultant: Smart Sex Worker's Guide: Community-led Responses to COVID-19

NSWP is seeking to appoint a Global Consultant to develop a **Smart Sex Worker's Guide** on community-led responses to COVID-19. NSWP will consider applications from individuals based in or outside of the UK.

Sex workers have been disproportionately impacted by the COVID-19 pandemic. The structural, social, and economic barriers, rooted in the criminalisation of sex work in the vast majority of countries, sex workers experienced before the pandemic have been exacerbated – sex workers all over the world have experienced hardship, loss of income, exclusion from social protection and emergency response, increased criminalisation and harassment, negative long-term HIV and other health outcomes and increased inequalities.

As governments failed to provide adequate assistance in their social protection mechanisms and emergency responses, sex worker-led organisations around the world stepped up to support their communities. Emergency and mutual aid funds were set up to provide sex workers with grants and vouchers, and many sex worker-led organisations continued to provide and expand services and support to sex workers by distributing PREP and ARVs directly to sex workers in their homes, along with food and hygiene packages. This Smart Guide will highlight best practices in sex worker-led responses to COVID-19 that will provide models for future health and humanitarian crises.

Smart Guides provide basic information on key issues that affect sex workers globally. This guide will act as an advocacy tool that sex workers and our allies can use to raise awareness and advocate for a rights-affirming approach to sex work and sex workers.

This paper will expand on the existing published positions of NSWP, including the Policy Brief: COVID-19 and Sex Workers / Sex Worker-led Organisations and be informed by COVID-19 impact reports from our regional networks. It will also build on the principles contained within the Sex Worker Implementation Tool (SWIT) and reflect and expand on the positions set out in the NSWP Consensus Statement on Sex Work, Human Rights and the Law.

The Global Consultant will lead this work, including overseeing NSWP's method for conducting consultations among its members 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 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.

**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)**

NSWP is a private not-for-profit limited company. Company No. SC349355

- Conduct in-depth interviews with key stakeholders, incorporating, where appropriate, these responses into the Smart Guide.
- Develop an enquiry framework for use by ten National Consultants in country-level focus groups and individual interviews, providing support and coordinating with those consultants throughout the process.
- Develop a Smart Guide of no more than 7,500 words which includes a full analysis of the issues and a summary of case study information from the national consultations.
- Work with the Policy Team in finalising the Smart 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 Smart Guide within one week of returning the signed Letter of Agreement to the NSWSP Secretariat.
- The post holder will submit a first draft of the Enquiry Framework by **20<sup>th</sup> February 2022**.
- The post holder will submit a first draft of the Smart Guide by **26<sup>th</sup> June 2022** for review and comment by the Policy Team.
- The post holder will submit the final draft of the Smart Guide and a footnote translation document by **7<sup>th</sup> August 2022**.
- The post holder will submit a narrative report (maximum 2 pages) on the process used for developing the report, and any learning; national reports, interview notes, and background materials used for the report by **28<sup>th</sup> August 2022**.

### **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 of desk research and be able to evidence strong community research skills.
4. 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.
5. A good understanding of a human rights-based approach to sex work
6. A good understanding of how the COVID-19 pandemic impacted, and continues to impact, sex workers globally.
7. A commitment to the meaningful participation of sex workers 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:** NSWSP has a maximum of **£5,000**, including overheads and other costs for this work. NSWSP requires this work to be completed by **7<sup>th</sup> August 2022**. Consultants are asked to confirm availability to complete within the deadline when expressing interest.

**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 NSWP to meet UK audit regulations.

**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.

**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.**

**NSWP encourages applications from individuals who have not previously worked for NSWP.**

**APPLICATION DEADLINE: Sunday 9<sup>th</sup> January 2022 23.59 hours GMT.**

**INTERVIEWS:** To be held week commencing 24<sup>th</sup> January 2022 via Zoom.