



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

## Terms of Reference

### Global Consultant: Smart Sex Worker's Guide to Digital Security

NSWP is seeking to appoint a Global Consultant to develop a **Smart Sex Worker's Guide, with accompanying Community Guide**, on digital security for sex workers. NSWP will consider applications from individuals based in or outside of the UK.

Sex work is rapidly transforming with the expansion of information and communication technology (ICT). While providing increased opportunities and flexibility, ICT also presents new challenges and potential risks. Sex workers are increasingly targeted through facial recognition technology that poses serious threats to their privacy and safety. Sex workers are also increasingly targeted by national and international NGOs promoting digital health services, as well as government service providers, who wish to use mobile apps to provide information, but also to find, count, track, and trace sex workers. The increasing use of ICT poses many challenges in terms of protecting the privacy, confidentiality, and safety of sex workers, in an increasingly criminalised environment.

This Smart Guide will examine the threats and challenges posed by ICT developments, including the use of biometrics, facial recognition technology, and initiatives that do not meet the highest security standards. The guide will highlight the opportunities and need for ICT developments that are community-led and owned; that protect both the health and human rights of sex workers; and that do not replace essential face-to-face services for sex workers or undermine community empowerment and mobilisations at a grassroots level.

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 Smart Service Provider's Guide to ICT and Sex Work. It will also build on the 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 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 Smart Guide.

**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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- Actively ask NSWP members to provide appropriate and relevant images for inclusion in the Smart Guide and ensure the NSWP Photo Permission Form is completed for any photos received, and captions and credits for all images are provided.
- Develop a Smart Guide of no more than 7,500 words and an accompanying Community Guide of 1,000 words (maximum) which includes a full analysis of the issues.
- Work with the Policy Team in finalising the Smart Guide 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 Smart Guide within one week of returning the signed Letter of Agreement to the NSWP Secretariat.
- The post holder will submit a first draft of the E-Consultation by **21<sup>st</sup> March 2021**.
- The post holder will submit a first draft of the Smart Guide by **4<sup>th</sup> July 2021** for review and comment by the Policy Team.
- The post holder will submit the final draft of the Smart Guide and first draft of the accompanying Community Guide by **15<sup>th</sup> August 2021**.
- The post holder will submit the final draft of the Community Guide; a footnote translation document; a narrative report (maximum 2 pages) on the process used for developing the report, and any learning; all e-consultation forms, interview notes, and background materials used for the report by **5<sup>th</sup> September 2021**.

### **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 a human rights-based approach to digital security issues that affect sex workers.
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:** NSWP has a maximum of **£2500**, including overheads and other costs for this work. NSWP requires this work to be completed by **5<sup>th</sup> September 2021**. Consultants are asked to confirm availability to complete within the deadline when expressing interest.

**NOTE FOR INTERNATIONAL APPLICANTS:** NSWP, 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 NSWP 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.

**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 NSWSP.**

**APPLICATION DEADLINE: Sunday 31<sup>st</sup> January 2021 23.59 hours GMT.**

**INTERVIEWS:** To be held week commencing 15<sup>th</sup> February 2021 via Zoom.