

Terms of Reference short-term consultancy:

Coordination of the formation of the Southern African Sex Workers Alliance (SASWA)

Aidsfonds and the SASWA working group are seeking a consultant to conceptualise and coordinate the set-up of the Southern African Sex Workers Alliance (SASWA).

1. Background

Background of Aidsfonds

Aidsfonds is working towards a world without AIDS. We are there to help everyone living with or affected by HIV/AIDS. The main aim of Aidsfonds is to ensure that everyone has access to prevention, treatment, care and support. At the same time, our funding for scientific research contributes to advances in the understanding of AIDS. Aidsfonds always takes the lead when there are fresh insights that could be the start of new and better options. We use scientific research and innovative methods to optimise the programmes that we implement. We also believe in empowering people so they can act in their own interests. For more information see: www.aidsfonds.org

Hands Off II programme

Violence is increasingly recognised as an important risk factor contributing to the spread of HIV and sexually transmitted infections (STIs) worldwide. Building on the success of the first phase of Hands Off, Hands Off 2 (2019-2025) works directly with sex worker-led groups, police and NGOs working on human rights and health services to reduce violence against sex workers and to address inequalities and exclusion experienced by sex workers of all genders. Based on sex workers' own priorities and needs, activities implemented under the programme include rights literacy training and capacity building of sex worker movements, strengthening emergency response systems and roll out of national, regional and global lobby for law and policy reform.

The programme is active in five countries in Southern Africa (Botswana, Mozambique, South Africa, Zambia and Zimbabwe), and additionally works at regional and global level. See for more information: <https://aidsfonds.org/work/hands-off-reducing-violence-against-sex-workers>.

The Southern African Sex Workers Alliance (SASWA)

To further increase partnerships between the national sex worker-led networks and to effectively create and sustain a strong regional voice, Hands Off partners are leading in the establishment of a regional umbrella organisation. The Southern African Sex Workers Alliance (SASWA) will be a sub-regional alliance and a collective of Southern African sex worker movements, starting with those in Botswana, Mozambique, South Africa, Zambia and Zimbabwe. SASWA will be a uniquely and

strategically positioned alliance to represent Southern African sex worker-led networks in engagement and partnership with high-level bodies at SADC and African Union level.

To work together with the SASWA working group¹ on the formation of SASWA, Aidsfonds is looking for an experienced consultant.

2. Key responsibilities

The consultant will work together with the SASWA working group to set up SASWA. In this, the consultant is responsible for the below tasks:

1. In coordination with the SASWA working group convene with relevant stakeholders and sex worker-led networks such as the African Sex Workers Alliance (ASWA) and the Global Network of Sex Work Projects (NSWP) to:
 - Draw on the experiences of regional networks and learn from the formation of (sub) regional alliances;
 - Consult with sex worker networks based in the Southern African region, beyond the Hands Off countries;
 - Identify the niche for the SASWA;
 - Advise on alignment of work with other regional and global sex worker-led networks.
2. In collaboration with the SASWA working group conceptualise and coordinate the formation of SASWA, including:
 - Consultations/focus group discussions with Hands Off countries sex worker-led networks on the envisioned mandate of SASWA (in this making sure that sex workers of all genders are represented);
 - Consolidation of the consultations into a draft vision and mission of SASWA;
 - Formulate supporting documents such as a selection procedure for a coordinator, the Terms of References for the coordinator, founding document and a governance structure.
3. Guide in the operationalisation of SASWA, including:
 - a. Deliver a first draft of a work plan for SASWA 2021- 2022, including a strategy on the launch of SASWA;
 - b. Set up of selection of SASWA coordinator;
 - c. Support with the identification of a hosting organisation for SASWA, for more information of hosting please see the [hosting report](#).

3. Deliverables

The consultant is responsible for the below deliverables:

- Report on the analysis of consultations with Hands Off partners and round table meetings with relevant stakeholders and other sex workers-led networks to inform the vision and mission of SASWA;

¹ The SASWA working group consists of representatives of sex worker-led networks in Southern Africa.

- Founding document describing the vision and mission of SASWA, membership regulations, leadership and governance structure, indication of how financial resources will be governed, and representation and commitment to the community;
- Terms of reference for the SASWA coordination and a steering committee;
- Report on hosting workshop;
- Memo on selection coordinator of SASWA and selection of hosting organisation;
- Draft work plan 2021/2022.

4. Timeline

Period	Phase	Deliverables
May – June	1: Inception phase: convening of stakeholders and sex worker-led networks	Analysis of consultations
June – July	2: Conceptualisation phase: vision and mission, supporting documents and founding document	Founding document, ToR coordinator and steering committee
August – October	2: Operationalisation phase, selection coordinator, selection of a hosting organisation	Draft work plan, coordinator selected, host identified

5. Profile

We are looking for an enthusiastic, skilled and flexible consultant with experience on movement building and excellent coordination and communication skills. The consultant should be familiar with the theme of sex work and have a neutral attitude towards female, male and transgender sex workers who receive money or goods in exchange for sexual services and towards other key populations.

Requirements include:

- Advanced Degree (Master’s) in Human Rights, Law, Gender, Social Science, Social Policy, public health or other related field, or similar experiences;
- Minimum of 5 years of professional experience in social policy, human rights, and HIV;
- Expertise in movement building and capacity strengthening of (key population) movements;
- Strong coordination, consensus building and facilitation skills;
- Experience with participatory working, involving key populations of diverse sexual orientation and gender identity;
- Familiarity with sex workers networks and organizations;
- Fluency in English;

- Additionally, fluency in French or Portuguese and any major other regional language will be an advantage;
- A sex worker or previous sex worker experience, HIV+ or LGBTQIA+ person will be advantageous.

6. How to apply

We are looking for someone who is available to start **end of May 2021**. A detailed timeline with milestones will be developed in close consultation with the consultant as part of the contract. The proposed budget for this consultancy is 12.500 euro. Payment will be made in two tranches, one (30% of the total fee) at the start and one (70% of the total fee) at the end of the assignment, when all deliverables are handed in and approved by the SASWA working group and the Hands Off coordinator.

You can apply by sending the following information before **14 May 2021** to Soraya Bouwmeester (sbouwmeester@aidsfonds.nl).

- CV or resume demonstrating relevant expertise and experience;
- Motivation letter (max. 2 pages) that includes proposed activities;
- Implementation timeline (max 1 page);
- Overview of total consultancy fee, including the number of days, daily rate and operational budget for meetings.