

Terms of Reference short-term consultancy: Trainer on research techniques for research assistants

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

Sex work programme

The sex work programme of Aidsfonds has a long history of implementing projects, both nationally and on global level. The programme is specialised in supporting, monitoring and mentoring sex worker self-led organisations and service providers (law enforcement and health workers). As a result Aidsfonds has a successful track record in international work with and for sex workers. Currently we have three main international global programmes; Bridging the Gaps (focussing on human rights and access to health), PITCH (focussing on lobby and advocacy for sex workers' rights) and Hands Off 2, which focuses on violence and sex work in the Southern African region.

Hands Off II programme

Violence is increasingly being recognised as an important risk factor contributing to the spread of HIV and sexually transmitted infections (STIs) worldwide. High rates of violence perpetrated against (female) sex workers have been consistently documented in developing countries. Sex workers exposed to violence were more likely to be infected with HIV and other STIs than those who did not report such experiences.

The first phase 1 of the Hands Off programme (2014 - 2019) has proven that the Hands Off model, a combination of engagement with police in the HIV response, crisis response and litigation, and movement building results in reduced violence against sex workers. The second phase (2019 – 2024) will further build on the Hands Off model and intensify interventions that are proven to lead towards a reduction of violence, as well as pilot new and innovative strategies.

The main goal of the programme is to reduce violence against sex workers at community, national and regional level. Hands Off will contribute to the reduction of violence through four long-term outcomes: 1) an empowered and resilient sex worker movement that demands its rights, 2) increased access to and use of inclusive services for sex workers, 3) a more enabling environment for sex work, and 4) sex workers protected and served by law enforcement. The programme's primary target group is female, male and transgender sex workers, meaning those who receive money or goods in exchange for sexual services, either regularly or occasionally. Hands Off is implemented in South Africa, Botswana, Mozambique, Zambia and Zimbabwe. See for more information: <https://aidsfonds.org/work/hands-off-reducing-violence-against-sex-workers>

Hands Off research

Under Hands Off 1 a regional participatory study was conducted on sex work and violence amongst more than 2000 sex workers in the five programme countries. The research (with both a quantitative and qualitative aspect) was designed by sex workers and partners in the Hands Off consortium. This study informed the work plans of Hands Off partners and results have been used for lobby and advocacy purposes. Examples of previous participatory research reports on Sex work & violence can be found at:

<https://aidsfonds.org/resource?f=1&s=&type=report&year=2015,2016,2017,2018&community=1527®ion=11#filters>

From 2020 onwards the Hands Off programme will start implementation in Zambia. Aidsfonds will work with ZASWA, the Zambia Sex Workers Alliance, to implement interventions that reduce violence against sex workers. The programme will start with the qualitative needs assessment and a quantitative baseline at four different sites in Zambia (Lusaka, Solwesi, Chipata and Chililabombwe). For the quantitative research component the Hands Off programme team is looking for an experienced consultant who will train the sex worker research assistants.

2. Key responsibilities

Based on the existing Aidsfonds training manual the consultant will train 8 sex workers and a research coordinator in quantitative research techniques. He or she will also train them in administering the quantitative survey among their peers. The training consists of interactive training methods and covers various topics, such as interviewing techniques, research protocols, reflecting on your attitude, dealing with resistance, recruiting respondents and forms of violence.

The training will be held in Lusaka in September 2020. ZASWA will arrange the logistics for the training and the selection of the training participants. Tasks of the trainer include:

- Preparing the training in close collaboration with Aidsfonds and ZASWA, based on the Aidsfonds training manual (2 days)
- Training of 8 sex workers and the research coordinator on research methodologies and techniques, using the Aidsfonds training manual (2 days)
- Coach and mentor research assistants during the practice session (1 day)

3. Profile

We are looking for an enthusiastic, skilled and flexible trainer. 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.

General requirements include:

- Strong training and facilitation skills
- Ability to create a safe learning environment and discuss sensitive topics
- Strong communication skills to relay new concepts in a way that is clear, understandable, engaging and helpful
- Adaptability: assess, diagnose and solve on the job challenges and situations
- Zambia resident

Desired qualifications:

- Previous relationship with sex worker-led initiatives
- Basic research knowledge

4. Application process

We are looking for someone who is available in the first half **September 2020**. A detailed time line and budget will be developed in close consultation with the consultant and will be part of the contract. Payment will be made in two tranches, one at the start and one at the end of the assignment, when all deliverables are handed in and approved by the Head of the International Sex work programme. Our finance department will pay tax at the prevailing tax rules. The consultancy fee will be discussed during the applications round.

The selection process will take place in August and decisions will be made in close consultation with ZASWA.

How to apply

You can apply by sending the following information to Ingeborg van Beekum <ivanbeekum@aidsfonds.nl> **before 10 August 2020**.

- CV or resume
- Motivation letter
- Consultancy fee
- Contact information for 2 references