

Terms of Reference short-term consultancy

Qualitative research on sex work & violence in Zambia

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.

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 qualitative research component we are looking for an experienced anthropologist or social researcher to conduct the research.

2. Key responsibilities

The Hands Off programme team is looking for a consultant who will **conduct the qualitative part of the research**. Aidsfonds will be responsible for coordination of the quantitative component. Sex workers will be trained as research assistants to administer the survey among their peers. While the consultant will not be involved in the data collection and analysis of the quantitative data, he or she will align with ZASWA and ensure that the quality of the research is secured. Tasks involve:

- Advising with and assisting in obtaining ethical clearance.
- Context analysis based on a pre-identified topic list in which relevant policies, documents and literature available on sex work, HIV and law enforcement in Zambia are analysed.
- Develop a detailed planning and budget for the roll out of the study.
- Overall coordination and management of the qualitative study, including planning, data collection, and the analysis and completion of the study in collaboration with the Zambia Sex Workers Alliance (ZASWA).
- Conduct at least 20 in-depth interviews and conduct 16 focus group discussions with sex workers.
- Conduct at least 8 in-depth interviews with other relevant stakeholders.
- Transcribe, translate, code and analyse.

- Write a needs assessment report for Zambia that reflects the results of both the quantitative and qualitative study (based on report template and quantitative results supplied by Aidsfonds).

3. Deliverables

- List and soft copies of all relevant literature, laws and policies related to Sex work in Zambia.
- Raw data set: transcripts (translated into English) and original audio files of all in-depth interviews and focus group discussions.
- Written needs assessment report for Zambia.

Examples of previous research reports on Sex work and violence can be found at:

<https://aidsfonds.org/resource/sex-work-and-violence-in-southern-africa-regional-report> or
<https://aidsfonds.org/work/hands-off-reducing-violence-against-sex-workers/resource/sex-work-and-violence-in-namibia>

After the first round data collection, we ask the consultant to share the first four examples of the translated transcripts from the in-depth interviews and focus group discussions for check. Remaining transcripts and audio files will be handed in at the end of the research.

4. Profile

To lead the Hands Off research the programme team is looking for an enthusiastic, well-organised and sensitive researcher. 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:

- Background in Anthropology, Social science or International development studies
- Proven experience with qualitative field research and in-depth data collection
- Experienced in community based research and applying participatory methods of data collection
- Zambia resident
- Ability to discuss sensitive topics and adapt communication toward sex workers
- Ability to facilitate and lead an open conversation around the priorities of participants, while keeping mandatory themes and structures in mind
- Ability to work on national level, while being academically supervised on global level
- Ability to establish a safe (interview) setting and trusting relationship with participants
- Strong writing and analysis skills

Desired qualifications:

- Previous relationship with sex worker-led initiatives
- Experience with data entry in SPSS (non-essential)

5. Application process

We are looking for someone who is available in **October, November and December 2020**. A detailed time line 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 be take place in July and decisions will be made in close consultation with ZASWA.

The training for the research assistants for the quantitative component will take place in Lusaka in the first half of September. Please keep this period free for participation.

How to apply

You can apply by sending the following information to Ingeborg van Beekum <ivanbeekum@aidsfonds.nl> **before 3 July 2020**.

- CV or resume
- Motivation letter
- An example of a written research report with you as first author
- List of relevant field studies undertaken
- Academic articles published
- Contact information for 2 references