

Terms of Reference for consultant: climate change resiliency assessment and planning

Aidsfonds is seeking an experienced consultant to assess the climate vulnerability of Hands Off sex worker-led partners in Southern Africa and create resiliency plans.

1. Background

Background of Aidsfonds

Aidsfonds is working towards a world without AIDS. We strive for a world where there are no longer any deaths from AIDS, where people enjoy good sexual health, and a cure is available for all people living with HIV. A world in which everyone can love freely and without fear. We do this by working together with the communities who are hit hardest by HIV, STIs, discrimination and exclusion. We strengthen their voice and support them with information, knowledge and funding. For all that is love. We are there to help everyone living with or affected by HIV/AIDS. For more information see: <https://aidsfonds.org>

Aidsfonds has a long history of directly supporting communities. We invest in programmes that focus on macro-structural changes, addressing the structural barriers to HIV prevention. Aidsfonds currently coordinates three main international programmes supporting sex workers: Love Alliance (advocating for SRHR for key populations), Emergency Support Fund for Ukraine and Neighbouring Countries (ESFU), and Hands Off (reducing violence against sex workers in Southern Africa).

Hands Off II programme

High rates of violence perpetrated against sex workers have been consistently documented in Southern Africa. As one of the structural drivers increasing the risk of HIV infections, violence leads to inconsistent condom use and prevents sex workers from accessing legal support and health care services. Large-scale research shows that if violence against sex workers is tackled, we can prevent up to 25% of new HIV infections. The first phase of the Hands Off programme (2014-2019) has proven that the Hands Off model, a combination of engagement with police in the HIV response, setting up community-led crisis response systems and movement building, results in reduced violence against sex workers.

Building on this model, Hands Off II (2019-2026) will continue to contribute to the reduction of violence against sex workers at community, national and regional level. We do this 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 adult 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 Angola, eSwatini, South Africa, Mozambique, Zambia and Zimbabwe. See for more information: [Hands Off – Reducing violence against sex workers - Aidsfonds | Ending AIDS Together](#)
The Hands Off programme is funded by the Embassy of the Kingdom of the Netherlands in Maputo, Mozambique under the *Pamuye* regional programme.

Climate change, HIV and sex work

Addressing the impact of climate change on public health is a key priority of the Dutch Global Health Strategy (2023-2030), which focuses on strengthening health systems and pandemic preparedness worldwide. Climate change, through its effects on environmental and social systems, is expected to increase HIV prevalence by disrupting healthcare systems and limiting access to treatment for people living with HIV¹. Climate-related disasters and displacement heighten the risk of HIV transmission, particularly among marginalised groups. Food insecurity and poverty, exacerbated by climate change, further undermine the health and resilience of people living with HIV. Sex workers can be disproportionately affected by climate change, facing not only disrupted access to essential health services but also increased risks of exploitation, violence, and unsafe working conditions due to forced migration. Moreover, climate-induced poverty pushes more people into sex work as a survival strategy, amplifying their exposure to harm and reducing access to support systems.

Climate resiliency Hands Off implementing partners

Hands Off implementing partners are at the forefront of addressing the health and rights of sex workers. While they have demonstrated significant resilience during past pandemics, many lack the resources, tools or capacity required to build resilience against climate-related disruptions, including migration flows and the influx of new sex workers. The growing frequency of extreme weather events, shifting climate patterns, and their socioeconomic impacts are adding pressure on these organisations and the communities they serve. It is essential to assess their resiliency and develop robust plans to strengthen their capacity and tools to cope with, adapt to, and mitigate the effects of climate change. Small grants will be available in 2025 through a climate-informed Call for Proposals to implement the plans.

2. Objective

The primary objective of this consultancy is to assess the climate change resiliency of selected Hands Off implementing partners and, in close collaboration with them, develop comprehensive and tailored strategies to enhance their capacity to respond to future climate challenges. These plans will focus on building organisational capacity, addressing vulnerabilities, and ensuring sustainable operations amid growing climate-related risks.

3. Scope of work

Aidsfonds is seeking an experienced consultant to assess the climate resiliency of Hands Off implementing partners and propose climate resilience options for each partner. The consultant's tasks will include:

¹ Frontline Aids (2024) HIV and the climate crisis: safeguarding health in a changing world, a Frontline Aids evidence brief

- Conducting an in-depth assessment of the current climate resiliency² of selected sex worker-led organisations in six countries, and their ability to manage and respond to climate-related risks and hazards, maintain operations and service delivery, and access and manage financial, human and technical resources.
- Identifying gaps in knowledge, skills, and resources that prevent the organisations from effectively adapting to climate change.
- Development of 12- month organisational climate resiliency plans in close collaboration with the sex worker-led organisations. The plans should be clear, actionable strategies for mitigating and adapting to climate impacts, resource mobilisation and financial sustainability strategies, action plans for disaster preparedness and risk reduction in line with broader national climate adaptation initiatives.

4. Deliverables

- Informational webinar for Hands Off implementing partners on the linkages between climate and Sexual and Reproductive Health and Rights.
- Final report presenting key findings and recommendations to Aidsfonds.
- Resiliency plans for each assessed Hands Off implementing partner based on standard indicators developed in consultation with the partners and consultant.

5. Profile

The programme team is seeking an enthusiastic, well-organised, and sensitive researcher to lead the Hands Off research initiative. The ideal consultant will have familiarity with the theme of sex work and a balanced, non-judgmental attitude towards female, male, and transgender sex workers, as well as other key populations involved in sex work.

General Requirements:

- Advanced degree in Environmental Science, Climate Change, Disaster Risk Reduction, or a related field.
- Proven experience in conducting climate resiliency assessments and developing adaptation plans, preferably for community-based organisations or NGOs.
- Knowledge of climate change impacts on vulnerable communities and how they intersect with public health, Sexual Reproductive Health and Rights, social systems, and livelihoods.
- Experience working with community based organisations.
- Strong analytical and problem-solving skills.
- Strong communication skills to relay new concepts clearly, engagingly, and helpfully.

² Based on the YLabs climate assessment: [Assess Climate Risks — Climate x SRHR Hub](#)

Desired Qualifications:

- Previous involvement with sex worker-led or key-population-led initiatives.
- Familiarity with Portuguese is highly valued, but not a necessary requirement
- Residency in one of the Hands Off countries: Angola, eSwatini, Mozambique, South Africa, Zambia or Zimbabwe.

6. Application process

The assignment will be from **mid-November 2024- January 2025**. The number of days and the specific implementing partners to be assessed will be determined in close consultation with the consultant. Payment will be made in two tranches: 40% at the start of the assignment, and 60% at the end of the assignment, when all deliverables are handed in and approved by the Hands Off project lead. Our finance department will pay tax at the prevailing tax rules. The selection process will take place in October- November 2024.

How to apply

Please submit the following information to Ingeborg van Beekum <ivanbeekum@aidsfonds.nl>:

- CV or resume detailing relevant experience
- Motivation letter
- Examples of previous reports or plans
- Contact information for 2 references
- Statement of your daily fee

Please submit your application by **10 November 2024**.