



The Foundation of Asia Pacific Network of Service Workers (APNSW)

มูลนิธิเครือข่ายเอเชียแปซิฟิก เซอร์วิส เวิร์คเกอร์

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128/359 อาคารพญาไทพลาซ่า ชั้น 33 ถนนพญาไท แขวงทุ่งพญาไท เขตราชเทวี กรุงเทพฯ 10400

Term of reference

Regional Consultant to facilitate three-day Self-Evaluation Meeting

“Amplifying the Voice of Sex Workers in Asia”

March 25th – 28th, 2024. Bangkok – Thailand

Background

Asia Pacific Network of Sex Workers (APNSW), a regional network of sex worker-led organizations established in 1994, as a common platform for member organizations in Asia and the Pacific. It registered as a Foundation in Thailand in 2015 with a regional Secretariat based in Bangkok. The Secretariat is responsible for implementing, coordinating, networking, and communicating activities and advocacy with over 40 members from 24 countries across the Asia-Pacific Region. The purpose of APNSW is to advocate for the human rights of sex workers by upholding and amplifying their voices, strengthening the capacity of sex worker leaders and sex worker-led organizations, and supporting the meaningful participation of sex workers in national, regional, and international policy and programming platforms. APNSW seeks to improve the quality of life of sex workers by means of evidence-based advocacy, capacity building, community-led research, and policy development. APNSW was awarded a regional grant from the VOICE program (Oxfam Novib & the Ministry of Foreign Affairs of the Netherlands) to promote, protect and respect the human rights of sex workers which is implemented in collaboration with national partners; HIV/AIDS Research and Welfare Centre (HARC) – Bangladesh; Organisasi Perubahan Sosial (OPSI) – Indonesia; Association for the Development and Promotion of Women’s Leadership (ADPWL) – Laos; and Aye Myanmar Association (AMA) – Myanmar.

As this project comes to an end, we initiate a self-evaluation to bring a reflection on how the project going and how the outcome of the project has impacted the sex workers community in the countries implemented. This meeting will be held for 3 days, in Bangkok Thailand. This meeting will bring the implemented partners, except for AMA, and two other organizations from India and Thailand. Both countries have success stories of using CEDAW as advocacy tools.

DESCRIPTION OF THE PROJECT

Project Title: Amplifying the voice of sex workers in Asia

Duration: 3 years

Starting date: 1st April 2021

End date: 31st March 2024

1. THE PROJECT

The project aims to increase sex workers' knowledge of their rights, empower sex workers to take collective action to prevent and respond to violence against the community and advocate for structural change to reduce the vulnerability of sex workers. Violence against cis and trans female sex workers (VASW) is pervasive in Asia. Evidence suggests that police are both primary perpetrators of VASW as well as failing to provide access to justice and the protection of the law to which all sex workers are entitled. This project aims to improve safety and reduce exposure to discrimination and stigma among female and transgender sex workers in four countries across Asia, by December 2023.

Primary beneficiaries are cis and transgender female sex workers who are at high risk of violence in Bangladesh, Indonesia, Laos, and Myanmar, who will benefit from high-quality, culturally appropriate sex worker-led services to address violence, stigma, and discrimination.



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HARC, OPSI, ADPWL, and AMA will also benefit by having their capacity strengthened to address violence issues by the end of the project. APNSW members will benefit from the sharing of lessons learned from this program.

Secondary Beneficiaries include other stakeholders who will benefit from improved knowledge, skills, and attitudes around sex work, including:

- Police department
- Government, especially Department of Women
- Staff of Sex Workers Community Based Organization/Groups/Networks
- Gate keepers of sex industry
- Staff of National and International organizations
- Women organizations
- Human Rights organizations
- Journalists

1.1 Strategy and Results Chain

Three evidence-based strategies drive the implementation of the project:

- Sex worker-led, community empowerment approaches
- Multi-sectorial coordination
- Institutionalization of partnership with Women's organizations

Sex-worker-led, community-based empowerment strategies have proven successful and cost-effective in reducing the prevalence of violence among sex workers. Sex worker-led structural interventions, such as the APNSW's safety first project have proven effective in reducing factors that enhance sex worker's vulnerability to abuse. Key factors to successful reduction in violence included: greater collective agency among SWs; enhanced self-esteem and self-efficacy contributing to greater use of crisis response mechanisms; and relationship-building with stakeholders to reduce stigma, discrimination, and violence.

1.2 Context

The geographical scope of the project is Bangladesh, Indonesia, Laos and Myanmar. In all countries sex work often occurs in hotels, as well as guesthouses and nightclubs that also operate as brothels and in bars and restaurants. There has been a recent appearance of massage parlors in some countries, where ethnic minority groups often work.

Cis and trans female sex workers face disproportionate levels of violence in all countries; gender inequality, institutional stigma, and discrimination against sex workers enable police, clients, intimate partners, and the larger society to perpetrate violence against sex workers with impunity. Within this hostile environment, sex workers are less able to access health or legal support services in response to incidents of violence, or obtain HIV-related and other health care and treatment.

1.3 Key partners

The key partners in this project are APNSW as the lead organization, and HARC, OPSI, ADPWL, and AMA, all partners are sex worker community-based organizations in their countries working towards ensuring sex workers do not face stigma, discrimination, or other human rights violations and can live their lives independently with social acceptance and respect. All 4 organizations are working with other civil society organizations and the Government to achieve law reforms to change the punitive laws so that sex workers are not vulnerable to police harassment and arrests. The organizations have had success in community



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empowerment, leadership building, and ending violence against sex workers, and have worked on several research projects including on violence against sex workers.

The program also seeks to strengthen partnerships with civil society, government, and UN agencies nationally and regionally. The national projects build upon and strengthen existing partnerships with government agencies, such as the Women and Children Department, the Police, and the Ministry of Home Affairs. These partners provide strategic support and coordination to enhance law enforcement response and mitigation of VASW. The national project partners also work with national civil society organizations, including women's rights and human rights organizations.

2. The objectives of the meeting

This meeting's main objective is to facilitate a comprehensive self-evaluation of the VOICE project by sharing lessons learned, achievements, and best practices. This process aims to generate actionable recommendations for future programs and to collaboratively formulate effective advocacy strategies that address regional and national objectives, thereby strengthening the impact of the project in advocating for the rights of sex workers within the CEDAW framework.

Moreover, this self-evaluation project meeting will reflect APNSW's objective and assess whether the project objective, indicators, outputs, and expected outcome are met by using the SMART (Specific, measurable, achievable, realistic and time-bound) method.

3. Proposed Agenda

Day 1: Reflection on Achievements and Learning

Start off with Project Overview; recap of VOICE projects and goals, achievements, and challenges. Followed by Sharing Session of success stories and lesson learned. And lastly, Outcome; project evaluation.

Day 2: Best Practices and Strategic Learning

There will be 4 keys activities; Best Practices, Learning from challenges, Recommendations, and Outcome. Partners will be asked to identify documented best practices of their advocacy effort and community engagement. Sharing of their challenges and solutions, and actionable recommendation for future programs.

Day 3: Formulating Advocacy Strategies

Collaborate advocacy strategies between regional and national partners.

Note that the meeting agenda is designed to ensure a balanced focus and discussion on reflection, lesson learned, and strategic planning. As the facilitator, you are part of the process of fostering collaborative and innovation environment that enables partners to evaluate past efforts and craft a forward-looking strategy that aligns with the project's goals and the mission to amplify the voices of sex workers through VOICE project, including CEDAW. The facilitator hired by APNSW can help develop the agenda using the proposed one as a guideline.

Day 4: IWRAW – AP; Joint Advocacy Strategy

APNSW will invite FIFF regional contacts and WRO allies to join APNSW members to discuss joint advocacy strategy to address the anti-rights movement in collaboration with allies.



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4. Expected outcomes

The meeting will produce a shared repository of the project's successes and learning points, along with a set of concrete recommendations for enhancing future programs. Participants will develop a consensus on advocacy strategies that can be implemented at both regional and national levels, ensuring the project's continued effectiveness and relevance in its mission to amplify the voices of sex workers.

5. The objective of the Consultancy

To foster full participation to achieve the agenda and goals during the meeting and allow others to share and raise questions. As a facilitator, you will need to manage the group dynamic, ensure the meeting is not dominated by a single voice, and develop a report of the three-day meeting. Importantly, the key objective of the training is to facilitate the three-day self-evaluation evaluation of the project - "Amplifying the Voice of sex workers in Asia"

6. The Scope of Works

The consultant will assist in the following areas:

- Review the national reports to build an understanding to lead the self-evaluation
- Support in developing the detailed agenda of the self-evaluation meeting, in coordination with the APNSW team
- Facilitate the meeting in Bangkok based on the agreed agenda
- Support the report author to finalize the report by incorporating the comments and inserting the recommendation.

7. Communication

The consultant will communicate with the VOICE Program officer of APNSW and the Regional Coordinator of Voice

8. Level of Effort

Activities	Number of days
reports review, preparing a detailed agenda of the meeting, and deliverable	1
Facilitating the meeting	4
A brief report and recommendation from the self-evaluation meeting	1.5
Total	6.5

9. Budget

The facilitator fees will be Euro 300 per day. The fund will be released for 30% on the receipt of the signed contract, 50% will be released after the submission of the consultant note of the activities and 20% will be released after acceptance of all deliverables by APNSW.

In case travel is required, APNSW will cover the air-ticket, visa fee, Thailand inbound insurance, per diem and accommodations according to APNSW policy.



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8. Estimated Duration of Contract

March 18th – 30th, 2024

9. Deliverables

- A developed detailed meeting agenda to answer the self-evaluation on the 6 main categories; relevance, effectiveness, efficiency, impacts, generating knowledge, and sustainability. Brief report of the self-evaluation meeting
- Provide a brief report of the evaluation meeting for 3 days/ facilitator notes in English not later than 2 days after the convening.

Required Competencies

1. From the Asia Pacific region is preferable.
2. Experienced in conducting evaluations for community-based organization programs.
3. Expertise in gender and human-rights-based approaches to evaluation and issues of violence against cis and transgender female sex workers
4. Specific evaluation experiences in the area of ending violence against sex workers
5. In-depth knowledge of gender equality and women's empowerment
6. In-depth knowledge of the region is desirable
7. Strong commitment to delivering timely and high-quality results
8. Good skills in facilitating a meeting and good communication skills
9. Language proficiency; fluency in written and spoken English is required

How to apply

Interested candidates should send an expression of interest setting out their previous experience in conducting evaluations of community-led or community-based programs and their CV via emails to admin@apnsw.info Please indicate "Application; Facilitator of VOICE".

Application period: February 27th – March 4th, 2024 at 5.00pm. (Bangkok time)

The Shortlisted candidates will be contacted for further interview.