



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

มูลนิธิเครือข่ายเอเชียเปซิฟิก เซอร์วิส เวิร์คเกอร์

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128/359 อาคารพญาไทพลาซ่า ชั้น 33 ถนนพญาไท แขวงทุ่งพญาไท เขตราชเทวี กรุงเทพฯ 10400

Term of Reference

Regional Consultant to Note-taking 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: April 1st, 2021

End date: March 31st, 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



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(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.

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

- Police department
- Government, especially the Department of Women
- Staff of Sex Workers Community Based Organizations/Groups/Networks
- Gatekeepers of the 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.



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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 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. The Objective of the Consultancy

The notes will provide a written record for documentation during the meeting and allow others to revisit for any reason in the future. As a note-taker, you will need to capture accurately the information and help which point/discussion need to be made or decided. Keep the meeting on track by aligning it to the agenda.

4. The Scope of Works

The consultant is not expected to record every word that is spoken but summarizes it to be outcome/finding. Order the notes into valuable information:

- By identifying the participants
- Categorize the notes into a) task, b) decisions c) learning, and leave everything as general notes.



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- Conclude the minutes at the end of each day and consolidate all flip chart etc for clarification
- Coordinate with APNSW, verify and review with the facilitator and person in charge

To provide the notes at the end of the agreed date.

5. Communication

The consultant is expected to have close communication with APNSW Regional Coordinator, Program Officer, and the guest invitee of the VOICE project.

6. Note-Taker Participation

Activity	Number of days
Note-taking for the whole meeting	4 Days
Prepare the note-taking report	1 day
Total	5 Days

7. Budget

The notetaker fees will be Euro 250 per day. The fund will be released for 30% on the receipt of the signed contract, 50% will be released after 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.

8. Duration of deliverables

The notetaker as expected to deliver the duty and outcome in between March 25th – March 30st, 2024

9. Required Competencies

1. Fluent in written and spoken English
2. Detailed oriented and active listening
3. Able to identify and focus on key concept, essential points, omit irrelevant information

How to Apply

Interested candidates should send an expression of interest and CV via email to admin@apnsw.info. Please indicate "Application; Notetaker of VOICE" as the subject on the email.

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

The Shortlisted candidates will be contacted for further interview.