**Terms of Reference**

**Consultancy: Briefing Paper on the impact of the COVID-19 among sex workers in Central, Eastern Europe, and Central Asia (CEECA)**

SWAN is seeking to recruit a consultant to prepare and write a briefing paper on the impact of COVID-19 on sex worker-led organizations, sex workers, and community-led responses in CEECA.

The briefing paper aims to explore and document experiences of groups and individual sex workers' access to services during health and humanitarian crisis since the beginning of the Covid-19 pandemic. It also includes the impact of donor strategies and flexibility in programming and implementation. Finally, the paper will shape recommendations for interventions and funding streams that will overcome/or soften the adverse effects of the pandemic, advance the positive examples of resilience and utilize the opportunities that arise in the new and changing environment.

Primary sources of information will be SWAN member organizations. SWAN Secretariat will secure all the necessary links and logistics concerning members. SWAN Management Committee will serve as an advisory body during the process.

SWAN expects the Consultant to undertake the following tasks:

• To develop a methodology framework for data collection among SWAN members and other sources of information on the impact of COVID-19 on sex worker-led groups and sex worker-led responses. The framework should include a broad survey among all network members and an in-depth survey in five selected countries. SWAN will engage with five national consultants correspondingly to support the data collection.

• To conduct desk research on available regional and national resources on the impact of COVID-19 on the sex worker community;

• To conduct survey/data collection among all members on their experiences with Covid-19 pandemic and sex worker-led responses;

• To lead and coordinate five national consultants conducting in-depth data collection in 5 countries of the region, to explore and document Covid-19 impact on sex workers organizing and responses, as well as all sex workers in those countries;

• To conduct data analysis, formulate recommendations and develop a Briefing paper on the impact of Covid-19 on sex worker-led organizations, sex workers, and community-led responses in CEECA.

Deliverables:

• The Consultant will develop methodology and collect data among members and other sources between the period February 1st – April 30th, 2022.

• The Consultant will submit a draft analysis and recommendations to the SWAN Secretariat and Management Committee in English by May 20th, 2022.

The Consultant will submit the final Briefing Paper and recommendations, in English, to SWAN Secretariat and Management Committee by June 30th, 2022.

Requirements for the position:

• Knowledge of the sex workers' rights movement and understanding practices, policies, and legislation impacting sex work and sex workers of all genders.

• A good understanding of a human rights-based approach to sex work;

• A good understanding of how the COVID-19 pandemic impacted and continues to impact sex workers globally;

• Experience in conducting desk research;

• Experience in writing up briefing papers, reports, or analyses;

• Fluency in written and spoken English language and ability to use translation technologies to communicate in writing with speakers of other languages;

• Fluency in Russian or another regional language will be considered as an asset;

• Ability to work in a multicultural, multilingual, and diverse environment and maintain excellent working relationships.

**Budget & Timeline:** SWAN has approximately $3000 for the consultancy fee. SWAN requires this work to be completed by July 31st, 2022. Therefore, applicants are asked to confirm availability to complete within the deadline when expressing interest. Note: payments are made in HUF, and the final amount is dependent on exchange rates.

**Applying for position**

Applicants are required to submit the following:

• Letter of Interest in the position, explaining why you are suited for this work and your work experience;

• Detailed CV;

• Links to previously conducted relevant assessments, briefing papers, or other written materials;

• A reference contact.

SWAN values diversity encourages candidates with sex work experience and welcomes applications from all community sections. However, as a sex worker-led organization, priority will be given to suitably qualified applicants who have sex work experience.

Important: Consultant should provide a Tax Residency Certificate from their home country.

Applications with the above details should be sent to stasa.plecas@swannet.org by January 14th, 2022 (Friday). Interviews will be held the week of January 17th, 2022, via Zoom.

*\* About SWAN Foundation: Sex Workers' Rights Advocacy Network (SWAN) is a regional network, which was established in 2006 for promoting sex workers' rights. Today SWAN unites 29 members from 19 Eurasian countries. The network operates in English and Russian, with the Secretariat located in Hungary. For more, visit*[*www.swannet.org*](http://www.swannet.org/)*.*