Terms of Reference

For Regional Assessment of Sex Workers and Digital Technologies in CEECA

SWAN is seeking to hire a consultant to develop a regional assessment on sex workers and digital technologies in CEECA region.

The assement aims to provide an overview of issues related to the use of digital technology among sex workers and sex work organizations and provide better understanding of the digital inequalities, safety and security issues.

The primary sources of information will be SWAN member organizations. SWAN Secretariat will secure all the necessary communication and logistics considering members.

The Assessment should include exploring the potentials for expanding secure use of digital technologies for SWAN members.

The following tasks are to be completed by the Consultant:

1. Hold an online meeting with the SWAN secretariat to discuss the topics that will be covered in the assessment.
2. Develop a methodology for data collection among SWAN members and other sources of information on sex work and digital technology;
3. Conduct data collection (survey/interviews) among SWAN members on the level of use, challenges and potentials of digital technologies among sex workers and their organisations;
4. Conduct a desk research on the available resources on digital technologies, sex work, feminism and related topics;
5. Conduct data analysis, formulate recommendations and submit draft report to SWAN Secretariat and Management Committee for review and feedback;
6. Finalise report upon received feedback;

We are particularly interested to explore the following issues/information:

1. "The digital divide" - measuring the varying levels of internet access across the region and its impact upon sex worker wellbeing and safety;
2. The effects of repressive governments, surveillance of sex work and activist online spaces, anti-sex worker, anti-LGBT and anti-pornography laws;
3. The intersection of expanding internet use whilst the overall stigma against sex workers remains very high - measuring repercussions including blackmail, doxxing and its effect as a driving force for migration;
4. Digital rights vs digital security - what are the unique issues and challenges for sex workers online in CEECA? In which areas could we learn from sex workers globally and where do we need to adapt our strategies to the region?

5. The needs and challenges of our members - what barriers do they face when using the internet for activism, and what assistance they need in terms of digital access?

Deliverables and timeline:

● The consultant will develop methodology and conduct data collection among members and other sources between the period **1st of April - 31st of July 2023.**
● The Consultant will submit a draft analysis and recommendation to the SWAN secretariat and Management Committee, in English, **by 20th September 2023**.
● The Consultant will submit the final Briefing Paper and recommendations, in English, to the SWAN Secretariat and Management Committee by **20th October 2023**.

Requirements for the position:

● Knowledge and understanding of sex workers' communities and their realities;
● Knowledge and understanding of digital technologies and spaces, digital rights and security;
● Knowledge and understanding of the political, social and cultural context of Central and Eastern Europe and Central Asia;
● Fluency in written and spoken English language;
● Fluency in Russian or another regional language welcome;
● Experience of conducting desk research;
● Experience of writing up briefing papers, reports or analysis;
● Ability to work in a multicultural, multilingual and diverse environment and maintain excellent working relationships;

Remuneration:

SWAN has a budget of approximately $4000 (1,494,920 HUF) for 10 days of consultancy work. All SWAN contracts and transfers are made in HUF so the final sum will vary depending on bank charges and exchange rates.

Consultant must be able to provide a Tax Residency Certificate from their home country.

Application:

Interested applicants should submit their applications and/or any supporting documents to swansecretariat@swannet.org .

Deadline for submitting the application is March 25th, 2023. Interviews will take place the week of March 27th.