



nswp

Global Network of Sex Work Projects
Promoting Health and Human Rights

Strategic Plan

2022–2025

Introduction

The NSWP Board determined that the NSWP Strategic Plan 2016–2020 should be revised and updated, following an internal evaluation and consultation with members, and that an independent consultant be contracted to undertake the development of the 2026–2030 Strategic Plan. Given the COVID-19 pandemic, the NSWP Board also approved the extension of the 2016–2020 Strategic Plan to the end of 2021.

This Strategic Plan therefore builds on the Strategic Plan 2016–2020, setting out the key direction for the Global Network of Sex Work Projects (NSWP) up to 2025. It outlines how NSWP will build on its achievements and lessons learned, while also strengthening critical areas of its work and responding to a rapidly changing and challenging environment.

NSWP Achievements

NSWP has made vital contributions to changes that have brought tangible benefits to sex workers. Achievements at a global level and in international policy include:

- Shifting global understanding about sex work as labour, through successfully advocating for the use of the terms ‘sex worker’ and ‘sex work,’ rather than ‘prostitute’ and ‘prostitution,’ in international guidance and policy documents.
- Advocating that the *Palermo Protocol* (2000) – the UN convention against trafficking in persons – define trafficking of adult persons as involving force or coercion.
- Co-chairing the UNAIDS Steering Committee on HIV and Sex Work, and updating the *UNAIDS Guidance Note on HIV and Sex Work* (2012) to ensure rights-based approaches are recommended.
- Securing a recommendation that governments should work towards decriminalising sex work in WHO Guidelines¹ in 2012, which has been integrated into all WHO Consolidated Guidelines for Key Populations since 2012, and the incorporation of the decriminalisation of sex work in the UNAIDS Global AIDS Strategy in 2021.
- Organising the Sex Worker Freedom Festival in 2012, in partnership with members in India, as an alternative International AIDS Conference event when International AIDS Society held the conference in the USA, despite travel restrictions that exclude sex workers.

¹ WHO, UNFPA, UNAIDS and NSWP, 2012, “Prevention and Treatment of HIV and Other Sexually Transmitted Infections for Sex Workers in Low- and Middle- Income Countries: Recommendations for a Public Health Approach.”



- Ensuring sex workers were meaningfully involved in the development of the international normative guidance produced by WHO, UNFPA, UNAIDS, NSWP, UNDP and the World Bank, *Implementing Comprehensive HIV/STI Programmes with Sex Workers: practical approaches from collaborative interventions* (2013), known as the Sex Worker Implementation Tool (SWIT), and that sex worker communities drive its operationalisation.
- Organising HIV2020, in collaboration with other global key population-led networks, as an alternative International AIDS Conference event when again International AIDS Society held the conference in the USA, despite travel restrictions remaining and a hostile political environment for all key and marginalised populations.

NSWP's continuous efforts and achievements also continue to result in:

- A growing range of advocacy resources and tools in line with NSWP members' priorities, including policy and briefing papers, smart sex workers' guides, case studies and statements – all in the 5 official NSWP languages – Chinese, English, French, Russian and Spanish, and in a variety of formats, from in-depth analysis to infographics.
- Amplifying the voices of sex workers from around the world in international policy forums.
- Strengthening the global sex worker movement by mentoring emerging sex worker leaders and enhancing the capacity of regional and national sex worker-led organisations and networks through peer-to-peer exchange and South-South learning.
- A growing number of international agencies, human rights organisations, women's rights organisations and international health organisations have joined NSWP in calling for the full decriminalisation of sex work.
- NSWP continues to grow in size and reach, with a membership of 318 sex worker-led organisations across 101 countries as of 31 December 2021.

NSWP

A number of sex workers' rights activists working in academia and sex work projects around the world started networking in 1990 at the 2nd International Conference for NGOs working on AIDS in Paris. Two years later, NSWP was formally launched as an alliance of sex workers' right activists, academics and sex work projects during the 1992 International AIDS Conference in Amsterdam.



NSWP operated as an informal alliance of individuals and organisations, advocating for the health and human rights of female, male and transgender sex workers until 2006–2007, when an organisational review recommended a shift to a formal membership structure of sex worker-led organisations and networks (rather than individuals), a regional governance structure, and the establishment of a Global Secretariat. In 2008, after consultation with members who chose a Secretariat in the Global North, NSWP registered as a not-for-profit private company in Scotland, United Kingdom.

NSWP's **MEMBERS** are local, national and regional sex worker organisations and networks across the five NSWP regions: Africa, Asia Pacific, Europe (including Eastern Europe and Central Asia), Latin America, and North America and Caribbean. All member organisations are required to endorse NSWP's core values and *Consensus Statement on Sex Work, Human Rights and the Law*. Only sex worker-led organisations have voting rights.²



REGIONAL NETWORKS operate autonomously, but are key members of NSWP. NSWP works with and through the regional networks to in turn enable them to support national organisations and networks. NSWP's regional network partners are **Africa:** African Sex Workers Alliance (ASWA); **Asia Pacific:** Asia Pacific Network of Sex Workers (APNSW); **Europe:** European Sex Workers' rights Alliance (ESWA) and Sex Workers' rights Advocacy Network (SWAN); **Latin America:** Plataforma LatinoAmerica de Personas que EjeRcen el Trabajo Sexual (PLAPERTS); and **North America and Caribbean:** Caribbean Sex Work Coalition (CSWC).

NSWP's **GLOBAL SECRETARIAT** is based in Edinburgh, Scotland. It comprises a core team of staff and consultants responsible for administration and finance, communications, membership, policy, and programme management, working both from the United Kingdom and remotely from their countries of residence.

NSWP is governed by a **BOARD OF DIRECTORS**. It consists of a President (elected by the global membership) and two representatives from each of the five regions (elected by NSWP members in each region).

Further details about the history, current membership, Secretariat and governance of NSWP are available at: www.nswp.org.

- 2 Organisations/groups must meet at least two of the three following criteria to qualify as sex worker-led organisations with voting rights, regardless of their self-definition:
 - 1 Decision-making body: 50% or more of the decision-making body must be sex workers (former and current, with an aspiration to include current sex workers, although not an absolute requirement). If not, what is the mechanism that ensures sex workers are in control of the organisation's activities and advocacy?
 - 2 Spokespeople: 50% or more of the spokespeople must be sex workers. If not, what is the transparent mechanism for ensuring that it is the voices of sex workers that are heard?
 - 3 Staff: 33% or more of the staff are sex workers and have the same contracts and working conditions as other staff in the organisation – not only as peer educators who are paid honorariums or incentives.

Theory of Change

Mission

The mission of NSWSP is to uphold the voices of sex workers globally and connect regional networks advocating for the rights of female, male and transgender sex workers. It advocates for: rights-based health and social services; freedom from abuse and discrimination; freedom from punitive laws, policies and practices; and self-determination for sex workers.

Core values

NSWP's work is grounded in three core values:

- **Acceptance of sex work as work.**
- **Opposition to all forms of criminalisation and other legal oppression of sex work (including sex workers, clients, third parties,³ families, partners and friends).**
- **Supporting self-organisation and self-determination of sex workers.**

Goals

NSWP's work aims to contribute to the following goals:

- 1 Human rights:** Sex workers' human rights are promoted and protected.
- 2 Health:** Sex workers have universal access to health services, including for HIV and SRHR.
- 3 Labour:** Sex work is recognised as work.
- 4 Stigma and discrimination:** Sex workers live free from stigma and discrimination.
- 5 Criminalisation and legal oppression:** Sex work is not criminalised and sex workers do not face other forms of legal oppression by police or other government officials.
- 6 Violence:** Sex workers live free from all types of violence.
- 7 Trafficking and migration:** Sex work is not conflated with trafficking and sex workers can move and migrate freely.
- 8 Economic empowerment:** Sex workers have free choice of employment and economic security.

NSWP's Theory of Change is provided in two formats – first as an illustration, and second as a diagram. Both versions highlight how, as a global network, NSWSP's work focuses on roles such as 'convening,' 'strengthening,' 'enhancing,' and 'promoting.' Combined, these foster a dynamic and united global sex workers' rights movement that ultimately brings positive changes to the lives of sex workers.



³ Managers, brothel keepers, receptionists, maids, drivers, landlords, hotels which rent rooms to sex workers and anyone else who is seen as facilitating sex work.

Problems

DENIAL OF HUMAN RIGHTS
 STIGMA AND DISCRIMINATION
 VIOLENCE
 CRIMINALISATION
 SEX WORK NOT RECOGNISED AS WORK
 CONFLATED WITH TRAFFICKING
 PRECARIOUS WORKING CONDITIONS
 LACK OF ACCESS TO SERVICES
 LACK OF INVOLVEMENT IN DECISION MAKING

Strategies



1
 Convening and strengthening NSWP as a global network committed to the realisation of sex workers' human rights



2
 Enhancing the capacity of regional sex worker-led networks and emerging sex worker leaders



3
 Promoting evidence- and rights-based policies and programmes for and by sex workers

Outcomes

Sex worker-led organisations and networks work as a united global movement

Enhanced capacity to influence policy and programming at regional and national levels

Enhanced sex worker leadership and representation at national, regional and global levels

Improved engagement in policy-making and programming

Policy-makers and programme managers develop and implement rights-based practices

Impacts

Decreased stigma and discrimination

Better access to services

Decreased Violence

Increased respect for sex workers rights

Greater recognition of sex work as work

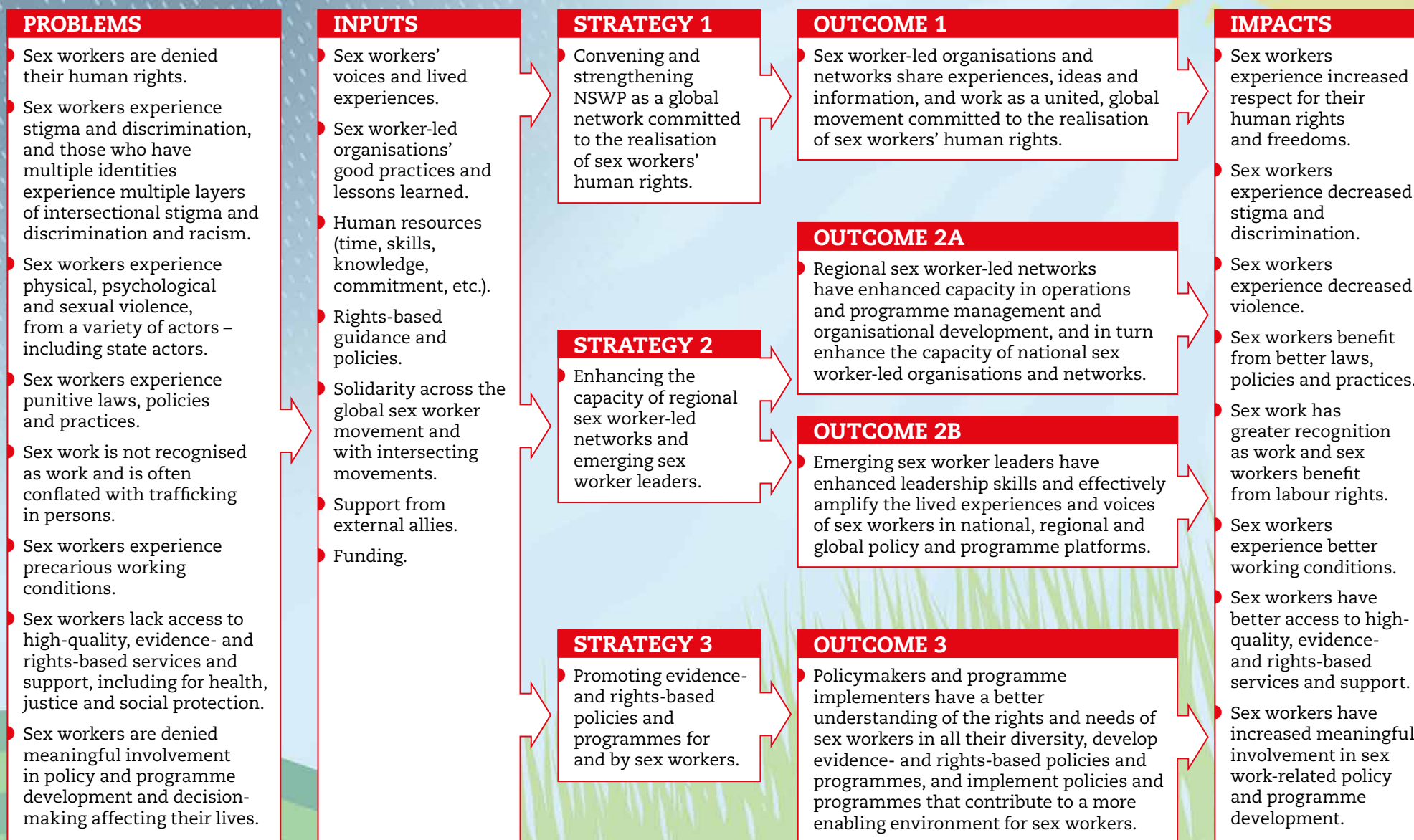
Better laws, policies and practices

Better working conditions

Increased meaningful involvement

Inputs

SEX WORKERS VOICES
 RIGHTS-BASED GUIDANCE AND POLICIES
 SUPPORT FROM ALLIES
 EXPERTISE WITHIN SEX WORKER-LED ORGANISATION
 SOLIDARITY
 FUNDING



The Problems

NSWP's Strategic Plan responds to major challenges faced by sex workers across the world. According to consultations with NSWP's members, these challenges have been exacerbated by the COVID-19 pandemic, and are expected to continue, if not worsen.



In most countries, one or more aspects of sex work are criminalised, resulting in female, male, trans and gender-diverse sex workers facing punitive laws, policies and practices, and increasing their social exclusion and vulnerability to poor health outcomes and arbitrary interference in their personal lives and privacy.

The growing influence of and financial support for fundamental feminists and abolitionist groups, who promote the conflation of sex work and trafficking in persons, and who call for the 'Nordic Model' to criminalise clients of sex workers and third parties – claiming that it protects sex workers and addresses gender inequality.

Within their daily lives, sex workers experience stigma and discrimination. Given the diversity and many intersecting identities within the sex worker community, multiple layers of stigma and discrimination further exacerbate social exclusion and vulnerability to poor health outcomes.

Structural racism impacts upon all black, indigenous and people of colour around the world, and is a feature of social, economic and political systems around the world. It feeds institutional racism that exacerbates stigma and discrimination, enables disproportionate targetting of sex workers from black, indigenous and people of colour communities by law enforcement, and inhibits equitable access to services.

Migrant sex workers, particularly those from black, indigenous and people of colour communities are disproportionately impacted by criminalisation, stigma and discrimination, and experience multiple barriers to services and support.

Physical, psychological and sexual violence are also common experiences reported by many sex workers, perpetrated by a range of actors, including law enforcement and uniformed personnel who are responsible for protecting people.

As a result of criminalisation, stigma, discrimination and violence, sex workers often lack access to appropriate, quality, evidence- and rights-based services and support, including for health, justice and social protection. This has a significant negative impact upon sex workers' health – in 2021, UNAIDS reported that worldwide, female sex workers are 26 times more likely to acquire HIV than adult women in the remaining general population.⁴

Alongside criminalisation is the fundamental challenge that sex work is not recognised as work, and that sex workers are not accorded labour rights and protections, and therefore experience precarious working conditions and increased vulnerability to exploitation.

Furthermore, sex workers are persistently denied meaningful involvement in the development and implementation of policies and programmes that affect their lives.

⁴ UNAIDS, 2021, "2021 UNAIDS Global AIDS Update – Confronting Inequalities: Lessons for pandemic responses from 40 years of AIDS."



Sex worker-led organisations and networks also face multiple challenges. They often operate in hostile environments – where it is illegal and/or highly challenging for them to register and obtain funding to undertake advocacy and provide services. There are a limited number of donors who are willing to fund them. They frequently face disrespect from other stakeholders. Many have limited access to capacity-building that responds to their self-identified needs around organisational development and other skills needed to secure resources for their work and advocate for sex workers' rights.

NSWP's Strategic Plan 2022–25 will be carried out in a challenging and complex external environment.

Sex worker communities around the world are reeling from the impact of the COVID-19 pandemic, which saw them being excluded from social protection and emergency responses, despite the almost total loss of income resulting from national restrictions.

In addition, sex workers faced increased legal oppression, harassment and violence, as well as reduced access to HIV and other sexual and reproductive health services. The pandemic both exposed and exacerbated the inequalities experienced by sex workers.

As the COVID-19 pandemic persists across the world, it continues to expose inequities between both countries and communities. And while UNAIDS launched an ambitious and aspirational Global AIDS Strategy⁵ that focuses on a rights-affirming approach and addressing inequality, many donors and governments are turning their attention to Pandemic Preparedness, and the limited funding available for sex worker-led organisations continues to diminish. Sex worker-led organisations are increasingly expected to do more with less money, including preparing for future pandemics and other humanitarian crises that will disproportionately and adversely impact sex worker communities across the world.

As NSWP continues to try and ensure that sex workers are not left behind in work to achieve the Sustainable Development Goals (SDGs) and Universal Health Coverage, communities must also now take on ensuring that sex workers and other intersecting communities are not invisibilised in Pandemic Preparedness planning. If health for all is to be achieved, then donors and governments must **'PUT THE LAST MILE FIRST.'**

As the anti-rights movement's voice and influence grows – gaining political power in some countries – sex workers' and trans and gender-diverse people's agency and right to bodily autonomy, as well as women's right to safe abortions, are under increasing attack. Criminalisation and legal oppression will continue to be introduced.

To address these multiple challenges, NSWP will focus on the eight goals that continue to provide a broad agenda to advocate for the full breadth of sex workers' rights and needs. Each year, NSWP's Board of Directors will identify priorities that will be set out in an annual advocacy plan.

⁵ UNAIDS, 2021, "End Inequalities. End AIDS. Global AIDS Strategy 2021–2026."

The Inputs

While the challenges facing sex workers and sex worker-led organisations and networks remain significant, they bring a powerful wealth of resources to NSWSP's response.



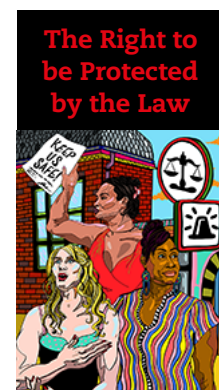
At the heart of NSWSP are the voices and lived experiences of sex worker communities around the world through our membership. Their fundamental expertise, knowledge, and understanding of the lived realities of sex workers inform our advocacy tools and good practices documentation and influence normative guidance. NSWSP, in collaboration with members, will continue to build on its extensive collection of advocacy tools and resources to further amplify the voices of sex workers in all their diversity.

NSWSP will continue to build solidarity, both across the global sex worker rights movement and intersecting movements, to amplify the collective voice calling for a rights-based approach in the development and implementation of laws, policy and programming that impact sex worker communities.



NSWSP will also continue to build support and alliances among external stakeholders who share our vision of an equitable world, where sex work is recognised as work and sex workers' human rights are respected, protected and fulfilled.

NSWSP will continue to add to the evidence base that demonstrates the effectiveness of and positive outcomes from community-led responses on health and well-being, sharing the growing evidence with donors and policymakers.



Core foundation documents and normative guidance

NSWP will continue to focus on advocacy, capacity-building, and the rolling out and scaling-up of good practice and guidance.

Important examples that will inform NSWP's work include:

- **NSWP Consensus Statement on Sex Work, Human Rights and the Law**⁶ produced by NSWP after an 18-month global consultation among NSWP members. This addresses eight fundamental human rights prioritised by sex workers and sets out agreed positions on how those rights can be respected, protected and fulfilled.
- **The Sex Worker Implementation Tool (the SWIT)**⁷ produced by UNAIDS, UNFPA, WHO, NSWP, UNDP, and the World Bank, with significant sex worker participation, including an NSWP consultation in 40 countries. This document provides international normative guidance for a comprehensive, evidence- and rights-based approach to developing and implementing sex worker programmes.
- **WHO Consolidated Guidelines for Key Populations** produced in collaboration with global key population-led networks, and bringing together guidance relevant to five key populations – gay men and other men who have sex with men, people who use drugs, prisoners, sex workers of all genders, and transgender people.
- **Global AIDS Strategy 2021–2026 – End Inequalities. End AIDS** produced by the United Nations Joint Programme on AIDS, in collaboration with civil society.



⁶ NSWP, 2013, “NSWP Consensus Statement on Sex Work, Human Rights and the Law.”

⁷ WHO, UNFPA, UNAIDS, NSWP, The World Bank and UNDP, 2013, “Implementing comprehensive HIV/STI programmes with sex workers: practical approaches from collaborative interventions.”

The Strategies, Outcomes and Impacts



STRATEGY 1:

Convening and strengthening NSWP as a global network committed to the realisation of sex workers' human rights.

OUTCOME 1:

Sex worker-led organisations and networks share experiences, ideas and information, and work as a united, global movement committed to the realisation of sex workers' human rights.

Strategy 1 will include actions in the following areas (with examples of activities):

1.1 NSWP membership

- Maintaining an accountable and transparent membership system.
- Better articulating the benefits of NSWP membership and encouraging more organisations to join both regional sex worker-led networks and NSWP.
- Strengthening communications between NSWP members in each region, and with the regional sex worker-led network.

1.2 NSWP governance

- Organising the annual meeting of the Board of Directors, including preparing and disseminating the agenda and documents and the induction of new members.
- Facilitating the elections of the NSWP President and regional representatives on the Board of Directors.
- Strengthening communication between the regional representatives on the Board of Directors and the regional sex worker-led networks.

- Strengthening information-sharing systems between the regional representatives on the Board of Directors and members in each of the regions, in collaboration with regional sex worker-led networks.
- Strengthening communication within the Board of Directors.
- Maintaining communications between the Global Secretariat and the Board of Directors.

1.3 NSWP communications

- Maintaining and updating NSWP's multi-lingual website.
- Maintaining and moderating NSWP listservs and social media.
- Enhancing the accessibility of NSWP publications through producing resources in multiple formats and languages.
- Strengthening the external and internal dissemination of NSWP publications.
- Developing virtual regional communication platforms in collaboration with regional sex worker-led networks and regional representatives on the NSWP Board of Directors.



- Developing a terminology statement and guide to support the consistent use of appropriate, non-judgmental language around sex work and sex workers.
- Updating and implementing an internal and external Communications Strategy.

1.4 NSWP operations

- Maintaining high-quality Global Secretariat functions and systems, including: membership management; operational and programme management (including administration, finance, resource mobilisation, monitoring and evaluation, and donor reporting); policy analysis; and technical support.
- Maintaining the NSWP server and archive.
- Reviewing and updating the Organisational Development and Operational Handbook.

1.5 Intersectional alliances

- Maintaining strong working relationships and collaboration with global community-led networks advocating for the health and human rights of communities that intersect with the sex worker community, such as gay men and other men who have sex with men, people who use drugs, trans and gender-diverse people and people living with HIV.

MAKING CHANGE:

Strategy 1 will ensure a strong infrastructure encompassing membership, governance, communications, operations and institutional alliances that will ensure that NSWP is a resilient, sustainable and well-informed global network. It will have the people and systems needed to advocate for and support the implementation of evidence- and rights-based policies and programmes for sex workers.

ACHIEVING IMPACT:

Strategy 1 will contribute to NSWP's overall impact on the lives of sex workers:

- Sex workers experience increased respect for their human rights and freedoms.
- Sex workers experience decreased stigma and discrimination.
- Sex workers experience decreased violence.
- Sex workers benefit from better laws, policies and practices.
- Sex work has greater recognition as work and sex workers benefit from labour rights.
- Sex workers experience better working conditions.
- Sex workers have better access to high-quality, evidence- and rights-based services and support.
- Sex workers have increased meaningful involvement in sex work related policymaking and programme development.



STRATEGY 2:

Enhancing the capacity of regional sex worker-led networks and emerging sex worker leaders.

OUTCOME 2A:

Regional sex worker-led networks have enhanced capacity in operations and programme management and organisational development, and in turn enhance the capacity of national sex worker-led organisations and networks.

OUTCOME 2B:

Emerging sex worker leaders have enhanced leadership skills and effectively amplify the lived experiences and voices of sex workers in national, regional and global policy and programme platforms.

Strategy 2 will be achieved through action in the following areas (with examples of activities):

2.1 Regional sex worker-led networks

- Providing tailor-made technical and organisational support to address the needs and strengthen the autonomy and capacity of regional sex worker-led networks, including: financial and programme management; governance; membership; organisational development, including development of sub-regional networks and platforms; donor relations; and alliance-building.
- Continuing to coordinate the Sex Worker Networks Consortium, a consortia of global and regional sex worker-led organisations, to develop and implement collaborative programmes advocating for the implementation of evidence- and rights-based policies and programmes for sex workers.
- Supporting peer-to-peer learning and South-South exchange among regional sex worker-led networks, and in turn among national sex worker-led organisations, through the Sex Worker Networks Consortium, to enhance their evidence- and rights-based advocacy and programmes.
- Continuing to coordinate the involvement of sex worker organisations in multi-region programmes that address the intersection of sex workers and gay men and other men who have sex with men, people who use drugs, trans and gender-diverse people and people living with HIV.
- Ensuring that all NSWP capacity-building and technical support is based on needs identified by regional sex worker-led networks and their members, and informed by agreed good practice approaches and tools, such as the Sex Worker Implementation Tool (the SWIT).



2.2 Emerging sex worker leaders

- Facilitating mentoring, capacity-building and learning opportunities for emerging sex worker leaders, based on peer-to-peer learning between experienced sex worker leaders and emerging sex worker leaders, and experiential learning through supported engagement in national, regional and global policy and programme platforms.

MAKING CHANGE:

Strategy 2 will strengthen and sustain the global sex workers' rights movement through increased institutional capacity within sex worker-led networks and organisations, and enhanced knowledge and skills gained by emerging sex worker leaders to support effective engagement in national, regional and global policy and programme platforms.

ACHIEVING IMPACT:

Strategy 2 will contribute to NSWSP's overall impact on the lives of sex workers:

- Sex workers experience increased respect for their human rights and freedoms.
- Sex workers experience decreased stigma and discrimination.
- Sex workers experience decreased violence.
- Sex workers benefit from better laws, policies and practices.
- Sex work has greater recognition as work and sex workers benefit from labour rights.
- Sex workers experience better working conditions.
- Sex workers have better access to high-quality, evidence- and rights-based services and support.
- Sex workers have increased meaningful involvement in sex work related policymaking and programme development.

STRATEGY 3:

Promoting evidence- and rights-based policies and programmes for and by sex workers.

OUTCOME 3:

Policymakers and programme implementers have a better understanding of the rights and needs of sex workers in all their diversity, develop evidence- and rights-based policies and programmes, and implement policies and programmes that contribute to a more enabling environment for sex workers.

Strategy 3 will be achieved through action in the following areas (with examples of activities):

3.1 Policy and programme forums

- Supporting the engagement of regional and national sex worker-led networks and organisations in global policy and programme forums, and the development of rights-based policies and programmes.
- Promoting the principles of sex worker self-determination and meaningful involvement in policy and programme fora at all levels.
- Ensuring that NSWP advocacy is consistent with the identified needs of sex workers, through alignment with the Consensus Statement on Sex Work, Human Rights and the Law.
- Working with international agencies to develop good practice and rights-based guidance for sex workers.

- Influencing international guidance through global and regional sex worker representation in the UNAIDS Steering Committee on HIV and Sex Work.

- Influencing The Global Fund to Fight AIDS, Tuberculosis and Malaria through engagement in the Community, Rights and Gender Advisory Group and other national, regional and global mechanisms.

3.2 Advocacy tools

- Developing a range of thematic advocacy tools to amplify the voices of sex workers and sex worker-led organisations and support national, regional and global advocacy by sex worker leaders. Advocacy tools will be produced in a number of formats to maximise accessibility.



- Continuing to use global e-consultations, national case studies in all five NSW regions, and key informant interviews to document good practices from sex worker-led organisations and the lived experiences of sex workers.
 - Continuing to use global and national community consultants to develop thematic briefing papers, utilising an inclusive process when developing national case studies that ensures the perspectives of sex workers in all their diversity are included.
 - Producing Smart Sex Worker's Guides on a range of topics that provide a clear, step-by-step breakdown of information in plain English to support advocacy.
 - Producing briefing notes and statements on emerging issues that require rapid responses.
 - Producing global case studies documenting the work and impact of global, regional and national sex worker-led networks and organisations.
 - Producing a Sex Work Digest – a compendium of news articles, resources and recent NSW publications – to inform and influence external stakeholders in relation to sex work and related issues.
 - Developing a dissemination plan and supporting regional and national sex worker-led regional networks and organisations to promote and use NSW open-source publications that are licensed under a Creative Commons License.
- 3.3 Advocacy actions**
- Supporting actions and campaigns by other global networks and international organisations that are in support of the health and human rights of sex workers.
 - Taking action to support NSW members in contexts where it is unsafe for them to take action themselves.
- 3.4 Global mobilisation actions**
- Promoting and collating NSW members' actions on four themed international days that highlight sex workers rights:
- 3 MARCH: labour rights**
- 2 JUNE: access to justice**
- 14 SEPTEMBER: pride and visibility**
- 17 DECEMBER: end violence against sex workers**
- Collaborating with regional sex worker-led networks and local members to organise a global sex worker networking zone during international conferences.

Reflecting & Learning

3.5 Alliances with other movements

- Continuing to advance sex workers' human rights within the women's rights movement through the Sex Worker Inclusive Feminist Alliance (SWIFA).
- Exploring potential alliances with the labour movement and human rights organisations to build a broader base of support for sex workers' human rights.

MAKING CHANGE:

Strategy 3 will ensure informed engagement by sex worker leaders and sex worker-led organisations in policy and programme fora. Combined with the mobilisation of other stakeholders and movements, this will ensure that the development and implementation of policies and programmes are rooted in the diverse realities of sex workers and will bring positive change in the lives of sex workers.

ACHIEVING IMPACT:

Strategy 3 will contribute to NSWSP's overall impact on the lives of sex workers:

- Sex workers experience increased respect for their human rights and freedoms.
- Sex workers experience decreased stigma and discrimination.
- Sex workers experience decreased violence.
- Sex workers benefit from better laws, policies and practices.
- Sex work has greater recognition as work and sex workers benefit from labour rights.
- Sex workers experience better working conditions.
- Sex workers have better access to high-quality, evidence- and rights-based services and support.
- Sex workers have increased meaningful involvement in sex work related policymaking and programme development.

The NSWSP Strategic Plan 2022–2025 is supported by a **Monitoring and Evaluation Framework** that enables the global network and its members to reflect and learn as they implement the strategy. The Framework provides a tool for NSWSP to assess and report on its results and progress. It includes indicators by which to measure the network's outcomes. It also outlines how NSWSP will produce detailed and analytical case studies of key initiatives – to show how its Theory of Change operates in practice and to demonstrate the impact of its work on the lives of sex workers.

The Monitoring and Evaluation Framework is available on the [NSWP website](#).



nswp

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