Terms of Reference
for a Consultant to develop a working paper on Sex Work/Prostitution

Location: Homebased
Methods of communication: E-mail, teleconferencing
Travel requirements: Limited to none
Application Deadline: 8 June 2018
Languages Required: English, Spanish preferred
Expected Duration of Assignment: 10 days
Compensation: TBD, kindly include in the proposal

Background
Within MenEngage Alliance, similar to within women’s rights and feminist movements, there are varying positions on prostitution/sex work among members. Ranging from supporting the notion that sex work is work and sex workers have rights, to considering prostitution always a form of exploitation. Among MenEngage Alliance members this has been a topic of debate for a number of years. The issue has been discussed by MenEngage Alliance Global Board members and has been on the Board’s agenda at several occasions, including whether or not MenEngage Alliance can and should have a joint position on this issue.

In 2016, the Global Board formed an ad-hoc working group on “Sex Work/Prostitution”, that was mandated to further explore the issues. Several rounds of dialogues were organized among Board members holding different views, through which similarities and differences were explored. Including, but not limited to, the specific roles and responsibilities of men and boys, and understandings of masculinities as drivers of prostitution/sex work in varying contexts. The group recognized the sensitivity of the topics, therefore setting ground rules for engagement within the group, collecting relevant resources and information, and having a number of conversations on the issues. The group acknowledged that these conversations did not result in a consensus. It was acknowledged that while this was a difficult process, it was also a testament to the integrity and values of the Alliance. The group subsequently decided to “develop a discussion paper outlining the process of the working group and the diversity of the Alliance members on this issue.” (Source: Board meeting minutes, September 2016)

Assignment
MenEngage Alliance is seeking a consultant who will develop a working/discussion paper that outlines the processes, discourses and results of the working group on “Sex Work/Prostitution” to date. The consultant will develop a paper that outlines what the group learnt in the process; where they identified areas of common ground and difference; and point to further resources and potential next steps. The paper will focus on the roles of men and boys and accountability to women’s movements.

The paper will be process-oriented and descriptive. It is not intended to answer all questions, nor to provide a consensus position. The paper is intended to point readers to varying positions and arguments – in particular from a men and masculinities perspective, and to further inform respectful dialogue among Alliance members, partners, as well as the broader field of women’s rights and gender justice.
Activities and responsibilities:
- Review existing documentation on the issues of prostitution/sex work, including analysis of existing positions of selected MenEngage Alliance members, women’s rights and feminist organizations and networks, and governments (as relevant) across the regions.
- Consult with the members of the working group on various views on the issues and reviewing the notes of the working group.
- Consult with women’s rights actors and others as relevant to gain more insights on the issues, with analysis from a “men and masculinities” perspective.
- Analyze the collated information and put together a paper that outlines various aspects of sex work/prostitution vis-à-vis a men and masculinities lens, including outlining complexity, varying perspectives and points of convergence.
- Produce a paper for the Alliance, and present to the Global Board.

The consultant will be supported by and report to the Global Secretariat, MenEngage Alliance, acting on behalf of the Global Board.

Requirements
MenEngage Alliance is looking for a consultant who meets the following criteria:
- Have a good understanding and expertise on the women’s rights and gender justice agenda, including the complexity of intersectional feminist agendas;
- Have a good understanding, sensitivity and analytical skills on the complexity of the issue of prostitution/sex work and awareness of the different perspectives;
- Conscious, transparent and able to uphold a neutral position throughout the paper-development process (at the least), including being mindful that the person’s personal position shouldn’t influence, what so ever, during the process;
- Have a good understanding of matters related to “men and masculinities”, and the political nature of the work within women’s rights and feminist movements;
- Demonstrate strong commitments towards women’s rights, feminist curiosity and gender justice, including MenEngage Core Principles and Code of Conduct;
- Demonstrated capacity to work independently and collaboratively with key stakeholders;
- Demonstrated ability to work in multicultural environments, and ability to handle strong emotions among general public;
- Excellent writing skills;
- Highly collaborative attitude, honest, transparent, reliable and flexible.

Application
Please submit one PDF document with a 1-page proposal – including proposed rate - and a detailed CV to info@menengage.org with the subject “Application for CONSULTANT”. Applications will be considered as they are received. Telephonic or electronic inquiries will not be entertained. Only shortlisted candidates will be contacted.