

# Institutional Strengthening and Support for HIV Prevention Activities

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**TAMPEP**

European Network for HIV/STI Prevention and Health Promotion among Migrant Sex Workers

## Skills, Training and Good Practice Tools

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This report is part of a series of reports produced by TAMPEP, that includes the following:

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- 1 **European Overview of HIV and Sex Work**
  - Bulgaria** National Report on HIV and Sex Work
  - Czech Republic** National Report on HIV and Sex Work
  - Germany** National Report on HIV and Sex Work
  - Lithuania** National Report on HIV and Sex Work
  - Poland** National Report on HIV and Sex Work
  - Romania** National Report on HIV and Sex Work
  - Ukraine** National Report on HIV and Sex Work
- 2 **Gap Analysis of Service Provision to Sex Workers in Europe**
- 3 **Skills, Training and Good Practice Tools**

## **Institutional Strengthening and Support for HIV Prevention Activities**

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# 1 INTRODUCTION

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## AIM

The aim of this document is to provide an analysis of existing levels of knowledge amongst both sex workers and sex work projects in Europe in the following areas:

- Methods of reaching out to and engaging with sex workers
- Safe sex and condom use
- HIV prevention, counselling, testing & treatment
- STI prevention, testing & treatment
- Drug harm reduction
- Personal safety and crime reporting
- Negotiating skills with clients & managers
- Conflict resolution
- Support to move within and on from sex work

and to identify good practice tools for reducing the vulnerability of sex workers in relation to HIV and to make recommendations for further developments required.

## DEFINING SEX WORK AND HUMAN RIGHTS

In seeking to build the capacity of service providers to enhance HIV prevention for and with sex workers in Europe it is essential to have clarity about how one defines sex work and the human rights framework within which services should be developed and within which this audit has been carried out.

The 'sex industry', 'sex work' and 'sex worker' are used as non-judgmental terms in relation to commercial sex and those selling sexual services, focusing on the conditions under which sexual services are sold and enabling us to explore realistically how sex workers' vulnerability to HIV can be reduced. For the purpose of this report and its focus on HIV prevention we are focussing on the situation of sex workers who provide physical contact services to clients.

As with many industries, abuse and exploitation occurs within the sex industry, however, they do not define sex work or the experiences of all sex workers. Voluntary engagement in sex work is by definition consensual sex between adults. Non-consensual engagement in sex work is forced labour or slavery and sexual violence and as such is a gross violation of human rights. The involvement of children and young people in the sex industry is sexual exploitation and abuse through prostitution and as such is a gross violation of their human rights.

The fact that sex becomes work does not remove sex workers' right to have control over who they have sex with *or* the sexual services they provide *or* the condition under which they provide those services. Nor does it mean that violence becomes just part of the job - offering sexual services is not an invitation to any kind of violence.

In the UNAIDS Policy Position Paper ‘Intensifying HIV prevention’<sup>1</sup> 7 Principles of Effective HIV Prevention were set out - the first of those being ‘*All HIV prevention efforts/programmes must have as their fundamental basis the promotion, protection and respect of human rights including gender equality.*’ As with all HIV programming it is essential that capacity building in relation to HIV prevention with and for sex workers be done within a human rights framework.

All humans, including female, male and transgender sex workers - who decide to enter sex work and those trafficked and coerced into the sex industry, have the same entitlement under international human rights treaties.

In October 2005 the International Committee on the Rights of Sex Workers in Europe organised a European Conference on Sex Work, Human Rights, Labour and Migration in the European Parliament at which The Declaration of the Rights of Sex Workers in Europe<sup>2</sup> was endorsed by 120 sex workers and 80 politicians and allies from human rights, labour and migrants organisations from 30 countries. The Declaration is drawn from International human rights treaties and identifies rights that sex workers should be entitled to under international law.

The declaration highlights state obligations to ensure that it does not violate rights, that others do not violate rights, and that all structures of the state are organised to ensure that diverse persons can enjoy and exercise their rights. It goes on to make recommendations for measures and practices to ensure that sex workers’ rights are respected and protected. In so doing it offers guidance to organisations and institutions seeking to develop a comprehensive and rights based approach to HIV and sex work.

## PARTICIPATION AND EMPOWERMENT OF SEX WORKERS

In seeking to build the capacity of service providers to enhance HIV prevention for and with sex workers in Europe it is essential to ensure that sex workers are consulted and empowered to participate at all levels. Community participation and empowerment should be at the heart of HIV prevention and has been used as a measure of good practice throughout this audit.

The UNAIDS Policy Position Paper **Intensifying HIV prevention** included in its seven **Principles of Effective HIV Prevention** ‘*Community participation of those for whom HIV prevention programmes are planned is critical for their impact.*’ In addition two of the eight **Essential Policy Actions for HIV prevention** related to community participation - ‘*2. Build and maintain leadership from all sections of society, including governments, affected communities, non-governmental organizations, faith-based organizations, the education sector, media, the private sector and trade unions.*’ and ‘*8. Support the mobilization of community based responses throughout the continuum of prevention, care and treatment.*’

## VULNERABILITIES OF SEX WORKERS

In seeking to build the capacity of service providers to enhance HIV prevention for and with sex workers in Europe it is essential to acknowledge the push-pull factors at play in influencing global and local labour markets, and in particular the sex industry and the

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<sup>1</sup> [http://data.unaids.org/publications/irc-pub06/jc1165-intensif\\_hiv-newstyle\\_en.pdf](http://data.unaids.org/publications/irc-pub06/jc1165-intensif_hiv-newstyle_en.pdf) Also available in Russian, Spanish and French

<sup>2</sup> <http://www.sexworkeurope.org/resources/declaration>.

vulnerabilities created by structural determinants such as poverty, gender inequality, lack of access to education and employment, and the situation of refugees, internally displaced person, economic migrants and asylum seekers that must be addressed to enable every human being to achieve both economic security and sexual fulfilment without exploitation or necessity to sell and buy sexual services.

These structural determinants require sustained long-term interventions on both national and international levels; they are beyond the immediate influence of local sex work projects and service providers. However, reducing vulnerabilities and minimising the harm experienced by sex workers falls within both their circle of influence and control. This audit has focussed on knowledge, skills and training that can have a significant impact on reducing vulnerabilities and minimising harm experienced by sex workers thereby strengthening HIV prevention.

## RESPONDING TO THE NEEDS OF SEX WORKERS

The *Global Coalition on Women and AIDS* in its document ‘Keeping the Promise: An Agenda for Action on Women and AIDS’<sup>3</sup> called for governments to ‘*Ensure that sex workers have better access to health information and services, including prevention and treatment for sexually transmitted infections.*’

Sex workers, even those working in the same sector of the sex industry or of the same nationality, are not a homogeneous group. In addition sex workers needs go beyond ensuring that their genitalia are disease free. In order to develop effective HIV prevention programmes within sex work settings a holistic and person-centred approach to health and well-being must be adopted which respond to the diverse and complex needs of sex workers.

Sex work projects must provide comprehensive services that encompass:

**Promoting dignity** – dignity, defined as ‘a high opinion of oneself’ and ‘self esteem’, is critical to achieving health and the social model of health that is integral to HIV prevention. This requires a non-judgemental and supportive environment, promoting sex workers rights and challenging the stigma and discrimination experienced by sex workers.

**Promoting empowerment** – within a community development and participation framework and defining empowerment as the process of gaining confidence, self-esteem, understanding and power to articulate concerns, ensure actions are taken to address them and more broadly to gain control over one’s life.

**Promoting peer education** – involving current and former sex workers at every level and in particular encouraging sex workers to share health promotion and personal safety information with other sex workers.

**Promoting client education** – providing support to sex workers in educating clients about safer sex and sexual health and challenging attitudes to sex workers.

**Providing support** – within a person centred approach, responding to needs presented and providing support through the provision of appropriate in-house services and referrals to external agencies.

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<sup>3</sup> [http://data.unaids.org/Publications/IRC-pub07/JC1201-GCWA-keepingPromise\\_en.pdf](http://data.unaids.org/Publications/IRC-pub07/JC1201-GCWA-keepingPromise_en.pdf). Also available in French and Spanish.

Many sex workers enter sex work on a temporary or short-term basis, in Edinburgh, Scotland UK approximately 50% of both indoor and street based sex workers move on from the local sex industry each year, however, the number of individuals engaging in sex work remains constant as *the same number of women enter the sex industry each year as leave*. Given this high level of mobility into and out of the sex industry, as well as the high geographical mobility of migrant sex workers, it is essential that on-going HIV prevention within a harm reduction framework be prioritised and maintained. Providing support to move on from sex work may reduce individual's risk of HIV infection; however, it will do little to impact on HIV prevention within the sex industry and should therefore not be seen as *the* priority within an HIV prevention strategy.

## 2 REVIEW & ANALYSIS OF CURRENT SKILLS/TRAINING<sup>4</sup>

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### SEX WORKERS KNOWLEDGE & ABILITY TO PUT IT INTO PRACTICE

Levels of knowledge amongst sex workers *accessing* sex work projects or participating in research (often facilitated by service providers) about safer sex, condom use, HIV, STIs and drug use are reported as relatively high although not comprehensive, however, low levels of knowledge among sex workers on first contact with support services are consistently reported across Europe. This is only to be expected as increasing knowledge in these areas is one of the main purposes of the services provided to sex workers.

What is less clear is the level of knowledge amongst sex workers where there are *no* support services available; where support services do not target all sectors the sex industry: where sex workers reject the services made available or do not trust the service providers; and where sex workers are prevented from accessing services by their controllers. Their level of knowledge will be dependent on state education and health promotion they have received in relation to sex, sexual and reproductive health, STIs and HIV prevention and drug use. However, the comparatively low levels of knowledge about the risks of HIV infection among sex workers accessing support services for the first time would indicate that such general population education is not providing adequate basic knowledge about HIV prevention, let alone the in-depth and specialist knowledge that sex workers require to minimise their vulnerability to HIV and STIs. Given the reported low levels of sex workers in contact with services, particularly in many Central and Eastern Europe countries, this is a matter of grave concern.

It is common for sex workers to share knowledge with colleagues; many are true experts in safer sex practices and protecting their health. However, to assume that *all* the information shared is correct and that *all* sex workers in an area know one another and are in the knowledge loop is a dangerous supposition in relation to HIV prevention. Ensuring accurate and up to date information is made available to sex workers to share with their colleagues is essential.

However, having knowledge about how to reduce the risk of HIV infection and the steps to take if one has been at risk does not necessarily mean that individual sex workers are able to put that knowledge into action. In addition to the difficulties that face us all in negotiating safer sex within sexual relationships, sex workers ability to protect themselves and control the sexual services they provide is directly affected by the choices they are *able* to make, the *control* others have over them and for some their *dependence* on substances. The more choice, the less control and dependence, the greater sex workers' ability is to put knowledge into practice.

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<sup>4</sup> During the TAMPEP 7 mapping of sex work and services for sex workers more than 700 services in 25 countries responded. This review is drawn from the findings of the TAMPEP mapping and additional information provided by TAMPEP network members.

Sex workers ability to engage with support services and therefore build on their knowledge, has in many countries across Europe been compromised by law enforcement agencies either seeking to disrupt the commercial sex markets or directly interfering with outreach teams who are perceived to be facilitating illegal or anti-social activities. However, the situation in some countries, such as Romania appears to be improving as police no longer interfere with the ARAS outreach teams, while in other countries such as France the situation appears to continue to deteriorate as police continue to enforce the 'passive' soliciting legislation to disrupt the street based sex market - driving sex workers to more isolated locations, such as forests on the outskirts of Paris where it is extremely difficult for outreach services to contact sex workers.

Creating supportive environments, particularly for women, which enable the negotiation of safer sex has been recognised as critical in intensifying HIV prevention efforts globally and yet within the sex industry across Europe repressive policies that have sought to tackle the social issue of prostitution through criminal justice or immigration measures have resulted in more oppressive environments for sex workers to try and negotiate safer sex within.

Attention has been focussed primarily on increasing sex workers knowledge of safer sex and correct condom use, however, clients who are critical stakeholders in successful HIV prevention in the sex industry, have been for the most part ignored as a potential target group in Europe - except for the political lobbying and legislation around criminalising the purchase of sex. Only in countries such as Germany where sex work is accepted as labour or Italy where neither sex workers nor their clients are criminalised have specific campaigns been run seeking to change not only clients' sexual behaviour but also to challenge their attitudes towards sex workers. The illegality of sex work should not prevent client campaigns just as the illegality of illicit drugs does not prevent drug harm reduction campaigns; such campaigns are critical to increasing sex workers ability to negotiate safer sex successfully with clients.

## METHODS OF REACHING OUT TO AND ENGAGING WITH SEX WORKERS

The TAMPEP prostitution mapping across Europe in 2005/6 has shown very significant changes within the sex industry, with many countries reporting a considerable increase in indoor based sex work. This presents challenges to sex work projects that constantly are being required to review and reconfigure their services to respond to changing environments and find new strategies to reach out to sex workers who can become 'hidden' as the sex industry adapts to changing legislation, policy and law enforcement practices. In addition the continuing high levels of mobility and migration reported in all countries requires sex work projects in countries of origin, transition and destination to constantly review and respond to the needs of changing populations of mobile and migrant sex workers.

Because of the diversity of the sex work settings across Europe established sex work projects have undertaken analysis and mapping of the sex industry in their area and developed appropriate methods to reach out and engage with sex workers. In so doing they have also developed in-house training and protocols and have been able to share these skills and knowledge with others as services have expanded across their country<sup>5</sup> or as similar situations have arisen in other countries<sup>6</sup> and offer a pool of experts that can be utilised. However,

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<sup>5</sup> See case study of Bulgaria below

<sup>6</sup> See case study of Italy/Norway below



trainings have been provided on an ad hoc one-off basis and no formal training programme has been developed that encompasses the mapping, analysis of local sex work settings and establishing the configuration of appropriate service delivery.

### **Methods of promoting services to sex workers**

The most effective method of promoting services to sex workers is word of mouth within the sex industry itself. Once services have established a good reputation among sex workers for providing confidential high quality services that respond to the needs they identify for themselves, sex workers will recommend the services to their colleagues. In addition, it is essential to negotiate with the gatekeepers – both controllers and managers – to encourage them to promote, but not *coerce* sex workers to access services. Although many sex work projects currently negotiate with gatekeepers there are currently no training programmes or protocols to further develop service providers skills in this area.

Many sex work projects have developed creative and innovative promotional materials in collaboration with sex workers to publicise the services available to sex workers – such as beer mats for bars and clubs, lighters, matchbooks, lipsticks and nail files.

### **Methods of reaching outdoor based sex workers**

Outdoor based sex workers are often the most visible and straightforward to reach group within the sex industry, their working environments are public places that can be accessed relatively easily – city streets, highways, lorry parking areas, motel parking areas, and near border crossings. The challenges of working in outdoor sex work settings are primarily practical. In countries where law enforcement actions target outdoor based sex workers they tend to work in isolated areas and at times that are often considered ‘dangerous’ and which are outside the normal working hours of many service providers. In addition outdoor based sex work is often displaced either geographically or temporally by law enforcement or other community interventions.

Sex work projects across Europe have developed low threshold street outreach and drop-in services as the most effective means of reaching and providing support to outdoor based sex workers. Outdoor sex work settings can attract criminal elements such as drug dealers, protection racketeers and ‘controllers’ that can impact on the safety of service providers. Given the outdoor sex work environment, established sex work projects have developed health and safety protocols and provide training for their outreach teams that enable outreach to be undertaken in relative safety.

Street outreach services are mobile – undertaken either on foot in small well defined outdoor sex work settings or by car or mobile unit in dispersed and transient outdoor sex work settings. Some mobile units include medical outreach where clinical health care is provided.

Street drop-in services are static – in well established and permanent outdoor sex work settings low threshold drop-in centres have been established in fixed premises in or near the area, while in dispersed or transient outdoor sex work settings a mobile unit that can be easily relocated is often used to provide a drop-in service. Some include medical outreach clinics where health care is provided while others refer to clinical services.

## **Methods of reaching indoor based sex workers**

Indoor based sex workers work in a wide range of settings – the vast majority of which are not automatically and directly accessible to service providers – apartments, bars, brothels, escort agencies, hotels, independent Internet escorts, nightclubs, and windows. The challenges of working in indoor sex work settings are primarily related to accessibility, trust and the degree of control that gatekeepers have in allowing or forbidding service provider's access to sex workers. In the countries in Europe where running an indoor sex work business, other than as an independent sex worker, is either illegal or in a grey area of the law, the situation can and often does attract criminal elements. However in countries where indoor sex work settings are legal there is far less criminality associated with the indoor sex industry.

Where there is active law enforcement actions targeting the indoor sex industry venues are often transient and gatekeepers suspicious of service provider's collusion with law enforcement agencies. For sex work projects who are having to develop services for indoor based sex workers because of the shift to indoor sex work it can seem daunting to identify indoor sex work settings and even more daunting to negotiate access with the gatekeepers. The identification of indoor sex work venues is relatively easy as sex work businesses like other businesses must attract clients and therefore will almost always advertise in the public the domain and can therefore be found.

Sex work projects across Europe have developed a diverse range of outreach and drop-in services as a means of reaching and providing support to indoor based sex workers. Given the indoor sex work environment, established sex work projects have developed health and safety protocols and provide training for their outreach teams that enable outreach to be undertaken in relative safety.

Establishment outreach services – where outreach workers visit indoor sex work venues, some include medical outreach where clinical health care is provided, but great care is needed in providing clinical services to protect the confidentiality of sex workers medical care and test results. The method of arranging establishment outreach varies depending on the local context and resources available – some sex work projects respond to sex workers requesting visits, others phone establishments to offer a visit and others do spontaneous visits without warning the establishments. Regardless of the method used all establishment outreach requires negotiation with both gatekeepers and sex workers and should include consent from sex workers.

Internet outreach services – where sex work projects provide information and advice through a website for sex workers, both indoor and outdoor, with access to the Internet and where some sex work projects proactively search the Internet for indoor sex workers, primarily escorts advertising, their services and contact them through email or the websites.

'Drop-in' centres – where sex work projects often provide a diverse range of both health and social support services in a community based setting which will depend on the local context. Some sex work projects run open access low threshold drop-in support services where sex workers can drop-in without appointments, while others run an appointment based support services, often because of lack of resources.

Clinical services – where sex work projects are based within a clinical setting, usually within a sexual health clinic, and provide a dedicated clinic for sex workers.

Established sex work projects have developed an extensive knowledge and skills in methods of reaching out to and engaging with both outdoor and indoor based sex workers – they

provide a pool of expertise that can and should be shared across Europe as the sex industry evolves and services are rolled out across Europe as part of the global strategy to intensify HIV prevention.

### **Overcoming the barriers of stigma and fear of authority**

One of the most effective ways of reaching out to and engaging with sex workers has been where organisations have been set up by and for sex workers and continue to be run by sex workers. However, given the continuing stigma and marginalisation of sex workers in Europe this is neither an easy or simple process to initiate, particularly in countries where the sex industry or selling sexual services are criminalised in any way. So although it should be encouraged wherever possible, and can be supported by the established sex worker organisations in Europe other alternatives present a more realistic and achievable means of reaching out to and engaging with sex workers in Europe at present, but in line with accepted good practice should always seek to encourage and include sex workers at every stage in developing and evaluating services.

Sex work projects that provide low threshold services that are anonymous, have limited recording of personal information, and do not attempt to track sex workers beyond their engagement with the service, have proved most successful in establishing contact and engaging with sex workers. Many established sex work projects have developed contact recording systems that allow them to distinguish individual service users and therefore track contact with them over time.

In auditing the methods used by service providers to reach out to and engage with sex workers a number of examples of poor practice were identified where the methodology used potentially created significant barriers for sex workers to establish the trust in service providers that is critical to effective HIV prevention. These included:

- Outreach teams including law enforcement officers (even if only in a support role) in countries where sex work and the sex industry are not recognised and legal. Although the presence of law enforcement officers may be accepted by gatekeepers and sex workers (because they have limited or no choice) the presence often negatively impacts on trust and the relationship that can be developed with sex workers.
- Law enforcement officers being used to 'collect' sex workers and bring them to clinical service providers for 'testing' and in some extreme cases sex worker's test results being released to the media or other third parties.
- Health services focussing only on keeping sex workers genitalia disease free and failing to address the broader sexual and reproductive health issues and primary care needs of sex workers.
- Public health and social care services providing a discriminatory and judgemental service to sex workers and a lack of effective referral networks that provide equitable access and treatment for sex workers.

### **Cultural Mediation & Peer Education Among Migrant Sex Workers**

The involvement of cultural mediators from the same ethnic/cultural group or nationality as the migrant sex workers provides interpretation of non-verbal codes as well as verbal communication and intercultural bridges contributing to the decoding of cultural codes in order to facilitate understanding of health and social issues.

In contrast to cultural mediators, peer educators as members of the migrant sex worker community have individual experiences and backgrounds that reflect those of the broader community of migrant sex workers. Their involvement provides not only interpretation and an intercultural bridge but provides a role model for other migrant sex workers, increasing self-esteem and self-confidence amongst migrant sex workers. Their base within the community enables them to articulate the interests of migrant sex workers to service providers and policymakers, to raise awareness among their colleagues, to organise and conduct workshops on various themes related to health promotion and safer sex practices and to empower their peers through solidarity, support and mutual understanding.

Years of experience has demonstrated that peer educators, both migrant and national sex workers, represent a valid resource for projects and services. The peer educators facilitate contact with sex workers and help to create and maintain a relationship that is based on a significant offer and acceptance of help. In fact, the shared experience of sex work often lowers defensive barriers and permits creating a relationship of mutual trust much more rapidly and efficaciously.

### **Case studies**

In Norway over the last two years there has been a significant growth in the number of Nigerian sex workers involved in outdoor based sex work who had previously been working in South Europe. As a result Pro-Sentret, the sex work project in Oslo, sought advice and support through the TAMPEP network from projects who had experience of working with this particular group of migrants. TAMPEP Turin had been working with migrant sex workers from Nigeria for 12 years and had not only developed support services with and for Nigerian migrant sex workers in Turin, but assisted in the development of services across Italy and established partnership working in Nigeria to support both prevention work in relation to trafficking of women and young people and support services for women who have been either voluntarily or involuntarily repatriated. The two projects developed a close working relationship on this issue sharing knowledge, skills and experience.

In Bulgaria, where the National *Programme for Prevention and Control of HIV/AIDS*, funded by the *Global Fund to Fight AIDS, TB and Malaria (GFATM)*, has a specific component, aimed at HIV prevention for sex workers it is estimated that they have increased the percentage of sex workers in contact with services to 80%. This has been achieved through developing a national network of 10 specialist sex work projects, primarily NGOs contracted to provide outreach services to both indoor and outdoor based sex workers, including 6 mobile medical units with medical staff provided by local STI clinics, in more than 23 cities, towns and villages in Bulgaria. HESED as the first NGO to develop services for sex workers in the capital Sofia played an essential role in providing training for other NGOs as services were rolled out across the country to achieve the national coverage. The development of these outreach services has improved collaboration between NGOs and local health services and improved sex workers access to both public health and social services, although there is still a considerable amount of work to be done. However, such widespread geographic and specialist service provision is currently dependent on external funding and may potentially be lost if it is not prioritised by the Bulgarian Ministry of Health and municipalities when the GFATM programme comes to an end.

## SAFER SEX, CONDOM USE, HIV & STI PREVENTION

Established sex work projects have developed high levels of knowledge and skill amongst staff, volunteers and peer educators in the areas of safer sex, condom use, STI and HIV prevention. Many have developed in-house training programmes as well as accessing specialist external training to ensure a high quality service for sex workers. Established sex work projects are therefore a valuable resource for other service providers that are seeking to develop support services for sex workers or improve the quality of support and services provided to sex workers.

In carrying out this review it became apparent that some services limited the number of condoms that they distributed to sex workers – in the most extreme case sex workers were given only *one* condom! Although beyond the scope of this review the authors believe it is essential to highlight that all services must have and demonstrate an awareness of the reality of sex worker's needs in relation to condoms and ensure that sex worker have access to free or affordable condoms *and* other safer sex supplies that will meaningfully minimise their risk of HIV infection. In the United Kingdom, where some sex work projects have limited budgets and are unable to supply free condoms many have established 'condom shops' where sex workers can bulk purchase safer sex supplies at cost price making them far more affordable than those available through commercial outlets.

## HIV COUNSELLING, TESTING & TREATMENT

Established sex work projects have developed high levels of knowledge and skill amongst staff and volunteers in relation to providing information to sex workers about access to HIV counselling, testing and treatment and some projects have developed good working relationships with HIV treatment clinics. Where such relationships have not been developed it is essential that sex work projects are supported in developing such relationships.

The vast majority of sex work projects who provide clinical services follow the established voluntary, counselling and testing good practice guidance; however, this review revealed that a number of clinical service providers are failing to fully respect the guidance in relation to sex workers. In addition there are a number of countries in Europe who continue to require mandatory HIV testing of sex workers – the results of which sex workers are then required to share with third parties. In addition, the promotion of HIV testing to individuals should always take into account their potential access to treatment options should the result prove to be positive and other potential consequences.

In many countries, particularly in Central and Eastern European countries, access to the full range of treatment options remains limited, and is non-existent for undocumented migrant sex workers, and many sex work projects reported a discrepancy between what the state maintains is the individual's right of access to HIV treatment and the reality of sex workers living with HIV experiences in being able to access HIV treatment.

## STI TESTING & TREATMENT

Established sex work projects have developed high levels of knowledge and skill amongst staff, volunteers and peer educators in relation to providing information about STI testing and treatment and many projects have developed good working relationships with either individual doctors or sexual health clinics. Where such relationships have not been developed

it is essential that sex work projects are supported in developing such relationships and training clinical service providers.

However, concern remains that a number of countries in Europe continue to require mandatory STI testing of sex workers – the results of which sex workers are then required to share with third parties.

## DRUG HARM REDUCTION

The reported levels of drug use, and in particular injecting drug use and drug dependency, amongst sex workers varied considerably across both indoor and outdoor based sex workers and between countries across Europe. Not all sex work projects reported working with drug using sex workers and among some sex work projects there was little knowledge about or focus on drug use among their service users. While many sex workers are not involved in drug use, which may increase their vulnerability to HIV infection, it is essential, given the epidemiology of HIV among injecting drug users, that sex work projects monitor drug use among their service users to enable them to respond rapidly to any changes in patterns of drug use among sex workers.

Where sex work projects provide services to injecting drug users they have developed high levels of knowledge and skill amongst staff, volunteers and peer educators in relation to drug harm reduction, including drug treatment options, and working with drug users. Most of these sex work projects have developed working relationships with specialist drug services in their area and are part of the drug harm reduction networks which can provide specialist training and support to sex work projects. Where such relationships don't exist it is essential that they are established.

## PERSONAL SAFETY AND CRIME REPORTING

Awareness of the levels of violence experienced by sex workers is increasing both within sex work projects and society at large. Recent Research has shown that in Central and Eastern European countries 80% of sex workers reported crimes of violence by clients<sup>7</sup>, while in the United Kingdom 82% of outdoor based and 41% of indoor based sex workers reported crimes of violence by clients - with less than 50% of outdoor based sex workers and less than 25% of indoor based sex workers ever reporting any crime to the police<sup>8</sup>.

The majority of sex work projects now provide information and advice about how to reduce the risk of violence from clients and support in looking at options to reduce violence from controllers and breaking away from traffickers. Many sex work projects have worked with sex workers in developing tips for staying safe. However, few sex work projects have developed a comprehensive personal safety and crime reporting initiatives with and for sex workers and there is significant scope for developing support offered to sex workers with regard to personal safety and crime reporting.

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<sup>7</sup> Sex Work, HIV/AIDS and Human Rights in Central and Eastern Europe and Central Asia - Central and Eastern Europe Harm Reduction Network (12 December 2005). Available for download in English and Russian from <http://www.ceehrn.org/index.php?ItemId=15504>

<sup>8</sup> Violence by clients towards female prostitutes in different work settings: questionnaire survey - Church et al, British Medical Journal, 3 March 2001, Vol. 322(7285), p524-5.

## Case study

In Scotland UK, SCOT-PEP, a sex work project set up in Edinburgh by sex workers in 1989, has in place a comprehensive range of initiatives to address the disproportionate levels of violence experienced by sex workers. They include:

- ‘Ugly Mug Scheme’ that provides an early warning system for sex workers about violent clients by taking reports from sex workers about dangerous incidents and sharing descriptions of potentially dangerous clients among both outdoor and indoor based sex workers. The original concept for the Ugly Mug Scheme came from the Prostitutes Collective of Victoria in Australia.
- ‘Protect Yourself: a personal safety handbook for sex workers’ that provides information and advice for all sex work settings and was developed through on-going collaboration between both indoor and outdoor based sex workers, health care professional specialists in managing aggression in the workplace, police and SCOT-PEP staff and volunteers.
- ‘Police Liaison Officer’ who acts in a welfare/support role for outdoor based sex workers; exchanging information with sex workers and SCOT-PEP staff about changes in law enforcement practices and potentially dangerous individuals and providing a ‘safe’ point of contact for sex workers. Critical to the success of liaison with the police is that the officer is not part of any law enforcement actions against sex workers. Promotional materials for this scheme were produced with funding from Edinburgh Community Safety Partnership.
- ‘Remote Reporting’ scheme that enables both indoor and outdoor based sex workers to report crimes to the police through community based organisations rather than attending police stations. The scheme allows sex workers to report crimes anonymously for police intelligence as well as reporting crimes for investigation which requires contact details to be provided by the sex worker. In addition the scheme allows sex workers reporting crimes for investigation to meet police officers in SCOT-PEP premises rather than officers going to their homes and if requested by the sex worker for SCOT-PEP staff to attend all meetings with the police in a support capacity as well as receive progress reports.
- ‘Victim Support’ scheme that enables sex workers to request support either from SCOT-PEP staff or from a specialist NGO offering support throughout the criminal justice process to victims of crime.

The potential to implement similar schemes should be investigated by sex work projects and supported by local and national authorities. However, given the experiences reported by sex workers and many sex work projects in Central and Eastern European countries with regard to police conduct and corruption it is difficult to judge if developing crime reporting initiatives is a real possibility. It will require a serious commitment from national governments to challenge law enforcement and societal attitudes to violence against sex workers and the development and implementation of sensitisation training for law enforcement and criminal justice officers.

## NEGOTIATING SKILLS WITH CLIENTS & MANAGERS

Most sex work projects provide information and advice about tips for negotiating condom use with clients and some sex work projects proactively engage and negotiate with gatekeepers, both controllers and managers, of sex work settings to improve working conditions for sex workers. While this review identified that some sex work projects provide personal development programmes which seek to empower sex workers and will positively impact on sex workers interpersonal and negotiating skills the audit did not identify formal training and/or support programmes that have been developed for sex workers in relation to specifically enhancing negotiating skills with clients and managers within the power dynamics that currently exists within the sex industry.

A number of sex workers organisations have developed local initiatives that have sought to enhance sex workers negotiating skills. These include:

- HETAIRA, a sex work collective in Madrid, Spain has developed self help/peer education support groups with the aim of empowering sex workers and developing their negotiation skills.
- IUSW (International Union of Sex Workers) in London, UK has recently been piloting Xtalk a project that aims to provide English language classes for migrant sex workers that focus on the language required to successfully negotiate with clients and managers.

There is a need to explore and evaluate the potential for such initiatives within sex worker organisations, as well as the development of training and good practice guidelines for sex work projects. In addition the potential for further developing negotiation between sex work projects and trade unions (in line with the needs expressed by sex workers) and controllers/managers of the sex industry in relation to the working conditions within the sex industry should be explored.

Attention has been focussed primarily on enhancing sex workers negotiating skills and increasing their knowledge of safer sex and correct condom use, however, clients who are critical stakeholders in successful HIV prevention in the sex industry, have been for the most part ignored as a potential target group in Europe - except for the political lobbying and legislation around criminalising the purchase of sex. Only in countries such as Germany<sup>9</sup> where sex work is accepted as labour or Italy<sup>10</sup> where neither sex workers nor their clients are criminalised have specific campaigns been run seeking to change not only clients' sexual behaviour and encourage safer sex but also to challenge their attitudes towards sex workers. Such campaigns are critical to increasing sex workers ability to negotiate safer sex successfully with clients and there is real potential for programmes to be developed that seek to directly influence clients' attitudes and behaviour.

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<sup>9</sup> See Fair Play Campaign in Good Practice Tools

<sup>10</sup> See Safe Sex and Sexual Health Campaign for Clients of Sex Workers in Good Practice Tools



## CONFLICT RESOLUTION

Many sex work projects reported varying degrees of conflict within communities in relation to the presence of sex work and sex workers, however the vast majority of local authorities and law enforcement agencies have chosen to focus on eradicating sex work in the problematic area – with little attention being given to potential mediation and conflict resolution. To date no such initiatives have managed to eradicate sex work, such initiatives have at best managed to disperse or displace sex work settings, geographically, temporally or from outdoor to indoor sex work settings; making it more difficult for sex work projects and other service providers to reach sex workers and potentially increasing vulnerability to HIV infection.

In the United Kingdom the **Joseph Rowntree Foundation**, funded a research project examining the conflicts that have arisen within communities in relation to outdoor based sex work undertaken by Staffordshire, Loughborough and Strathclyde Universities. The study examined how residential areas characterised as being used by female outdoor based sex workers are shared by different sections of the community and considered whether residential streets could serve as shared spaces where residents and sex workers could coexist. The report concludes that scope for improving relations between local residents and outdoor based sex workers was considerable, particularly through mediation and awareness-raising. Coexistence appeared greatest where integrated responses to community concerns had been developed through a range of partners, including sex work projects, and where multi-agency working favoured alternatives to increased enforcement, such as court diversion schemes.

In Venice, Italy the Free Women Project was initiated by the local municipality in response to conflicts that arose within a local community as the numbers of migrant sex workers increased. The municipality took the decision to invite Comitato per I Diritti delle Prostitute (Committee for the Civil Rights of Prostitutes) to carry out an assessment of the situation and put forward proposals for potential resolutions. After thorough investigation of the reality of the situation within the community, and consideration of alternatives, an intervention was implemented which focussed on awareness raising among both local residents and sex workers and mediation with an aim of reducing nuisance to the community while reducing the vulnerabilities of and protecting sex workers. The Free Women Project continues to work with both sex workers and local residents who continue to co-exist within the community.

The above research and intervention clearly demonstrates that conflict resolution is possible and that mediation is a meaningful alternative to other more disruptive law enforcement and eradication strategies.

## SUPPORT TO MOVE ON

Sex work projects across Europe identified not only the need for support to move on from sex work but also the need to provide support to enable sex workers and those coerced into sex work to move on from their current situation in the sex industry at a number of levels.

- **The support and assistance required by victims of trafficking**, in both countries of origin and destination. However, the majority of sex work projects in destination countries reported that many women who had in reality been trafficked were not prepared to access the support and assistance offered to victims of trafficking because in the majority of countries it was inextricably linked to their providing evidence against their traffickers and then being returned to their country of origin. In addition states were failing to assess and take into consideration the serious negative consequences that victims

of trafficking may face if returned to their home countries without appropriate protection. However, sex work projects seem to have little or no influence over how governments respond to their duty of care to protect victims of trafficking from future harm and violation of their human rights. The majority of sex work projects reported that they had adequate contact with and support from specialist support services for victims of trafficking. *TAMPEP Torino (Italy)* has, through its 12 years experience of working with women from Nigeria, developed support systems for victims of trafficking locally in Italy and has built partnerships with NGOs in Nigeria to ensure that women have appropriate support in countries of both destination and origin.

They have also worked on an educational video for use in Nigeria as a trafficking prevention tool. *La Strada Poland* has developed a comprehensive support package for victims of trafficking. The including finding and assisting in the release of victims of trafficking; crisis intervention for the returnees; support during legal action; and rehabilitation and reintegration. They provide a case management system which has a key worker who is allocated at the start of contact and remains with the woman through the entire process.

- **The support required by sex workers who are drug dependent or whose partners are drug dependent** and who have no alternative sources of income to finance their dependency or access to drug treatment programmes.  
Although some sex work projects have developed substitute prescribing services in-house, none allow the partners of sex workers to access in-house service. It is essential that the sex worker's partner can access drug treatment at the same time if the sex worker is to be able to move on from sex work.
- **The support required by sex workers who are coerced or facilitated** and who are unable to extricate themselves from their controllers – some of whom wish to leave the sex industry while others wish to be able to continue to work in the sex industry independently. *Open Door (London, UK)* an integral part of the outreach service provided is to establish trust with service users and explore with them their situation and alternatives and support them in determining how best to protect themselves and gain independence.
- **The support required by sex workers wishing to find alternative employment but who have minimal education** and little or no formal qualifications. *Autres Regards (France)* - ran accredited training for peer educators and sex workers that provides them formal qualifications that are externally recognised.
- **The support required by sex workers who wish to further their education to enable them to move on from sex work into reasonable paid employment.** *Fenarete (France, Germany, Italy, Lithuania, Netherlands and Poland)* ran accredited training to prepare and hopefully place peer educators into paid employment in appropriate health and social care settings. The evaluation of the projects identified that mentors and personal development were essential components of enabling sex workers to make the transition into formal employment in what were often bureaucratic institutions.
- **The support required by sex workers who wish to plan to move on from sex work in the medium to long term.** *SCOT-PEP (UK)* ran a New Futures Project which employed a career guidance worker to support sex workers in identifying their own aspirations, developing a personal action plan which could be short, medium or long term and assisting them in making their goals a reality.
- **The support required by sex workers who wish to move within the sex industry to a less vulnerable setting.** *Amnesty for Women (Germany)* provides multi-lingual leaflets,

information and support to migrant sex workers from the 8 Accession member states about how they can make their status as sex workers legal in Germany, being legal reduces their vulnerability and enables them to become more independent.

- **The support required by migrant sex workers who wish to return to their country of origin.** *IOM* operate voluntary repatriation schemes in countries of both destination and origin. There are mixed reports about the quality of support and protection received, and concerns about their involvement in non-voluntary repatriation schemes, these are matter of quality assurance which must be tackled.

Many sex work projects reported that over the last few years both statutory and non-statutory funders have been prioritising providing support service to encourage and support women to move on from sex work, often at the cost of significantly reducing both HIV prevention and harm reduction services for sex workers who remain within the sex industry – whether by choice or lack of *real* alternatives and viable economic options.

A multi-agency, multi-disciplinary approach is required to provide the multiple layers of opportunities required to respond to complex and diverse needs of sex workers within and those wishing to move on within or from sex work. It is essential to maintain a careful balance that ensures the needs of those who remain in sex work are given equal priority to the needs of those moving on from sex work, particularly in the context of HIV prevention.

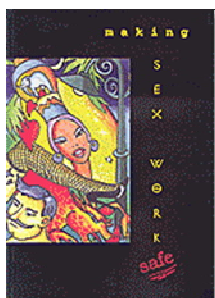
### 3 RECOMMENDATIONS

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- Ensure dissemination of HIV & STI voluntary [client/patient or provider initiated] counselling, testing and treatment good practice protocols to all health care providers working with sex workers. Explore how bad practice can be constructively challenged by community based organisations and sex workers and develop training programmes.
- Develop training programme and good practice guidance for mapping, analysing and establishing the configuration of sex work settings and the appropriate service delivery.
- Develop training and good practice guidance for negotiating with gatekeepers, both controllers and managers, to enhance service providers understanding and ability to successfully negotiate access to sex workers in both 'public' and 'hidden' sex work settings.
- Develop good practice guidance for promoting safer sex and attitudinal change amongst clients of sex workers.
- Develop training/empowerment programmes for sex workers to enhance negotiating skills with clients and managers
- Develop campaigns to influence clients behaviour and attitudes in relation to attitudes to sex workers and their responsibilities within HIV prevention.
- Developing personal safety and crime reporting good practice guidance and training programme appropriate to the diverse development levels of law enforcement agencies across Europe.
- Develop better cooperation and partnership working with service providers working with vulnerable young people and children
- Develop conflict resolution and mediation good practice guidance
- Develop awareness and anti-discrimination training programmes for law enforcement officers, health professionals and social care providers in relation to working with both migrant and national sex workers.
- Develop sex work projects skills in recording and writing up process and good practice guidance/protocols in simple and user friendly formats.
- Ensure all sex work pilot projects have a minimum of three years funding to enable the services to be established, implemented and evaluated. Short term funding does not allow for trust to be built up between sex workers and services users nor for any meaningful evaluation.
- Develop local and national networks of sex work projects and those working directly with sex workers to facilitate sharing knowledge and good practice and sustain regional networks to facilitate international exchange.

## 4 GOOD PRACTICE TOOLS

### COMPREHENSIVE SEX WORK RESOURCES



#### Making Sex Work Safe

This set of guidelines, published by the **NSWP** (Network of Sex Work Projects) in 1997, draws together the experiences of sex work projects and provides guidance on initiating sexual health promotion projects and developing policies and strategies. It covers key issues such as what is safe commercial sex, working with mobile populations and drug users, and planning and evaluating services.

The **guidelines** can be downloaded (PDF format) from the following websites:

- in English <http://www.aidsaction.info/makingsexworksafe>,
- in Spanish [http://who.arvkit.net/sw/media/Haciendo\\_el\\_trabajo\\_sexual\\_seguro.pdf](http://who.arvkit.net/sw/media/Haciendo_el_trabajo_sexual_seguro.pdf)

The guidelines are also available in Ukrainian from the AIDS Alliance Ukraine NSWP website <http://www.nswp.org/>



#### Hustling for Health, Developing Services for Sex Workers in Europe

This handbook, developed by EUROPAP and TAMPEP in 1998, offers a snapshot of various guidelines, projects and interventions from around Europe. Drawing directly from the experience of sex workers, Hustling for Health is a practical guide which promotes health and safety in the sex industry through better access to good services. It was produced by a Network of projects in health care, social services and the sex industry in 16 European countries. It describes innovative programmes of peer education, outreach, and health promotion schemes for different groups of sex workers, clients and managers in the sex industry.

The **handbook** can be downloaded (PDF format) from the website in English, Greek, and Spanish. It was published in Danish, Dutch, English, Finnish, French, German, Greek, Italian, Portuguese, Russian, and Spanish. <http://www.europap.net/services/manual>



### Practical guidelines for delivering health services to sex workers

These guidelines are meant for health and social workers who deliver health care and health promotion services to sex workers. They describe the topics in situations, where a personal and confidential contact between the health worker and the sex worker exists. Many conditions can be less favourable, and make an individualised approach difficult. However, one should not decide too easily that communication is not possible. Good communication is based on a holistic approach of sexual health. A health care worker should have an open mind for everything that belongs to social life and health. The guidelines are as practical as possible, and do not imply any moral standpoint regarding sex work at all.

The **guidelines** can be downloaded (PDF format) from the website in Danish, Dutch, English, Finnish, French, German, Greek, Italian, Norwegian, Portuguese, Swedish, and Spanish. <http://www.europap.net/services/guidelines>

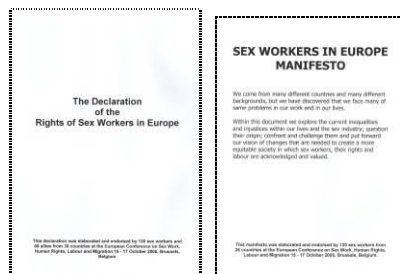
### WHO Toolkit for Targeted HIV/AIDS Prevention and Care in Sex Work Settings

This toolkit provides basic guidance on the development and implementation of HIV interventions in sex work settings and includes a collection of more than 130 annotated documents, manuals, reports, and research studies. It brings together over a decade's worth of research and practical experience on what does and does not work to change behaviour and protect sex workers and their clients from HIV/AIDS and other sexual transmitted infections.

This **toolkit** is intended for use by anyone involved in HIV initiatives in sex work settings, particularly programme managers, field workers and peer educators. Dedicated to Paulo Henrique Longo (1964-2004). [who.arvkit.net/sw/en/index.jsp](http://who arvkit.net/sw/en/index.jsp)

## METHODS OF REACHING OUT TO AND ENGAGING WITH SEX WORKERS

### ■ SEX WORKERS SELF-ORGANISING



### ICRSE (International Committee on the Rights of Sex Workers in Europe)

The Committee organised a *European Conference on Sex Work, Human Rights, Labour and Migration* in October 2005. It brought together 200 delegates - 120 sex workers and 80 allies in the fields of human, labour and migrants' rights, from 30 countries to make their demands known. During the conference in Brussels a **Sex Workers' in Europe Manifesto** and **Declaration of the Rights of Sex Workers in Europe** were endorsed and presented in the European Parliament; the foundation for a strong network of sex workers and allies in Europe was established; **recommendations** for better prostitution policies were formulated and presented in the

European Parliament and alliances with international labour, migration and human rights organisations were established. The ICRSE continues to develop and strengthen a pan-European network of sex workers and support the development and distribution of resources developed by sex workers for sex worker.

The **declaration** can be downloaded (PDF format) from the ICRSE website in English, French, German, Greek, Italian, Macedonian, Norwegian, Russian, Serbian, Slovenian and Spanish. <http://www.sexworkeurope.org/resources/declaration>.

The **manifesto** can be downloaded (PDF format) from the ICRSE website in Danish, Dutch, English, Finnish, French, German, Greek, Italian, Norwegian, Portuguese, Swedish, and Spanish. <http://www.sexworkeurope.org/resources/manifesto>.

## Support And Advice For Escorts

SAAFE (UK) is a **website** set up and run by sex workers who work as escorts, it provides a range of useful resources for sex workers including information and advice about safer sex, HIV, STIs, personal safety and moving on from sex work. <http://www.saafe.info/>



### Beyond Tolerance and Compassion for the Recognition of Rights

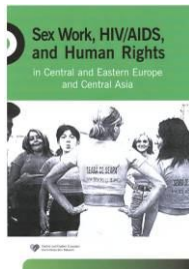
A **poster** developed by *Comitato per i Diritti delle Prostitute* (Committee for the Civil Rights of Prostitutes - Italy) to campaign for sex workers rights in Italy. The document can be downloaded (PDF format) from the website in English and Italian. [http://www.tampep.com/position\\_papers](http://www.tampep.com/position_papers)

## ■ PARTICIPATION & EMPOWERMENT OF SEX WORKERS



### Participation & Empowerment in HIV/AIDS Programming – Policy briefing No. 2

This briefing provides an overview of the lessons that the Alliance and its partners have learned about participation and empowerment in HIV/AIDS work. It addresses issues such as the importance of promoting participation and empowerment, transparency about levels of participation, building an enabling environment, investing in developing appropriate skills, attitudes and behaviours of facilitators, and employing visual tools to aid communication about sensitive issues. The **briefing** can be downloaded (PDF format) from the website in English, French and Spanish <http://www.aidsalliance.org/sw9754.asp>



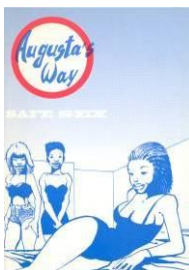
### Sex Work, HIV/AIDS and Human Rights in Central and Eastern Europe and Central Asia

A broad examination of the issues facing the region's sex workers, among them extreme poverty, discrimination, repressive policies, and increased health risks such as drug use. The **document** can be downloaded (PDF format) from the website in English and Russian. <http://www.ccehrn.org/index.php?ItemId=15504>



### Guide to Participatory Production of Resources for HIV Prevention among vulnerable populations

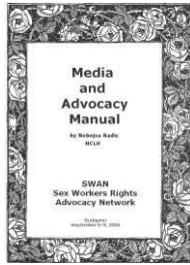
This document is an introductory guide to producing Information, Education and Communication (IEC) materials for use in HIV prevention and care programmes with 'key populations' (sex workers). This unique methodology was developed during a series of workshops in Asia Pacific in which peer educators and professional HIV workers worked together to design, develop and produce materials including short films, performances, poster presentations, flip-charts, and condom packaging. Each product addresses a key theme such as stigma and discrimination, HIV and sexual health awareness, improved access to services and policy issues. By involving people from the community as producers of information, rather than just consumers, this process produces materials that are appropriate for local needs, culture and context and are owned by the local community. This methodology can also have other outcomes such as challenging stigma, building 'key population' technical capacity and team-building. The **document** can be downloaded (PDF format) from the website in English. <http://www.aidsalliance.org/sw21318.asp>



### The Augusta's Way series

A series of booklets and newssheets were produced by **Comitato per i Diritti delle Prostitute** (Committee for the Civil Rights of Prostitutes) - Italy. They are the result of workshops with Nigerian migrant sex workers and peer educators during which the group identified topics – safer sex, accessing health care and personal safety - and educational approaches necessary for their community. An Italian cartoonist worked with sex workers in developing the graphics and the final product was approved by the peer educators prior to publication. The safer sex booklet and personal safety leaflet are available on the TAMPEP CDrom V1 resource. **The CDrom can be ordered** from the TAMPEP website <http://www.tampep.com/>





**SWAN (Sex Workers Rights Advocacy Network in Central and Eastern Europe and Central Asia** (hosted by the Hungarian Civil Liberties Union) have developed a **Media & Advocacy Manual** which provides general tools and techniques of working with various media – print, TV, radio – with applied messages that concern the health and human rights of sex workers. The **manual** can be downloaded (PDF format) from the website in English and Russian. The link to the PDF file is contained in a SWAN electronic newsletter.

[http://www.tasz.hu/index.php?op=contentlist2&catalog\\_id=2625](http://www.tasz.hu/index.php?op=contentlist2&catalog_id=2625) /**SWAN Newsletter/ Archives/ SWAN News, Issue 6, November - December 2006** scroll down to **publication** - **SEX WORKERS' RIGHTS ADVOCACY SCHOOL** where there is a link to the PDF files of the Manual.



A magazine with interesting articles as well as some health tips produced by sex workers for sex workers. **Ukraine**

## ■ CULTURAL MEDIATION & PEER EDUCATION

The involvement of cultural mediators from the same ethnic/cultural group or nationality as the migrant sex workers provides interpretation of non-verbal codes as well as verbal communication and intercultural bridges contributing to the decoding of cultural codes in order to facilitate understanding of health and social issues.

In contrast to cultural mediators, peer educators as members of the migrant sex worker community have individual experiences and backgrounds that reflect those of the broader community of migrant sex workers. Their involvement provides not only interpretation and an intercultural bridge but provides a role model for other migrant sex workers, increasing self-esteem and self-confidence amongst migrant sex workers. Their base within the community enables them to articulate the interests of migrant sex workers to service providers and policymakers, to raise awareness among their colleagues, to organise and conduct workshops on various themes related to health promotion and safer sex practices and to empower their peers through solidarity, support and mutual understanding.

Years of experience has demonstrated that peer educators represent a valid resource for projects and services. The peer educators facilitate contact with sex workers and help to create and maintain a relationship that is based on a significant offer and acceptance of help. In fact, the shared experience of sex work often lowers defensive barriers and permits creating a relationship of mutual trust much more rapidly and efficaciously.

**TAMPEP** has produced three training manual which can be downloaded (PDF format) from <http://www.tampep.com/documents.asp?section=trainingmanuals>

- Cultural Mediators in the Area of Prostitution: Transnational Training Manual - English
- Manuale del Corso di Formazione per Mediatori Culturali - Italian
- Peer-Educator's Manual. Course of Prevention and Hygiene - Albanian, English, Dutch, Italian, Polish, Russian and Spanish

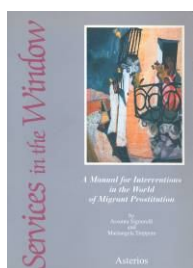
## Local resources developed and used by sex work projects



**Puttanopoly**

A board game developed by with migrant sex workers in Italy. It is an excellent and fun induction training tool for staff and volunteers in sex work projects working with migrant sex workers as through playing the game they experience and gain an understanding of many of the complex and difficult decisions facing migrant sex workers. *Comitato per I Diritti delle Prostitute (Committee for the Civil Rights of Prostitutes) – Italy.*

## ■ OUTREACH SERVICES



**Services in the Window: A Manual for interventions in the World of Migrant Prostitution**

Provides an in-depth analysis of the establishment of outreach services, providing case studies in Italy and the Netherlands. The **manual** can be downloaded (PDF format) from the website in English, Italian and Russian. <http://transnet.exclusion.net/handbook/>



The **UKNSWP** (UK Network of Sex Work Projects) is currently working on **Good Practice Guidance** for **Outreach to Sex Workers** (covering methodology for assessing the local sex industry and the provision of street outreach, establishment outreach and Internet outreach – to ensure coverage of all sectors of sex work) and **Working with Migrant Sex Workers**. Both sets of guidance are expected to be completed July 2007 and will be able to be downloaded (PDF format) from the website in English. <http://www.uknswp.org/>

## ■ PROMOTIONAL MATERIALS

### Local resources developed and used by sex work projects



lighters distributed to promote services with Bliss without Risk, Police and La Strada Czech. **Bliss without Risk, Czech Republic**

## SAFER SEX, CONDOM USE, HIV & STI PREVENTION

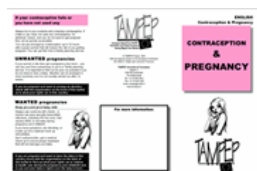
## ■ SEX WORK SPECIFIC RESOURCES



**Condoms & Lubricants**

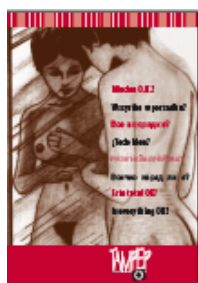


**When the condom bursts**



**Contraception & Pregnancy**

The leaflets are available on the TAMPEP CDrom V2 resource in Albanian, Bulgarian, Czech, English, Estonian, French, German, Hungarian, Italian, Latvian, Lithuanian, Polish, Portuguese, Romanian, Russian, Slovak, Spanish, Thai and Ukrainian. **The CDrom can be ordered** from the TAMPEP website <http://www.tampep.com/>



**Is Everything OK?**

*A primarily pictorial guide to female reproductive health*

The leaflet is available on the TAMPEP CDrom V2 resource in Bulgarian, English, German, Hungarian, Polish, Romanian, Russian, Spanish and Thai. The CDrom can be ordered from the TAMPEP website <http://www.tampep.com/>

## Local resources developed



### **Staying Healthy in the Sex Trade**

Multi-lingual calendars (English, German, Russian and Spanish) containing a wide range of information about personal and professional safety as well as health matters, the law and political activism. They were produced in collaboration with sex workers by **Deutsche AIDS-Hilfe e.V - Germany**.



A series of 6 comic strip educational booklets for female sex workers. **HESED, Bulgaria**



Condom promotion postcard. **Lithuanian AIDS Centre, Lithuania**

## ■ RESOURCES THAT CAN BE ADOPTED



### **Steps to Making Sex Safer**

This guide for community-based workers was produced in 1996. It provides ideas for training activities that can be used for enabling people to participate more actively in discussion about HIV prevention and making sex safer. The **Guide** can be downloaded (PDF format) from the website in English <http://www.aidsaction.info/> **steps to making sex safer**

## HIV PREVENTION, COUNSELLING, TESTING & TREATMENT



**HIV & AIDS**

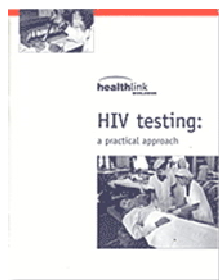
The **leaflet** is available on the TAMPEP CDrom V2 resource in Albanian, Bulgarian, Czech, English, Estonian, French, German, Hungarian, Italian, Latvian, Lithuanian, Polish, Portuguese, Romanian, Russian, Slovak, Spanish, Thai and Ukrainian. The CDrom can be ordered from the TAMPEP website <http://www.tampep.com/>. See also **Making Sex Work Safe, Hustling for Health** and **WHO toolkit**.

### Local resources developed



**HIV & AIDS leaflet, ARAS – Romania.**

## ■ HIV COUNSELLING & TESTING



**HIV Testing: A Practical Approach**

This practical guide to HIV testing, produced in 1999, covers all aspects of testing including issues of confidentiality and counselling. It is aimed at people who are responsible for providing health services, for policy makers and planners, and for non-governmental organisations (NGOs) that provide counselling and testing services. The **guide** can be downloaded (PDF format) from the website in English. <http://www.aidsaction.info/> **HIV testing**



**Let's talk about HIV counselling and testing: Tools to build NGO/CBO capacity to mobilise communities for HIV counselling and testing.**

This toolkit is designed to help NGOs, CBOs and other civil society organisations responding to HIV/AIDS in developing countries increase their knowledge and improve the quality of their work on HIV counselling and testing. It is not limited to any specific country, region or epidemic trend. The International HIV/AIDS Alliance works in many different countries around the world, all presenting differing challenges to responding to HIV. Some of our learning from working with different communities is shared here. 'Let's talk about HIV counselling and testing' has eight sections covering different aspects of HIV counselling and testing. Each section begins by providing essential information comprising key definitions, concepts and messages after which participatory activities are presented for carrying out with NGO/CBO staff.

The **toolkit** can be downloaded (PDF format) from the website in English and Spanish

<http://www.aidsalliance.org/sw37361.asp>



### **Voluntary counselling and testing – Emerging approaches from Asia and Eastern Europe**

Voluntary counselling and testing (VCT) is increasingly recognised as a crucial component of effective strategies for HIV/AIDS prevention and care. However, these initiatives have been slower to develop in Asia and Eastern Europe, and there has been a shortage of good practice models. This report draws from a workshop hosted by KHANA, the Alliance's linking organisation in Cambodia, bringing together participants from various Alliance linking organisations and country offices, representatives from other organisations working in the region, and donors such as UNICEF and USAID. It presents participants' experiences of VCT and shares good practice and next steps for the Alliance and others – in particular, the need for VCT that is integrated with mainstream services, community driven and focused on the individual. The **document** can be downloaded (PDF format) from the website in English. <http://www.aidsalliance.org/sw7433.asp>

## ■ HIV TREATMENT

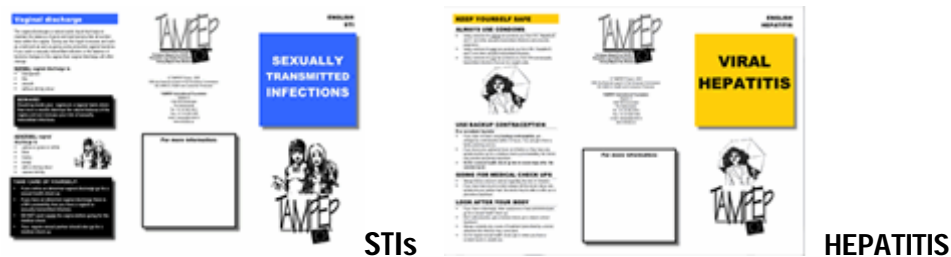


### **Handbook on access to HIV/AIDS treatment –**

#### **A collection of information, tools and resources for NGOs, CBOs and PLWHA groups**

Groups of people living with HIV/AIDS (PLWHA), NGOs and CBOs are at the forefront of HIV/AIDS prevention and care, working alongside medical and health professionals, and in many cases acting as the sole providers of services. This handbook is a joint venture between UNAIDS, the World Health Organization and the Alliance. The information and tools were designed drawing on the knowledge and experience of individuals, groups and NGOs working in the field across Africa and Asia. Topics include barriers to accessing treatment, an ethical approach to treatment work, and storing drugs. The **handbook** can be downloaded (PDF format) from the website in English, French and Spanish. <http://www.aidsalliance.org/sw7421.asp>

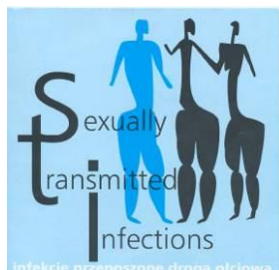
## STI PREVENTION, TESTING & TREATMENT



The **leaflets** are available on the TAMPEP CDrom V2 resource in Albanian, Bulgarian, Czech, English, Estonian, French, German, Hungarian, Italian, Latvian, Lithuanian, Polish, Portuguese, Romanian, Russian, Slovak, Spanish, Thai and Ukrainian. The CDrom can be ordered from the TAMPEP website <http://www.tampep.com/>

See also **Making Sex Work Safe, Hustling for Health** and **WHO Toolkit**

### Local resources developed and used by sex work projects



**Sexually Transmitted Infections** leaflet. Tada – Poland

## DRUG HARM REDUCTION



The **leaflet** is available on the TAMPEP CDrom V2 resource in Albanian, Bulgarian, Czech, English, Estonian, French, German, Hungarian, Italian, Latvian, Lithuanian, Polish, Portuguese, Romanian, Russian, Slovak, Spanish, Thai and Ukrainian. The CDrom can be ordered from the TAMPEP website <http://www.tampep.com/>

See also **Making Sex Work Safe, Hustling for Health** and **WHO Toolkit**



### Local resources developed and used by sex work projects



**Protect Yourself.** It covers the issues of safer injecting, dealing with overdose and first aid. **Odyseus – Slovakia.**

## PERSONAL SAFETY AND CRIME REPORTING



### **Protect Yourself: Advice on Work and Personal Security**

The **leaflet** is available on the TAMPEP CDrom V2 resource in Albanian, Bulgarian, Czech, English, Estonian, French, German, Hungarian, Italian, Latvian, Lithuanian, Polish, Portuguese, Romanian, Russian, Slovak, Spanish, Thai and Ukrainian. The CDrom can be ordered from the TAMPEP website <http://www.tampep.com/>



### **Tueta dhe Shoget e Saj**

A safety at work comic strip booklet produced for Albanian migrant sex workers in Italy. The **booklet** is available on the TAMPEP CDrom V1 resource in Albanian, The CDrom can be ordered from the TAMPEP website <http://www.tampep.com/>

### Local resources developed and used by sex work projects



### **Safety leaflet. Demetra, Lithuania**





**SCOT PEP**

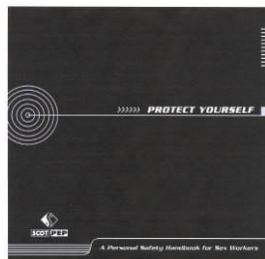
**SCOT-PEP (Scottish Prostitutes Education Project)**, in Edinburgh, United Kingdom provides an example of partnership working between sex workers, sex work projects, health professionals and law enforcement agencies with the aim of reducing sex workers vulnerability to and experience of crime and violence within their work and lives.



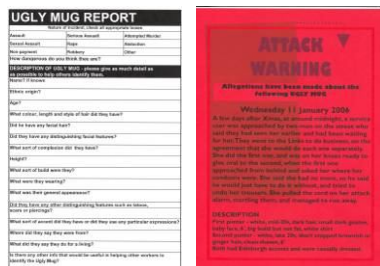
**Remote Reporting Scheme** allows sex workers to report crimes for both intelligence and investigation to the police through community based organisations. Promotional posters, postcards and business cards were funded by the Edinburgh Safety Partnership and are distributed to both indoor and outdoor based sex workers.



**Police liaison officer** who is available to sex workers to discuss any concerns and who is not involved in any law enforcement actions around sex work. Promotional posters, postcards and business cards were funded by the Edinburgh Safety Partnership and are distributed to outdoor based sex workers.



**'Protect Yourself: a personal safety handbook for sex workers'** providing advice for sex workers in all sectors, developed in collaboration with sex workers, personal safety health professionals and police. The personal safety **handbook** can be downloaded (in PDF format) from the website in English. <http://www.scot-pep.org.uk/safety.html>



### Ugly Mug Scheme

Provides an early warning system for sex workers about potentially violent clients and other criminals through encouraging sex workers to report incidents which are then circulated



The **UKNSWP** (UK Network of Sex Work Projects) is currently finalising '**Ugly Mug**' Good Practice Guidance for sex work projects. The **Guidance** is expected to be completed March 2007 and will be able to be downloaded (PDF format) from the website in English. <http://www.uknswp.org/>

See also **Making Sex Work Safe, Hustling for Health** and **WHO Toolkit**

## NEGOTIATING SKILLS WITH CLIENTS & MANAGERS



### FairPlay

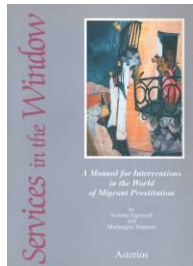
A campaign during the Football World Cup where sex workers and sex work projects did outreach to all the football matches to promote respect for sex workers. A postcard was developed and can be downloaded (in PDF format) from the website in English, German and Spanish. <http://www.freiersein.de/index.php/fairplay>  
See also **Making Sex Work Safe** and **Hustling for Health**

### Local resources developed and used by sex work projects



**SAFETY AT WORK** is primarily a personal safety leaflet but contains advice about negotiating with the customer – **Odyssey, Slovakia**

## CONFLICT RESOLUTION



### CITY AND PROSTITUTION: THE MESTRE SERVICE

Chapter 4 of *Services in the Window* provides a report on how conflict between a local community and outdoor based sex workers was successfully managed within the City of Venice, Italy. The **report** can be downloaded (PDF format) from the website in English, Italian and Russian. <http://transnet.exclusion.net/handbook/> **select language then chapter 4**



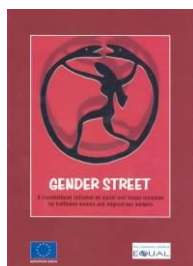
A report from **Joseph Rowntree Foundation**, in collaboration with Staffordshire, Loughborough and Strathclyde Universities. The study examined how residential areas characterised as being used by female street sex workers are shared by different sections of the community and considered whether residential streets could serve as shared spaces where residents and sex workers could coexist. The report concludes that scope for improving relations between local residents and street sex workers was considerable, particularly through mediation and awareness-raising. Coexistence appeared greatest where integrated responses to community concerns had been developed through a range of partners, including sex work projects, and where multi-agency working favoured alternatives to increased enforcement, such as court diversion schemes. The **report** can be downloaded (PDF format) from the website in English. <http://www.jrf.org.uk/bookshop/eBooks/9781861348678.pdf>

## SUPPORT TO MOVE ON FROM PROSTITUTION



### FENARETE

Provided opportunities for sex workers to receive professional training as peer educators and thus to join the official labour market, coordinated by the Comitato per I Diritti delle Prostituite (Committee for the Civil Rights of Prostitutes) in Italy. A handbook was produced for the Professional Training for Peer Educators in the Prostitution Field. The **handbook** can be downloaded (PDF format) from the website in English, French, Hungarian, Italian, Lithuanian, Romanian and Russian. [http://www.fenarete.org/index\\_eng\\_1280.html](http://www.fenarete.org/index_eng_1280.html) **/handbooks**



**Gender Street Project** was a transnational project that provided opportunities for social and labour inclusion of trafficked women and migrant sex workers. The report can be downloaded (PDF format) from the website in English.

[http://www.ontheroadonlus.it/rootdown//gender\\_street.pdf](http://www.ontheroadonlus.it/rootdown//gender_street.pdf)



**Safe Exit Handbook** SETH (Safe Exit Tower Hamlets) has produced a handbook outlining the diverse and extensive support needs of sex workers wanting to move on from sex work and provides a directory of the support services available in the area. It is judgemental in its language with regard female sex work, however it provides a useful model and framework for developing similar resources at local levels. The **handbook** can be downloaded (PDF format) from the website in English. [http://www.daphne-toolkit.org/DOCUMENTS/PROJETS/2003-008/Int\\_Safe-Exit-Handbook\\_Prostitution.pdf](http://www.daphne-toolkit.org/DOCUMENTS/PROJETS/2003-008/Int_Safe-Exit-Handbook_Prostitution.pdf)

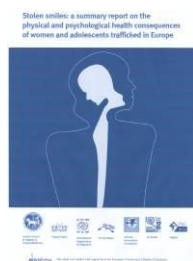
## La Strada

European Network Against Trafficking in Women

Facts & Practices

**La Strada International** has produced a book 'La Strada, European Network Against Trafficking in Women – facts & practices' It draws together the experiences of the network members and provides guidance on providing appropriate support to victims of trafficking and developing policies and strategies. The **book** can be downloaded (PDF format) from the website in English.

[http://www.lastradainternational.org/documents/Facts\\_Practices.pdf](http://www.lastradainternational.org/documents/Facts_Practices.pdf)

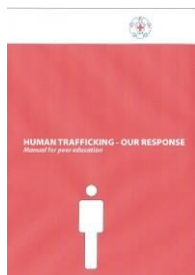


### Stolen Smiles

A report from **London School of Hygiene & Tropical Medicine** in collaboration with Animus Association Foundation (Bulgaria), La Strada (Czech Republic), On The Road (Italy), Poppy Project (UK) and IOM (Ukraine & Moldova) (2006). 'Stolen Smiles: The physical and psychological health consequences of women and adolescents trafficked in Europe' provides some of the first ever comprehensive data on the health of women and girls who have been trafficked and forced into prostitution or domestic work. It is a three year study, including interviews with more than 200 women and girls from 14 countries. The report concludes with an urgent call on

governments, including the UK, to provide victims of trafficking with the specialist healthcare they need as part of a minimum 90 day 'reflection period' or breathing space for women when they are removed from the trafficking situation. The **document** can be downloaded (PDF format) from the website in English - <http://www.lshtm.ac.uk/hpu/docs/StolenSmiles.pdf>

## ■ ANTI-TRAFFICKING



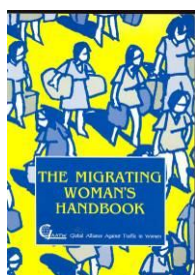
### Human Trafficking – Our Response: Manual for Peer Education

Red Cross of Serbia and Astra have produced a manual for working with and training young people on the issue of preventing trafficking. The **manual** can be downloaded (PDF format) from the website in English - <http://www.astra.org.yu/en/pdf/istrazivanje6.pdf>  
in Serbian - [http://www.redcross.dk/graphics/English/Trafficking/reference\\_rc/CK%20Publikacija%20ver2.pdf](http://www.redcross.dk/graphics/English/Trafficking/reference_rc/CK%20Publikacija%20ver2.pdf)



### Thing to Know Before You Go

A handbook for migrant sex workers that provides useful information on a range of subjects intended to keep them safe and well. **Ziteng & AMRC - Hong Kong**. The **handbook** can be downloaded (PDF format) from the website in English. [http://www.ziteng.org.hk/pub/pub\\_e.html](http://www.ziteng.org.hk/pub/pub_e.html)



### The Migrating Woman's Handbook

A handbook for women considering migrating that provides useful information intended to keep them safe and well. **Global Alliance Against Trafficking in Women, Thailand** (ISBN:974-87084-0-3)

## Local resources developed and used by sex work projects



Anti-trafficking leaflet. **La Strada, Poland**

## YOUNG PEOPLE

The focus of this audit was on adult sex work; however, readers may find the following website useful.

<http://www.barnardos.org.uk/secos.htm>



**Barnardo's SECOS Project** (Sexual Exploitation of Children on the Streets) works to enable young people to exit and recover from exploitation through prostitution.

See also **Safe Exit Handbook** *above* which has a chapter on young people and **Human Trafficking – Our Response: Manual for Peer Education** *above* which is a manual for young people.

## MALE & TRANSGENDER SEX WORKERS



**Hormones, Silicone, Breast Development, Operation & Epilation**



**STI, AIDS & Hepatitis B**

The **leaflets** for transgender sex workers were produced in collaboration with **PASST**, a sex work project for transgender sex workers in Paris. They are available on the TAMPEP CDrom V2 resource in English, Portuguese and Spanish. The CDrom can be ordered from the TAMPEP website <http://www.tampep.com/>



## THE WORKING MEN PROJECT

**Working Mens Project** (London, UK) has a **website**, available in English, French, Italian, Portuguese and Spanish – select language on home page of website. It has a comprehensive range of resources for male and transgender sex workers, including:

**STI symptoms**, including photographs showing symptoms it also has a self completion symptom questionnaire that provides users with transmission routes, treatment and prevention for all listed STIs.

<http://www.wmplondon.org.uk/symptoms>. The descriptions and photographs of STI symptoms in men may also be useful for female sex workers.

**HIV prevention and testing.** [http://www.wmplondon.org.uk/ HIV & AIDS](http://www.wmplondon.org.uk/HIV%20&%20AIDS).

**Condoms and their proper use**, including photographs. [http://www.wmplondon.org.uk/ condoms](http://www.wmplondon.org.uk/condoms). This page may also be useful for female sex workers.



**Is Sex Work For You? A Brief Guide.** It outlines things to think about for those considering as well as those currently involved in sex work, including issues around moving on from sex work. **SW5 – United Kingdom.** The **leaflet** can be downloaded (PDF format) from the website in English. [http://www.sw5.info/is\\_sex\\_work\\_for\\_you\\_leaflet.pdf](http://www.sw5.info/is_sex_work_for_you_leaflet.pdf)

See also **Safe Exit Handbook** above which has a chapter on male sex workers.

## Local resources developed and used by sex work projects



Leaflets for male sex workers **Dose of Love, Bulgaria**



Booklet for transgender sex workers. **PASTT – France**



## USEFUL TAMPEP RESOURCES



### TAMPEP CDroms

The CDroms can be ordered from the website. <http://www.tampep.com>



### TAMPEP leaflet

The leaflet can be downloaded (PDF format) from the website in English. <http://www.tampep.com/resources>



### TAMPEP Philosophy and Methodology

The document can be downloaded (PDF format) from the website in English. [http://www.tampep.com/about tampep/general presentation](http://www.tampep.com/about/tampep/general%20presentation)



### TAMPEP Position Papers on Migration and Sex Work



### TAMPEP Position Papers on Trafficking in Women

The **position papers** can be downloaded (PDF format) from the website in English and Italian. [http://www.tampep.com/ position papers](http://www.tampep.com/position%20papers)

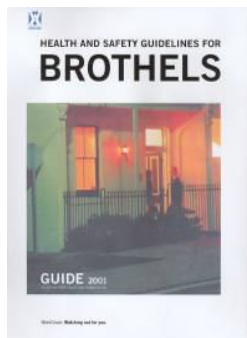




### Policies on Sex Work & Health

Joint Europap/ TAMPEP briefing paper on the impact of European policies on sex workers health and work.  
<http://www.europap.net/dl/archive/publications/Policies.pdf>

## OTHER POTENTIALLY USEFUL RESOURCES



### Health and Safety Guidelines for Brothels, Work Cover, New South

**Wales Government.** The **guidelines** can be downloaded (PDF format) from the website in English.  
<http://www.workcover.nsw.gov.au/safebusiness/Publications/1201.htm>



### A Guide to Occupational Health and Safety in The New Zealand Sex

**Industry, Department of Labour, New Zealand Government.** The **guide** can be downloaded (PDF format) from the website in English. <http://www.osh.dol.govt.nz/order/catalogue/235.shtml>



### A poster campaign by New Zealand Prostitutes Collective