



Terms of Reference

STEERING COMMITTEE

About TAMPEP

TAMPEP, the European Network for the Promotion of Rights and Health among Migrant Sex Workers, seeks to advance the rights and health of migrant and mobile sex workers across Europe, recognising their diversity as a crosscutting basis for empowerment.

TAMPEP was founded in 1993 in response to the needs of migrant sex workers across Europe. As a sex worker-led network, it unites sex worker groups and allies in building stronger partnerships to advocate for the rights of migrant and mobile sex workers on the European level.

Roles and Responsibilities of Steering Committee Members

The **Steering Committee | SC** provides strategic and programmatic guidance for TAMPEP's work. The position is volunteer-based, with potential for some compensation if funding allows in the future. The key roles and responsibilities of the Steering Committee are to:

- Determine the annual working plan, including the appropriate grants to apply for.
- Review and approve new network membership applications.
- Approve the participation of TAMPEP in key events, advisory bodies, steering committees, and/or boards. It is the role of the Coordinator to bring these ideas before the SC for consideration, and it is the role of the SC to then determine which of these are best suited to TAMPEP's mission, and to evaluate whether there are enough financial and human resources to undertake these tasks.
- Support and guide the work of the Coordinator.
- Maintain regional oversight of relevant developments in Europe, and be aware of the key spaces to be in, with support from the Advisory Committee (AC).
- Develop an orientation process for new SC members as well as network members.
- Commit to being active, including responding to emails, communicating through Skype, and attending the annual meeting in person, as well as having regular access to internet.

SC Membership

Guidelines

- The SC will have five members in total, one of which must be a representative of the hosting organisation, while the remaining four seats must be sex worker representatives.
 - All genders welcome.



- Must be based in Europe. If there is doubt as to whether a country is European, the final reference list will be Council of Europe member states.
- Migrant and mobile sex workers are strongly encouraged to apply, but all sex workers are welcome.
 - TAMPEP will define “migration and mobility” as cross-border mobility.
 - This includes nationals and non-nationals with experiences of cross-border mobility.
- The SC will always strive for diversity in its membership and in the network, including geography, gender, sexual orientation, age, experience in the sex worker rights movement, and areas/levels of expertise.
- SC members do not need to be publicly out about their sex work, and all possible measures will be taken to protect their privacy.
- All members of the SC must be endorsed by an organisation that has a rights-based approach to sex work.
- Must be willing to cooperate with the broader sex workers’ rights movement.
- Must be available to travel or communicate online.

Skills

- Must have or be willing to gain advocacy experience.
- Must have some knowledge of or be willing to follow international discussions on sex workers’ human rights.
- Language skills: can understand and communicate in basic English, and is willing to work with Google translations. Other languages are an asset. We will strive to include more languages as funding allows. Language support will also be provided based on available human resources.

Terms

- SC members will serve a term of three years, with the option for renewal of 50% of the members at the end. SC members cannot serve more than two consecutive terms.
- The host organisation (and its seat) is fixed for five years.
- SC members should strive to have not more than 50% of SC members rotate out in any year to allow room for new members to join and balance out the loss of institutional memory.

Communication and Working Practice

- The working language of the SC is English.
- There will be one monthly online meeting and one in person meeting per year.



- The SC will be in direct contact with the Coordinator, who will regularly update the SC regarding relevant developments and information.
- All communications and online calls will take place via Microsoft TEAMS.

Decision-making Process

- Decisions will be made by consensus. If a consensus cannot be reached, a vote will be taken and the majority vote will rule. If someone is not present, they should have access to the meeting minutes in order to make a decision afterwards.
- The SC will select one of its members to be the Chair of the Steering Committee.
- Setting meeting agendas: the Coordinator will create a document for members of the SC and AG to suggest topics and explain their importance. One month before the meeting, the list will be closed and the Coordinator will select agenda topics with the help of the Chair of the SC.

Rules of Governance

- Confidentiality of SC members and other sensitive information must be respected at all times. If an SC member is in doubt about which information can be shared, they should consult other members of the SC, the Coordinator and/or the AC.
- SC membership may be reviewed if a member:
 - Does not attend two consecutive meetings or calls, without advance notification;
 - Does not respond to 3 consecutive emails with “urgent” or “important” in the subject field, without appropriate communication about this absence with the SC and Coordinator;
 - Acts in a way that compromises the integrity of TAMPEP, or is affiliated with an organisation that other SC members see as compromising the mission, reputation, or work of TAMPEP.
 - In such a case, the member in question will be informed and requested to step down or if needed dismissed from the SC. The SC will then put out a call for a new member.
 - Any member of the SC, AG and legal representative of the host organisation is entitled to trigger a complaint against one of the SC members based on the above. Decisions can be made by the vote of the majority.
- An SC member can resign by notifying the other SC members. In such a case, the SC will put out a call for a new member.

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