



● ● ●

EUROPEAN SEX WORKERS RIGHTS ALLIANCE (ESWA)

STRATEGIC PLAN 2021-2025



Contents

Sex workers' fight for a safer, fairer and more just Europe	1
Development of our Strategic Plan 2021-25	4
About Us	5
Our Vision	5
Our Mission	5
Our Values	5
Our Theory of Change	6
A. Our Strategic Approach: What we will do	9
Capacity Building of our Members	11
Research and Evidence Building	11
Advocacy and Campaigning	12
B. Our Movement Goals: What we will achieve internally	14
Goal 1. Building our movement	15
Goal 2. Strengthening our organisation	16
C. Overarching Thematic Priorities	18
Priority 1. Improving outcomes for migrant and racialised sex workers	19
Priority 2. Fighting for gender equality to secure women's rights and the rights of LGBTI people	19
D. Our Strategic Objectives: The external changes we want to see	21
Objective 1. Rights-Based Legal Reform	22
Objective 2. Social and Labour Protections	23
Objective 3. Improved Health Outcomes for Sex Workers	24
Objective 4. Protection of Privacy and Digital Rights	25
Objective 5. Increased Access to Justice	26

Sex Workers' Fight for a Safer, Fairer and More Just Europe

When we started our last strategic planning process in 2015, we could not have imagined the scale of the social and political upheaval that lay ahead. As the largest network of sex workers' rights organisations in Europe, we have worked hard in these last five years to keep up with the pace of change and have ensured that sex workers across the region, many of whom find themselves in the midst of these crises, have had a voice in policy and decision-making processes. In a period where there has been so much at stake politically, we have made progress on our priorities and have sought to embed our movement in the broader fight for human rights, justice and democracy.

Nevertheless, as sex workers we continue to face an uphill struggle to secure our rights. In recent years we have seen governments in Northern and the Republic of Ireland, France, and Israel adopt the discredited 'Swedish Model' of sex work criminalisation. We have also seen greater criminal penalties introduced for sex workers in Serbia and a hardening of regulatory approaches in Germany and the Netherlands. This is deeply concerning, particularly for the sex workers who will be harmed by these developments. Already we are seeing evidence emerging in France and Ireland that demonstrates how these laws have further marginalised sex workers and compromised safety.

In the next five years we will do everything in our power to build and promote the evidence base against these ill-conceived approaches and draw attention to the hypocrisy of laws that claim to protect, but in reality, cause significant harm to sex workers. Our movement is growing, as is our ability to elevate the voices of sex workers who are being marginalised throughout Europe, and we are seeing progress in various national governments such as Belgium and Malta where decriminalisation is being considered.

In the last decade we also have witnessed an extraordinary movement of people fleeing conflict, persecution and economic crisis. Whilst many communities and some governments in Europe have welcomed and supported new arrivals, there has been a surge in xenophobic rhetoric by populist leaders. This has led to a blurring of the lines between criminalisation and immigration policies, resulting in increased targeting and penalisation of migrants. Migrant sex workers have often borne the brunt of these reactionary policies through aggressive policing, deportations, detentions and intractable barriers to support. Since 2015 then, we have worked to increase our connections with migrant sex worker communities to better understand and represent the issues they are facing. There is much more to do, and

this strategy sets out how we will work over the next 5 years to build the representation and leadership of migrant sex workers in our movement and more broadly to secure much needed change.

In addition to the blurring of immigration and criminal law, we have also continued to see the often-deliberate conflation of trafficking and sex work. Whilst we know that some sex workers face exploitation and human trafficking in the sex industry, the current approach of many governments is to rely on overly broad criminalisation and aggressive crackdowns against sex workers. There is no evidence to suggest that conflating sex work and trafficking helps identify or protect victims or prosecute traffickers. Rather, this approach facilitates punitive policing and the increased isolation, dispersal and rapid deportation of migrant sex workers that often also harms trafficked and exploited people. ESWA will continue to bring evidence of these harms to the debate on trafficking in Europe and seek human rights-based policy responses.

The 2018 introduction of the FOSTA/SESTA law as an anti-trafficking measure in the United States has devastated sex workers' ability to manage their work online and has barred many from the tools and spaces that they relied on to maximise their safety when working. In Europe, we know that similar laws and policies are being considered and that police increasingly use online surveillance as a means to enforce sex work laws, and to criminalise and harass sex workers. As such, there is a growing need to ensure that sex workers' rights are integrated into broader discussions on digital freedoms, online safety and privacy.

The increasing polarisation of public debate in Europe and the rise of law and order, 'strong men' leaders in numerous countries has emboldened the growth of 'anti-gender ideology' narratives that portray feminist principles, and the portrayal of LGBTI rights and identities as a threat to 'traditional values.' For cis and trans women, non-binary people, gay and bisexual, or racialised sex workers this dangerous rhetoric is just the latest weapon used to contain, shame, stigmatise and ostracise us. What is new however, is the speed and scale with which these narratives can gain ground through the digital sphere and the extent to which oppressive governments can misuse digital spaces for surveillance and harassment of marginalised communities. In this Strategic Plan we set out how we will work to address these issues and increase our expertise and impact in digital spaces.

It has been heartening to see mass mobilisation across Europe in countries such as Poland and Ireland pushing back against misogynist and LGBTI oppression. It has also been encouraging to witness much of the feminist organising sparked by the #MeToo movement against sexual violence and harassment. Given the disproportionate levels of sexual and gender-based violence experienced by sex workers, we have been pleased to see

recognition and inclusion of sex workers in some of these activist spaces. Nevertheless, sex workers still face multiple barriers and exclusion when engaging in some feminist environments. The rise of 'gender-critical' polemics, hostility towards trans and non-binary people, as well as denigration of sex worker activists and support for laws that increase criminalisation and isolation within some sections of the feminist movement, is a real and continuing challenge for sex workers. Despite these barriers, which are often designed to exclude, isolate and silence us, we will continue to work undeterred, and in the coming years we will increase our efforts to reach out across the intersectional feminist movement to build solidarity, support and understanding.

In recent years, the movement for racial justice has also gained vital momentum and has generated an increasingly global discussion on the role of policing, criminal justice and the damage wrought by carceral systems. As a community that is subject to oppressive policing and denial of human rights, we support the aims of the racial justice movement, and we will work in the coming years to increase our solidarity and support for anti-racism work. We will continue to evidence and highlight the ways in which sex work laws are applied in racist and discriminatory ways and form part of the broader apparatus of oppression and control. We will also work to confront racism and white privilege in our own movement.

Finally, the emergence of COVID-19 has presented a significant challenge in securing the health and rights of sex workers. In many parts of Europe, sex workers already experience significant health inequalities and barriers in access to services in areas including HIV and sexual healthcare, harm reduction support around drug use, and mental health. The criminalisation of sex work has also meant that sex workers have been routinely excluded from the crucial support and social protection offered to other workers during the pandemic.

Poverty and economic exclusion are not new issues for sex working communities. However, the potentially deep and lasting economic impact of COVID-19 is. We foresee more people entering sex work as a result of financial hardship. We will monitor this situation and trial new and responsive initiatives as it evolves. We will also build on the work done by our members to build emergency support networks for the most marginalised sex workers that have offered vital referrals and material and financial help throughout the pandemic.

We have had numerous successes in the last four years, and some are outlined below, but the challenges our communities face remain considerable. ESWA is deeply committed to continuing the fight for a safer, fairer and more just Europe for sex workers, and as allies to all communities facing marginalisation and criminalisation. We are excited to get started on the work outlined in this Strategic Plan.

Development of this Strategic Plan

In the second half of 2019, ESWA (then International Committee on the Rights of Sex Workers in Europe (ICRSE)) began working on our new Strategic Plan with the involvement of our board and staff members. Several meetings took place where we evaluated the successes and learning from our collaborative projects with our members, development of publications, capacity-building training and advocacy initiatives.

In 2020, a survey was circulated among our membership and several online discussions were held to gather insights from sex worker rights organisations on their local realities and the direction ESWA should be taking in the next 5 years. The consultation with our membership helped us understand how our work is used by sex worker organisations at national level and how we can better tailor and adjust this to meet their needs. The COVID-19 pandemic caused some delays in the development of our plan in 2020, but we were able to pick the process up again in the latter half of the year. We conducted interviews with strategic partners and donors that looked at the emerging socio-political issues ESWA needs to consider, the funding environment, and how we can build our organisation and empower our movement. All of these activities have provided us with valuable insight that has informed the direction of and is reflected in this Strategic Plan.

About Us

The European Sex Workers' Rights Alliance – previously the International Committee on the Rights of Sex Workers in Europe (ICRSE), is a sex worker-led network representing more than 100 organisations in 35 countries across Europe and Central Asia. Our aim is to ensure that all sex worker voices are heard and that their human, health and labour rights are recognised and protected. With our actions and approach inspired by our membership community, we work to build a strong, vibrant and sustainable network that mobilises national, regional and international advocacy activity that moves us towards long-term, systemic change.

Our Vision:

ESWA's vision is of a world where all sex workers are respected and their rights are upheld and where gender, racial, social and economic equality and freedom of movement are a reality; enabling individuals to start, continue or leave sex work safely, free from violence, coercion and exploitation.

Our Mission:

ESWA is a network of sex worker organisations and their allies that work together to support the development of national and international law, policy and practice, which respects and upholds the human and labour rights of sex workers throughout Europe and Central Asia.

Our Core Values:

Recognising sex work as work

We advocate for a labour rights-based approach to sex work that ensures that the labour, health and human rights of all sex workers are recognised, protected and fulfilled by national, regional and international policy and law.

Supporting sex worker self-determination and self-organisation

ESWA supports sex workers' right to self-determination and self-organisation. Sex workers can and do effect change. Solidarity among ESWA members will ensure that the needs and voices of all sex workers in Europe are heard and addressed equally.

Opposing all forms of criminalisation and other legal oppression of sex work

We oppose all forms of criminalisation of sex work and reject the conflation of sex work with trafficking and gender-based violence as a narrative that undermines the human, health and labour rights of sex workers and creates new risks and vulnerabilities for those that work within the industry.

Our Theory of Change

Sex workers across Europe and Central Asia face high levels of violence, marginalisation and oppression. Discrimination against sex workers is closely intertwined with gender, homophobic and transphobic discrimination that punishes people and communities that do not conform to hetero-patriarchal 'norms.' The marginalisation and state violence experienced by racialised sex workers is also driven by discrimination linked to colonialism and white supremacy that often portrays migrants, black people and people of colour – particularly those from the global south – as posing a 'threat' to white European society. Discrimination experienced by sex workers is also compounded by the economic marginalisation and barriers to social protection that many experience, which create economic vulnerability, limit employment opportunities and curtail social capital.

This stigmatisation puts sex workers at increased risk of physical and sexual violence and abuse – from clients, partners, members of the public, third parties and state authorities. Laws and policies that criminalise sex work also underpin and reinforce this social exclusion, forcing sex workers to operate in isolated and unsafe conditions. Throughout Europe, sex workers experience high rates of sexual and physical violence and barriers to justice including frequent impunity for perpetrators.

Sex work laws often conflate and are used in conjunction with anti-trafficking policies that do little to nothing to identify victims, punish perpetrators or address exploitation and abuse, but instead pile pressure on sex workers, particularly those who are migrants. Finally, these anti-trafficking and anti-sex work laws are also often used in conjunction with anti-immigration laws as mechanisms to justify raids and deportations, leading to high levels of precarity for migrant sex workers.

For sex workers in Europe and Central Asia all of this manifests as widespread criminalisation, punitive policing and penalisation, denial of labour rights and isolated, unsafe working conditions, that contribute to increased risk of violence and exploitation. It also means exclusion and penalisation within structures for state support and social protection, including economic support and health services and – increasingly – online surveillance, prohibition from online spaces and denial of digital rights.

Whilst the situation is multi-faceted and complex, our analysis has allowed us to identify the following interconnecting problems that we want to address in this strategic period.

-
- Biased, ill-informed and harmful law and policy development that is not evidenced or rights based.
 - Barriers and exclusions for sex workers to social protection, healthcare and basic labour rights.
 - High levels of physical and sexual violence experienced by sex workers.
 - Punitive policing and surveillance in physical and virtual spaces which severely limits sex workers' access to justice and recourse for crimes against them, including violence and exploitation, and leads to violations of the right to privacy.

We will concentrate our work on the following 5 strategic objectives which, if achieved, we believe will result in meaningful, lasting changes for sex workers in Europe and Central Asia:

Prioritisation of sex workers' human rights in legal reform processes.

- Increased social and labour protections.
- Inclusive healthcare and improved health outcomes for sex workers.
- Enhanced privacy and digital rights.
- Increased access to justice and reductions in punitive policing.

We have also identified two overarching thematic priorities that will inform our work across all strategic objectives. These are:

- Securing improved outcomes for migrant and racialised sex workers.
- Fighting for gender equality to secure women's rights and the rights of LGBTI people.

MIGRANTS' RIGHTS AND RACIAL JUSTICE

PROBLEMS

- Biased & harmful laws and policy
- Barriers to social protection healthcare and labour rights
- Punitive policing and surveillance - that deny access to justice, protection from violence and right to privacy
- Stigma and discrimination that feeds high rates of violence and abuse against sex workers



OUR APPROACH: WHAT WE WILL DO

- Capacity Building of Members: Develop the individual/organisational capacities of sex workers, represent and amplify the voices of sex workers
- Advocacy and Campaigning: inform public opinion, build partnerships and allyship, engage decision-makers and participate in laws and policy pressures
- Research and Evidence Building: Expand the evidence base, use evidence to inform policy and promote rights based approaches



OUR MOVEMENT GOALS: WHAT WE WILL ACHIEVE INTERNALLY

Movement Building: support where it is most needed, foster diverse leadership, enhance funding, build capacity and skills, promote a culture of wellbeing

Strengthening our Organisation: Investing in our team, secure financial sustainability, reach more diverse audiences, enhance and streamline internal systems and processes



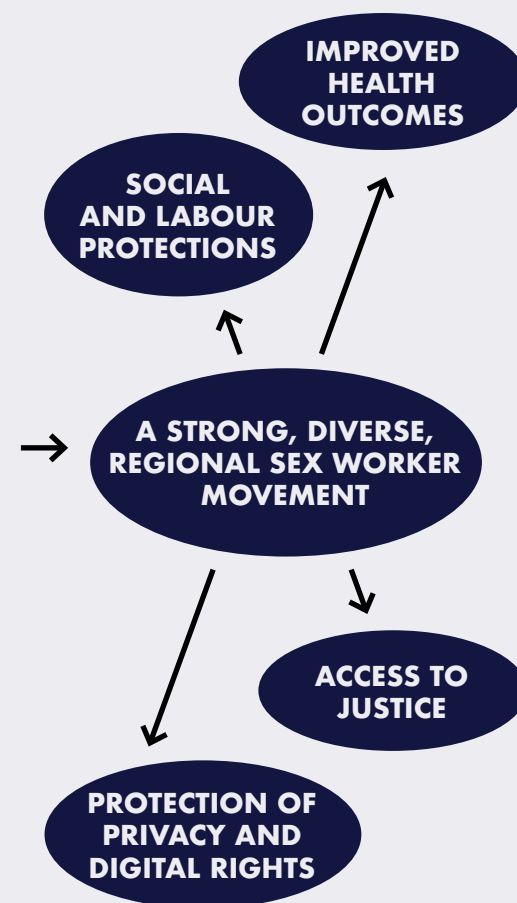
OUTCOMES: (EXTERNAL CHANGES)

Legal Systems:

- Decriminalisation is recognised as most rights - respecting regulatory model
- Sex workers rights increasingly considered and prioritised in legal reform processes
- Sex workers have increased access to labour protections
- Sex worker victims of violence have access to justice

Social and Health Systems:

- Sex workers have increased access to state financial support and social protection
- Health inequalities experienced by sex workers are reduced
- Online experiences and rights of sex workers are recognised and protected in measures to safeguard digital freedoms and privacy



A. Our Strategic Approach: What we will do

CAPACITY BUILDING OF OUR MEMBERS	11
RESEARCH AND EVIDENCE BUILDING	11
ADVOCACY AND CAMPAIGNING	12

In order to secure our vision and fulfil our mission we undertake a wide variety of activities that make up the three main components of our strategic approach:

Capacity Building of our Members: we aim to grow our movement into a strong, sustainable network of sex worker-led organisations, that is representative of sex worker diversity in the region, elevates the voices of sex workers, and that undertakes highly effective strategies to secure change.

Research and Evidence Building: we aim to document the impact of laws and policies on sex workers human rights, ensure sex workers are at the centre and included at all stages of our research and evidence building and that this research/evidence guides our advocacy and policy work.

Advocacy & Campaigning: we undertake a holistic approach to advocacy and campaigning that involves a comprehensive range of activities to influence change through informing and advancing public opinion, building partnerships and allyship, engaging decision makers and law and policy processes.

CAPACITY BUILDING OF OUR MEMBERS

We develop the individual and organisational capacities of sex workers in the region by:

- Assessing and consulting members about their needs.
- Developing training for individual activists/organisations.
- Delivering training and online skills development.
- Regional convenings and exchanges.

We represent and amplify the voices of sex workers by:

- Listening and being responsive to the needs and perspectives of sex workers, particularly those who are most marginalised, and the evolving issues they face.
- Ensuring our staff and leadership are made up of a diverse group of sex workers who come from and are rooted in the movement.
- Working directly with sex workers and groups across Europe to build and mobilise an engaged, empowered and effective movement for change by providing training, opportunities for shared learning, developmental assistance, and sub-granting.

RESEARCH AND EVIDENCE-BUILDING

We expand and build the evidence base by:

- Leading and assisting the development of the evidence base on sex workers rights through our own research, academic institutions and allied movements.
- Working with our members at national level to support high quality, community led research.
- Developing accurate, accessible information resources.

Use research and evidence to promote rights-based laws and policies by:

- Basing our advocacy and activism on evidence, lived experience and what works best for the protection of human rights.
- Making this evidence accessible and using it to inform political debate and decision making.
- Demanding accountability from leaders who make policy and introduce laws based on biased assumptions, moral judgements or prejudices, rather than evidence.

ADVOCACY AND CAMPAIGNING

We inform and advance public opinion by:

- Creating content, communications and digital engagement that outlines the personal stories and experiences of sex workers in Europe.
- Developing impactful and engaging campaigns for change.
- Producing accessible materials that educate and protect against stigmatisation of sex workers and misinformation on decriminalisation, human trafficking and labour rights issues.
- Building broad public support for sex workers' rights that can be mobilised to bring about legal and policy change.

We build partnerships and allyship by:

- Recognising the intersectional nature of the oppression and discrimination that impacts the lives of sex workers.
- Understanding that discrimination against sex workers is rooted in the broader systems of misogyny and gender-based violence, racism and colonialism, homophobia and transphobia, economic inequality and class.
- Fostering partnerships, allyship and solidarity across movements in recognition of our collective struggles.
- Identifying holistic, inclusive policies for change that do not harm other communities.

We engage decision makers and actively participate in policy and legal development processes by:

- Monitoring policy and legal developments across European institutions, international mechanisms and in specific countries.
- Lobbying decision and policy makers across these spaces and building relationships.
- Supporting our membership to engage with decision and policy makers at national, regional and international levels.
- Bringing sex workers together with decision makers through events and creative platforms.

B. Our Movement Goals: What we will achieve internally

GOAL 1. BUILDING OUR MOVEMENT	15
GOAL 2. STRENGTHENING OUR ORGANISATION	16

GOAL 1. BUILDING OUR MOVEMENT

We understand that to secure meaningful change in the lives of sex workers we have to be as connected as possible to sex working communities, and to work with them to build capacity in every country in Europe to defend and secure our rights. All of the priorities outlined in this Strategic Plan are ultimately dependent on our ability to support and collectively mobilise our movement.

Our Movement Building Priorities:

We will provide support where it is most needed and foster diverse leadership across our movement by:

- Initiating a leadership program to develop the skills of activists and to engage emerging leaders from countries with no formal sex worker organising and communities that are currently underrepresented in the movement, particularly black and other racialised sex workers.
- Prioritising support for groups working with and run by sex workers facing intersectional discrimination and the highest levels of marginalisation.
- Developing a plan, with clear deliverables, for greater inclusion of Central-Eastern European and Central Asian sex worker organisations.

We will enhance the funding available to our movement by:

- Strengthening engagement with donors to secure increased funds and educating them on sex worker groups' needs.
- Setting up regranting programmes to provide direct resourcing to grassroots sex worker groups, particularly those facing serious threats.

We will develop our movement's capacity and skills by:

- Providing direct and in depth mentoring on strategic planning, organisational development and resource mobilisation.
- Developing a suite of practical toolkits and guidance, tailored to the needs of our membership, on the operational and governance dimensions of running a sex worker-led organisation.
- Establishing mechanisms for learning exchange between sex worker-led organisations cross-country and regionally and communities of good practice on issues of shared concern.

-
- Setting up a general capacity-building fund for grassroots sex worker groups.
 - Sharing learning on communications and media engagement with our membership.

We will create a culture of wellbeing, care and mutual support across the network by:

- Improving internal communication mechanisms.
- Sharing learning on how to safeguard activists' wellbeing and mental health.
- Developing protocols for engagement with and between members and on conflict resolution.

GOAL 2. STRENGTHENING OUR ORGANISATION

In order to best serve our membership and to achieve impact, we know that we have to invest in and continue to develop our own organisation. ESWA has grown and evolved in a number of vital ways in recent years, including establishing a presence in Brussels. In this strategic period we want to build on these successes to increase our influence and effectiveness.

Our Organisational Priorities:

We will invest in our staff, board and consultants and strengthen our team by:

- Creating a number of new staff roles in areas where increased capacity is needed.
- Safeguarding the health and wellbeing of our team through improved policies and processes and a sustained focus on key issues facing activists including workload, burnout, work life balance and mental health.
- Co-creating learning and professional development plans for board members and staff members.
- Prioritising and investing in representation and leadership from among the most marginalised groups of sex workers.

We will secure our financial sustainability by:

- Working to obtain funding from an expanded range of donors.
- Obtaining core grants from donors and building up reserves.

We will reach new and more diverse audiences by:

- Updating our commitment to disseminating resources in more languages.
- Renewing our visual identity and branding and redesigning our website.
- Delivering a new communications strategy and building staff capacity in this area.
- Increasing our digital campaigning and engagement on social media.

We will enhance and streamline our internal systems and processes by:

- Improving transparency and formalising governance processes and developing mechanisms for longer-term transition planning in our leadership structures.
- Refining our organisational manual and processes to guarantee accountable decision making when working with members, in sub-granting, prioritisation of activities and protection of vulnerable members.

C. Overarching Thematic Priorities

PRIORITY 1. SECURING IMPROVED OUTCOMES FOR MIGRANT AND RACIALISED SEX WORKERS	19
--	-----------

PRIORITY 2. FIGHTING FOR GENDER EQUALITY TO SECURE WOMEN'S RIGHTS AND THE RIGHTS OF LGBTI PEOPLE	19
---	-----------

Our overarching thematic priorities acknowledge the root causes of the human rights violations many sex workers face, recognising the intersecting nature of systems of discrimination and oppression and how sex workers experience these. Our overarching thematic priorities will inform our work across all strategic objectives and will help ensure we focus on the groups most at risk of harm.

PRIORITY 1. SECURING IMPROVED OUTCOMES FOR MIGRANT AND RACIALISED SEX WORKERS

Migrant and racialised sex workers are the sub-populations within our community who are often most severely impacted by harmful laws and policies. They face significant and heightened barriers to support and are often poorly served by state and NGO services. In this strategic period, we will adopt a priority focus on improving outcomes for migrant and racialised sex workers and will integrate this focus throughout all of our strategic objectives.

- We will identify donors to support the development of this area of work.
- We will support sex worker organisations to develop their knowledge and advocacy on anti-trafficking and migration policies and build links to migrant sex workers at national level.
- We will work to increase representation and to centre migrant sex workers, particularly racialised sex workers in our work, staff and leadership structures and work in collaboration with our members in addressing racism within our own movement.
- We will engage with and offer allyship to movements for migrant's rights and racial justice in Europe.

PRIORITY 2. FIGHTING FOR GENDER EQUALITY TO SECURE WOMEN'S RIGHTS AND THE RIGHTS OF LGBTI PEOPLE

Gender inequality, discrimination and violence are ingrained in the structure of our societies, influencing the distribution of power and access to resources at every level and are inextricably linked to homophobia and transphobia. These societal forces, and the inequality and socio-economic exclusion they create, are major drivers of entry into sex work, marginalisation and endangerment of sex workers, and barriers to alternative employment and economic security. As such, ESWA will apply a gender and intersectional lens to all of our work and ensure that achievement of our strategic objectives is grounded in the broader fight for gender equality and LGBTI rights.

-
- We will build alliances with feminist organisations internationally and support our membership to build partnerships at national level to promote sex worker participation in feminist movements and spaces.
 - We will ensure that our work is informed by intersectional feminist principles and that our movement is predominantly led by women in all their diversity.
 - We will actively collaborate with key allies in the fields of LGBTI rights to secure LGBTI sex workers' rights.
 - We will work with our membership to mobilise their greater engagement in LGBTI networks at national level.

D. Strategic Objectives

OBJECTIVE 1. RIGHTS-BASED LEGAL REFORM	22
OBJECTIVE 2. SOCIAL AND LABOUR PROTECTIONS	23
OBJECTIVE 3. IMPROVED HEALTH OUTCOMES FOR SEX WORKERS	24
OBJECTIVE 4. PROTECTION OF PRIVACY AND DIGITAL RIGHTS	25
OBJECTIVE 5. INCREASED ACCESS TO JUSTICE	26

OBJECTIVE 1. RIGHTS-BASED LEGAL REFORM

Sex workers rights are increasingly considered and prioritised in legal reform processes on sex work and other related areas.

Outcome 1.1: Decriminalisation of sex work is recognised by policy and lawmakers as the most evidenced-based, human rights-respecting, legislative framework to regulate sex work.

Outcome 1.2: Decriminalisation is adopted in an increasing number of countries around Europe as a means to promote the rights and safety of sex workers.

Outcome 1.3: An increasing number of countries reject, and act to repeal, harmful sex work laws that are not rights based (including those known as 'Swedish Model' laws).

Our Approach

- We will build the representation and voices of sex workers in policy making spaces and discussions on criminalisation and legal reform in Europe.
- We will document and effectively communicate the injustice and harms experienced by sex workers exposed to criminalisation and punitive policing in Europe.
- We will analyse and challenge the misinformation and misleading narratives used to support the 'Swedish Model' of criminalisation.
- We will work with our memberships to develop creative campaigning and communications on legal reform in a range of countries.
- We will engage with decision makers to educate and inform them on the best, most evidenced-based legal and policy frameworks to protect and realise sex workers rights.
- We will demand accountability for poor decision making, particularly in instances where sex workers are silenced, excluded or ignored in policy and law-making processes.

OBJECTIVE 2. SOCIAL AND LABOUR PROTECTIONS

Sex workers enjoy increased access to social and labour protections without discrimination.

Outcome 2.1: Sex workers in Europe are active in, recognised and respected in labour and trade union movements.

Outcome 2.2: Sex work is recognised as a labour rights issue, and sex workers' rights to labour protections are supported by trade unions and the labour rights movement in Europe.

Outcome 2.3: Law and policy makers in Europe understand and support the labour rights of sex workers.

Outcome 2.4: Sex workers can access financial support and social protection without discrimination, including specific measures provided by States in response to Covid-19 and in economic recovery interventions in coming years.

Our Approach

- We will build the representation and voices of sex workers in policy making spaces and discussions on labour rights in Europe.
- We will engage with trade unions and other labour rights bodies to educate, build allyship and mobilise change.
- We will document and effectively communicate the injustice and harms experienced by sex workers denied labour rights in Europe.
- We will work with decision and policy makers to increase awareness and recognition of these impacts and the ways in which sex workers have been excluded from state aid and protection including during the Covid19 pandemic.
- We will build connections and alliances with networks and movements working on issues of poverty and economic exclusion, including homelessness, precarious informal labour and austerity.

OBJECTIVE 3. IMPROVED HEALTH OUTCOMES FOR SEX WORKERS

Sex workers enjoy improved access to health care that is responsive to and meets their specific needs and improves health outcomes for all sex worker communities.

Outcome 3.1 Sex workers, including those who are migrants, enjoy access to inclusive, accessible health services, that are responsive to their needs and without threat of punitive repercussions.

Outcome 3.2 Health inequalities experienced by sex workers are reduced and health outcomes improved, particularly in the areas of HIV, sexual, reproductive and mental health.

Outcome 3.3 Sex workers are engaged with, inform and are protected by public health responses without discrimination.

Our Approach

- We will monitor the ongoing health situation and needs of sex workers in Europe, including those arising from the Covid-19 pandemic, through engagement with our members and community-based research.
- We will engage in HIV decision-making and activism spaces to build collaboration and to ensure that the voices of sex workers in Europe are heard in HIV policy making.
- We will increase our expertise and build the evidence base on mental health inequalities experienced by sex workers through community-based research and liaison with our members.
- We will advocate with donors to maintain funding for health interventions for sex workers in situations where provision is at risk or absent.
- We will work with allies to develop guidelines on sex worker inclusion in the health services provided by their organisations.

OBJECTIVE 4. PROTECTION OF PRIVACY AND DIGITAL RIGHTS

The experiences and rights of sex workers are increasingly recognised and protected in discussions and measures to safeguard digital freedoms and privacy.

Outcome 4.1: The rights violations experienced by sex workers are recognised in the debate on digital rights and freedoms by civil society organisations, tech companies and policy and decision makers.

Outcome 4.2: The sex workers rights movement in Europe and Central Asia is primed and actively engaged in the debate on digital rights and freedoms.

Outcome 4.3: Civil Society leaders on digital rights and privacy understand the issues impacting sex workers and show allyship.

Our Approach

- We will launch a new programme focussed on the impact of artificial intelligence on sex worker rights, particularly in relation to digital surveillance, privacy and censorship.
- We will gather evidence of digital rights violations experienced by sex workers.
- We will build member knowledge and understanding around these issues, and develop toolkits, resources and evidence to ensure the voices of our members are heard.
- We will connect with organisations and decision makers working on digital rights and privacy to develop allyship and partnerships.

OBJECTIVE 5. INCREASED ACCESS TO JUSTICE

Sex workers can access justice and state protection from violence and exploitation

Outcome 5.1: International, intergovernmental organisations, including the European Union and Council of Europe, recognise and respond effectively to the issue of gender-based violence and hate crimes against sex workers in their legislative and policy agendas.

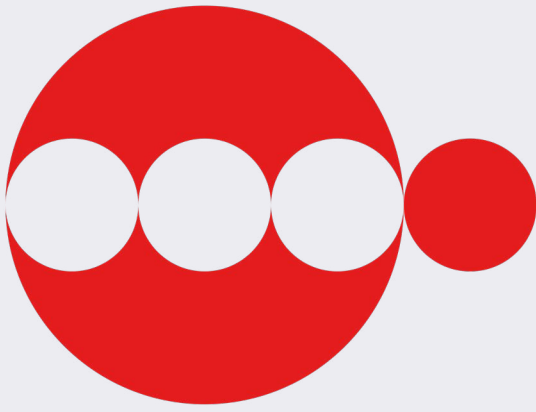
Outcome 5.2: Sex workers victims of violence have access to justice independently of their residence status via “firewalls” that separate immigration enforcement and service provision.

Outcome 5.3: International, intergovernmental organisations and national governments recognise the role of sex workers collectives and organisations and meaningfully involve them in designing and implementing anti-violence programmes and in the national and local referral mechanisms for victims of crime.

Outcome 5.4: Human rights-respecting, sex worker inclusive anti-trafficking policies are increasingly recognised as best practice by intergovernmental institutions and national governments.

Our Approach

- We will develop monitoring systems and gather evidence on the issue of gender-based violence and the barriers to justice for sex workers in the region and promote best practices.
- We will increase our advocacy work with EU and other intergovernmental bodies on gender-based violence in particular by contributing research and evidence to the EU Victims’ Rights Platform, and the EU gender-based violence initiative.
- We will support the implementation of the EU Gender Equality Strategy, EU Victims’ Rights Strategy and EU Anti-trafficking strategy by promoting protection of the human rights of sex workers.
- We will engage with the Council of Europe treaty monitoring mechanisms and other regional intergovernmental organisations such as OSCE.
- We will train and support national level members on liaising with international policy mechanisms (including CoE, GRETA, GREVIO) and with national organisations focused on anti-violence and anti-trafficking programmes and referral mechanisms.



**european
sex workers
rights
alliance**

ESWA

European Sex Workers' Rights Alliance

Eerste Helmersstraat 17 D * 1054 CX Amsterdam, The Netherlands

www.eswalliance.org

info@sexworkeurope.org

Cover photo by Fields of Light Photography,

Women's Strike protest, London, 8/03/2020

IG: [@FieldsofLightPhotography](https://www.instagram.com/FieldsofLightPhotography) / FB: [@FieldsofLightPhotography](https://www.facebook.com/FieldsofLightPhotography)