

**ASIA PACIFIC NETWORK OF SEX WORKERS WORKPLAN
2002 – 2005
DRAFT**

Key Result Area	Target/Goals	Strategies	Performance Indicators
Set up Secretariat Office in the most appropriate country or KL, Malaysia	Office has been leased and furnished by February 2002.	Consult with members regarding the most appropriate location for the secretariat. Employ a coordinator to set up the office and manage it on a day to day basis. Interview panel to be made up of three to five steering committee members. Develop and Upload a web site (will require ongoing maintenance)	That at least 75% of Members consulted regarding location of the network. Interview Panel set up by January 2002 Coordinator employed by March 2002. Web Site under continuous development uploaded by May 2002. Set up an online forum for the APNSW.
Development of Structure of the Network	Produce a Constitution in order to incorporate.	Set up steering group to oversee the development of the Constitution. Collect Constitution documents from similar networks/organizations. Distribute drafts to members for comment. Once completed distribute to members. Organize an AGM (Annual General Meeting) to comply with Constitutional requirements and elect office bearers.	Steering Committee set up by May 2002. Draft Constitution sent to members for comment by October 2002. Conduct an AGM to debate and endorse Constitution by ?? Nov/Dec 2002 (is a month or two enough consultation???)

Strengthening the Network	Represent the needs and issues of Network members at a regional, sub-regional and international level.	Contribute to the development of strategies, policies, treaties, etc. (including women, health, law) that are sensitive to sex workers needs; Monitor the effect of various strategies, policies, treaties, etc. on sex workers; Advocate for the rights of sex workers.	Continued good outcomes for sex workers.
Stakeholders	Enhance the capacity of the APNSW's members to carry out their work.	Provide members with assistance on request in the formulation of policies which are appropriate to their needs; Assist members by disseminating accurate information in a timely manner and by facilitating information sharing between members. Develop resources, policies, strategies, etc.	Evidence of increased exchange between and amongst Network's members; Establishment of electronic communications system at the Scarlet Alliance, with particular emphasis on a Scarlet Web site; Establishment of electronic communications systems in member organisations. Development of skills register within membership to attain a sense of members skills in order that they can be shared and utilized. Conduct skillsharing/capacity building workshops/documents on an ongoing basis.

People	That sex workers participate in all aspects of Network's work in a self-determined and empowered manner.	Apply an affirmative action policy to ensure that past and present sex workers have majority representation on all boards and committees of the Asia Pacific Network of Sex Workers. Apply an affirmative action policy towards past and present sex workers	Evidence of increased participation of past and present sex workers in the APNSW;
	That the Network responds quickly and effectively to emerging issues in relation to sex workers in the Asia Pacific region.	Establishment of clear processes within the Network for dealing with emerging issues; Develop a plan to improve communication and the efficiency of consultation between staff and members on emerging issues; Development of an agreed process for policy development; Development of a media management plan to deal with emerging issues, including a proactive strategy to help shape the debate on emerging issues; Development and maintenance of a constructive working relationship with and bureaucracy;	High level of satisfaction amongst members with the Network's handling of emerging issues; Processes for issues management agreed upon and adhered to; Members' satisfaction with consultation processes; Increased understanding by members of the issues the Network is working on.
Coalitions	That the APNSW forms strategic alliances with relevant regional, sub-regional and international networks and organizations.	Form strategic coalitions with other peak networks and organisations, including APCASO,	Evidence of successful lobbying with other peak organisations;
International Networks	That the APNSW plays a role in the global response to sex worker issues, particularly on	Co host a South East Asia and Pacific sex worker skill share in Melbourne, Oct 2001;	Production of best practice manual from skill share, Dec 1997; Increased awareness of and

	their impact on the Asia-Pacific region.	Continued involvement in a regional sex workers network.	contribution to the regional network of sex work projects by Network's members.
Public Perception	That the APNSW strive to eradicate sex worker stereotypes and stigmatization in the popular consciousness and to communicate the diversity of ideas, opinions and aspirations of past and present sex workers.	Respond to erroneous and negative media on sex workers; Push proactive stories about sex workers in the media;	Increase in the number of positive media about sex workers; Increase in media contacting Scarlet for responses and stories.
Health	Work towards guaranteeing the right of all sex workers in the Asia Pacific region to optimum occupational health and safety provisions.	Develop regional best practice guidelines on occupational health and safety for the sex industry acknowledging variability in access to resources. Work with members to challenge threats against the occupational health and safety of sex workers. Advocate on behalf of members upon request in relation to occupational health and safety issues. Distribute guidelines widely, not only within the membership but amongst other stake holders.	Development of regional occupational health and safety guidelines for the sex industry by ;

Migrant Sex Workers	Produce a resource on the rights of migrant sex workers	Set up steering group to oversee booklet production Consult with migrant workers on their needs Include sex work laws around the country, rights when confronted with immigration Dept officials Produce booklet in the three most relevant languages	
Law reform	That the APNSW assists in the development and maintenance of supportive national legal and policy environments for the reduction of discrimination and health hazards experienced by sex workers.	Development and dissemination of strategies and resources to assist members lobby for law reform at the national level; Monitor changes to national legislation or policies which might compromise the rights of sex workers.	Members' satisfaction with their ability to access the information they need from the APNSW; Percentage of Members able to access electronic and printed information from APNSW.