In the second half of 2019, ICRSE engaged in drafting its upcoming 2020-2025 strategy (Strategic Plan), with the involvement of its Board and staff members. Several meetings took place where ICRSE conducted analyses of case studies of collaborative projects with its members, publications, capacity-building trainings and advocacy. The findings below reflect on these discussions.

We are very much looking forward to receiving the feedback from our members as well that will help us plan for the upcoming 5 years. We kindly ask you to take a look at the document, but only after having filled out a survey that will assist us on collecting your feedback on the past achievements and failures and also prioritise key areas and ways of working, based on your insights and needs.

In case you would like to be part of a more detailed and personal evaluation and planning discussion, or have questions about this document, please let us know at: boglarka@sexworkeurope.org.

Thanks a lot for your time.

ICRSE Board and staff
VISION

ICRSE’s vision is of a world where sex work is recognised as work; 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, and free from violence and coercion.

MISSION

ICRSE 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.

ADVOCACY AND CAMPAIGNING

STRENGTHENING ICRSE MEMBERSHIP

ORGANISATIONAL STRENGTHENING
Advocacy and Campaigning

Achievements

- Development of Advocacy Strategy in line with member priorities, with a mapping of the European-level policy landscape
- Submissions to various UN bodies, e.g. on policing and imprisonment of women, integrative anti-trafficking approaches, and working with MEPs to challenge abolitionist reports of the European Parliament FEMM Committee
- Work with rights-based international organisations to adopt positions in favour of sex work decriminalisation (PICUM, ILGA Europe and World, Transgender Europe, Amnesty International, European AIDS Treatment Group)
- Yearly one larger-scale mobilisation campaign realised, e.g. media work and letter writing before Amnesty International’s adoption of their position on sex work, Feminists for Sex Workers 2016, Vanessa Campos solidarity campaign
- 5 briefing papers, 1 policy brief, 2 community reports, 3 toolkits, Infographics, 1 national paper and a webinar series
- Engaging in strategic policy opportunities in Germany after law change, in Malta during governmental consultation on law reform

Actions for 2020-2025

- Monitoring relevant policies and political shifts has to become more systematic and more allies – especially in the women’s rights field – need to be identified and worked with
- Communications staff member, comms strategy, more resources dedicated to campaigning need to enjoy high priority
- Strategic litigation as a strategy should be explored
- Dissemination of developed materials in multiple languages needs to be better thought-through and planned (both online and offline)
- Resources have to be more relying on evidence (more focus on evidence collection and research) and user-friendly with a strong focus on easy-to-digest, visual, multi-lingual materials that are likely to be picked up on social media
- Online censorship/third party criminalisation (FOSTA/SESTA type laws) should become a key area for advocacy (and capacity-building of members)
Strengthening ICRSE membership

Achievements

- ICRSE membership increased from 45 in 2014 to 103 members
- 20 sex worker organisations - majority sex worker led - received mentoring/financial support
- X sex workers participated in international events

Actions for 2020-2025

- Blindspot countries, where currently there is no ICRSE member, should be involved, alternatively individual activists from these countries should be invited to trainings, events
- Eastern-European and Central Asian members should also be involved in more ICRSE activities, in liaison with SWAN (Sex Workers’ Rights Advocacy Network)
- Groups working with and run by sex workers facing intersectional discrimination should be prioritised, especially in Western-Europe
- Measures should be established to evaluate the usefulness of cooperation with members
- Activities that give tools to activists to improve their wellbeing and mental health should be designed
- Tailored support/training/mentoring should be provided for national-level organisations in liaising with international policy monitoring mechanisms (e.g. CoE GRETA, GREVIO)
- Serious efforts should be made to set up a general capacity-building fund and programme that address the lacking capacities and resources with grassroots sex worker groups and can also support activists/organisations facing serious threats
- The role of ICRSE negotiating with funders should be better defined, so should be processes for re-granting
- Leadership programs should be launched to build the skills of activists in certain thematic areas, e.g. HIV, migration and trafficking, online censorship
- Internal communications within the ICRSE membership should be improved
ORGANISATIONAL STRENGTHENING

ACHIEVEMENTS

ICRSE successfully increased number of donors and amount of funds (from no current donors in 2014 to 5 donors in 2019 (OSF, RUF, Oak, Mama Cash, Gilead) and previous grants from RCNF and AIDSFONDS which will allow ICRSE to develop Secretariat in Brussels

ICRSE also successfully underwent its first external audit

5 thematic advocacy strategies, organisational manual, financial manual, safe guarding policy as well as grievance procedures and a complaint form have been developed

ACTIONS FOR 2020-2025

- the requirements to access EU funding should be assessed and min. 2 applications submitted in partnership with international and national ICRSE members and allied organisations
- building up reserves should enjoy high priority
- development of learning/professional development plans for Board and staff members should be integrated into human resource management
- Board and member organisation sex worker representation should be aimed for and monitored, especially at events
- staff to be recruited in the following areas: communications, capacity-building
- development of a plan and implementation of concrete measures to be inclusive to and involve Central-Eastern European and Central Asian organisations