



JABEZ HOUSE PROGRESS REPORT

This report provides a review of the LCI activities of Jabez House
between January and March 2017





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Jabez House Progress Report

Introduction

The Jabez House LCI project officially started on 09th January, 2017. The project is aimed at advocating for the involvement of Female Sex Workers (FSWs) in traditional employment and working with employers to develop workplace policies on stigma and discrimination. In order to achieve this, Jabez House will provide vocational training in Hair Braiding and Weaving, Nail Technology, Basic Sewing and Cakes and Pastries. After the training, internships will be provided to the women in the areas in which they were trained.

Weekly Outreach

One of Jabez House's significant activities is its outreach. Outreach involves the distribution of condoms and lubricants to FSWs. During outreach activities, FSWs are recruited for the Jabez House LCI project. They are also offered medical services. Outreach began from 19th January, 2017 and to date eight (8) outreaches have been completed. Outreach targets three areas: Nelson Street, Bay Street and Bush Hill.

The below table provides information about outreaches that have been completed to date.

	Jan	Feb	Mar
Provision of Sexual and Reproductive Health (SRH) paraphernalia	75	95	156
Requests to see the doctor	10	4	8
Interest in classes	0	5	18

Psychosocial support

Another significant Jabez House activity is the provision of psychosocial support. This includes individual and group counselling as well as provision of food as needed by clients. The below table provides an overview of the categories of issues faced by clients.



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“Home and family” was the category that presented with the highest concerns. Within that category, financial difficulties ranked highest.

	Jan	Feb
PERSONAL/RELATIONSHIP	7	7
HOME AND FAMILY	16	18
HEALTH: PHYSICAL/MENTAL/ EMOTIONAL	8	8
HIGH RISK BEHAVIOURS	9	10
SEXUAL ABUSE	4	4
ABUSE (physical, emotional)	8	8
HOME AND COMMUNITY INTERVENTION	1	1
No. of women counselled	5	8
Total No. of Counselling hours	44	75

Training of Tutors and Recruitment of FSWs

The LCI project will be providing training in four (4) vocational areas- Hair Braiding and Weaving, Nail technology, Cakes and Pastries and Basic Sewing. Trainers for these courses have been identified and a training seminar to sensitize them on the peculiarities of training FSWs was held on the 02nd March 2017. Training was conducted by Shamelle Rice (President of Jabez House) and Chikere Thomas (Psychology Intern). Training was focused on the following areas:

- The requirements and expectations of tutoring at Jabez House
- The issues faced by participants and how these issues impact on how participants function in class

Our outreach programme has revealed an interesting change in the characteristics of the FSWs in our target locations. There has been an increased number of non-nationals with a decreased number of national FSWs in the targeted locations. Research into this phenomenon has indicated that the higher number of non-nationals has increased the level of competition and many Barbadian FSWs are transitioning away from working on the streets to transactional sex work. The result of this has been that although 21 women have expressed interest in the Jabez House programme, only four of those women are Barbadian. In order to reach Barbadian FSWs, Jabez House has implemented a networking campaign among local FSWs with whom we have an existing relationship. This networking will allow us to have access to women who will otherwise be inaccessible to us.



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Update on the Surveys of FSWs and Employers

Surveys for the FSWs and Employers were developed with the expertise of Dr. Stavroula Kyriakakis- professor at the Adelphi University. Dr. Kyriakakis was one of the lead researchers who conducted a study sponsored by Jabez House entitled- "The Experiences and Needs of Women Engaged in Transactional Sex Work in Barbados". The FSW questionnaire is focused on understanding the employment history of female sex workers, and whether or not they have experienced stigma and discrimination while in mainstream employment. The Employers' survey is aimed at understanding the employers' perceptions of employing female sex workers and the openness to implementing a stigma and discrimination policy. The employers' questionnaire is also being used as a tool to recruit employers into the LCI programme. Copies of each questionnaire are found in the appendix.

Methodology and Rationale

FSW questionnaire

- The population size of the FSWs in the target area is unknown, however on average we distribute condoms to approximately 50 women during each outreach. Using this number as an estimate of the population size, we will need about forty-four (44) FSWs to complete the survey. To date 13 questionnaires have been completed.
- Recruitment of FSWs to complete the survey is being completed using convenience sampling and snowball sampling. Recruitment using convenience sampling is conducted during the outreach, however, these recruitments result in mainly non-national survey participants. Snowball sampling is being used to recruit Barbadian participants.

Employers' Questionnaire

- A database of employers was developed within four sectors - nail technology, hair salons, cakes and pastries, and sewing. The database was developed using employer listings found in the local directory and online sources. The database contained 183 listings and the sample size is 125:
 - o Hair and Nail Technology - 90
 - o Cakes and Pastries - 23
 - o Sewing - 12



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- Execution of the employer questionnaire began from the 27th of March. To date four (4) questionnaires have been completed.

Report on the Meeting with Employers

A cocktail reception is planned for May 04th at the Radisson Aquatica. This cocktail reception is to provide more information about the project to employers who have expressed interest in learning more about the programme. An employers' sensitization meeting is scheduled for the 10th May, 2017. This sensitization meeting is aimed at informing employers about the internship programme and how it will work. During this session, the results of a recently concluded study entitled "The Experiences and Needs of Women Engaged in Transactional Sex Work in Barbados" will be shared. Employers will also be exposed to training on stigma and discrimination in the workplace and the steps they can take to eliminate it from their organisations.

Financials for January-March 2017

The financials for January-March are below. Invoices and receipts are attached.

Activity	Cost (BBD\$)
Operations Manager	3,600.00
Project Manager	3,000.00
Technical Office Support	1,200.00
Admin Supplies	573.99
Refreshments	152.48
Meeting with Employers- (50%)	818.73
Digital Portfolio- (50%)	350.00
Documentary (20%)	750.00
Stipend for Outreach Workers	900.00
Rent	2,850.00
Total	14,195.20



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Challenges

An unexpected challenge arose from the fact that non-national women outnumbered FSWs who were nationals of Barbados. Research into this situation revealed that an influx of non-national women resulted in local women moving away from sex work on the streets to transactional sex work from their homes. Given this, our traditional method of using street outreach to recruit FSWs became ineffective. In order to combat this phenomena, we chose to use a networking strategy. In this strategy, previous programme participants identify and refer female sex workers within their network who have not yet been involved with Jabez House. The strategy is currently underway and a report on its success will be given in the next update.

Next Steps - April

The following activities will occur in the month of April:

- Vocational training for the women
- Completion and analysis of the FSW survey
- Completion and analysis of the Employer survey
- Recruitment of employers for the internship programme
- Completion of the stigma and discrimination workplace policy
- Completion of Digital Portfolio
- Completion of Documentary



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Appendices

Appendix 1- Employers' Questionnaire

Employers Questionnaire

This survey is aimed at understanding the employers' perceptions of employing female sex workers and the openness to implementing a stigma and discrimination policy. The results of this survey will be used by Jabez House to design programmes that bridge the gap between female sex workers and potential employers. All the information provided is considered confidential and will not be used in any way to identify or bring harm to the interviewee or the establishment they represent.

1. What is the name of the company? _____
2. What position do you hold within the company? _____
3. How long has the company been in existence? _____
4. Is the enterprise at this address a single independent organization **OR** is it one of a number of establishments belonging to a larger enterprise or organization in Barbados, regionally or internationally?
 - a. Single independent company
 - b. One of a larger local enterprise or organisation
 - c. One of a larger regional enterprise or organisation
5. Approximately how many employees do you have? _____
 - a. Less than 5
 - b. 5- 10
 - c. 11- 20
 - d. 21- 30
 - e. 31- 40
 - f. 41- 50
 - g. Over 50
6. What proportion of supervisors are male or female?

Gender	None	Few	Half	Many	All
Male					
Female					



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7. Do you have a policy on stigma and discrimination in the work place?
a. Yes _____ b. No _____
8. If no, do you plan to implement a stigma and discrimination policy within the next 12 months?
a. Yes _____ b. No _____ c. Maybe _____
9. Please give a reason for this?

10. Which groups does the policy address?
a. HIV/AIDS
b. Life threatening illness (cancer, heart disease, lupus, diabetes, emphysema, hypertension etc.)
c. Sexuality
d. Mental health
e. Sex work
f. Substance Abuse
g. Other _____
11. Have you ever received any complaints from staff regarding stigma and discrimination in the work place? (if no, proceed to question 13)
a. Yes _____ b. No _____
12. If yes, in what areas? -
a. HIV/AIDS
b. Life threatening illness (cancer, heart disease, lupus, diabetes, emphysema, hypertension etc.)
c. Sexuality
d. Mental health
e. Sex work
f. Substance Abuse
g. Other _____
13. Would you have any concerns with regards to employing a sex worker? (if no, proceed to question 15)
a. Yes _____ b. No _____



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14. If yes, what concerns would you have about employing someone who is/
was a sex worker?

- a. Don't have the necessary skillset
- b. They and the other workers wouldn't get along
- c. It would damage the reputation of my establishment
- d. It would invite unwanted personal conflicts to the work place
- e. Too many personal issues would distract them from their work
- f. They lack the social skills needed to get along with co workers
- g. Other _____

15. To what degree do you agree or disagree with the following statements?

	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
1. Employing women who were sex workers can benefit society.					
2. Sex workers are not easy to work with.					
3. Sex workers have skill sets that are useful in traditional setting jobs.					
4. Sex workers would prefer a job in a traditional setting.					
5. Sex workers dress provocatively even when they are not engaged in sex work.					
6. Sex workers are only in it for the money.					
7. Women engaged in sex work also have other jobs.					
8. Sex workers enjoy their work					



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9. Sex workers could easily find a job in a traditional setting					
10. It is okay to proposition a woman you think was a sex worker.					
11. Someone who was a sex worker has the potential to be a good employee.					
12. Most female sex workers make a lot of money.					
13. Women are female sex workers because they want to be. It is their choice.					
14. I believe the majority of women in sex work enjoy sex with their customers.					
15. I believe sex work is just another job choice.					
16. I believe most female sex workers are lazy and work in sex work because it's easier than getting a "real" job.					
17. I believe most female sex workers live in poverty.					
18. Most female sex workers are alcoholics.					
19. Most female sex workers are drug addicts.					
20. Most female sex workers have psychological problems.					



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21. I believe women who are in sex work have low moral standards.					
22. I believe most female sex workers are trashy or disreputable.					
23. I believe most female sex workers got off to a bad start in life.					
24. Juvenile sex work is cause for concern but adult sex work is not.					
25. I think no matter what society tries to do, sex work will always exist.					
26. I believe we need tougher laws to deal with sex work.					
27. I believe most female sex workers do not like what they are doing but it is difficult for them to find other work to do.					
28. I believe most female sex workers would rather work in traditional jobs than sex work.					
29. I believe that sex workers need help to transition away from sex work.					
30. I would be willing to help a sex worker transition away from sex work.					
31. I believe that helping a woman transition from sex work would be difficult.					
32. I believe that it would be difficult for a former					



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sex worker to rise above the stigma associated with her former work.					
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16. What are some of the barriers that would hinder female sex workers from being employed by your establishment?
- a. Lack of qualifications
 - b. Lack of work experience
 - c. Knowledge of their sex work history
 - d. Other _____

17. If you were to hire a sex worker what would you need to better accommodate or integrate them into your organisation?

18. Would you like to learn more about this project?

a. Yes _____

b. No _____

19. If yes, please provide us with your email address

Thank you for participating in this survey



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Appendix 2 - FSW Questionnaire

FSW Questionnaire

This survey is aimed at understanding the employment history of female sex workers, and whether or not they experienced stigma and discrimination while in mainstream employment. The results of this survey will be used by Jabez House to design programmes that bridge the gap between female sex workers and potential employers. All the information provided is considered confidential and will not be used in any way to identify or bring harm to the interviewee.

Demographics:

1. Age _____

2. Nationality
 - a. Barbadian
 - b. Jamaican
 - c. Guyanese
 - d. Dominican (Republic)
 - e. Other _____

3. Marital status
 - a. Married
 - b. Separated
 - c. Divorced
 - d. Single
 - e. Exclusive relationship (non cohabitation)
 - f. Cohabiting (in a relationship)
 - g. Cohabiting (with someone from a former relationship)

4. What is your housing situation like? (so you rent, or live with friend etc.)

5. Do you have any children? (if no, proceed to question 12)
 - a. Yes _____
 - b. No _____

6. How many children do you have?



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7. What is/ are their genders?
8. How old are they?
9. Who do they live with?

No. of children	Gender	Age	Who do they live

10. (If they live with someone other than the mother) Do you want them to live with you in the near future?

- a. Yes _____ b. No _____

11. If no, what are your reasons for wanting them to stay where there are?

12. What is your average monthly income?

- a. Less than \$500
- b. \$501- \$ 1000
- c. \$1001- \$1500
- d. \$1501- \$2000
- e. \$2001- \$2500
- f. \$2501- \$3000
- g. Over \$3000

Qualifications

13. Do you have any qualifications? (if no proceed to question 15)

- a. Yes _____ b. No _____



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14. If yes, what qualifications do you have?
- a. O' Levels/ CXCs/ CSEC _____
 - b. A' Levels/ CAPE/ Associate Degree _____
 - c. NVQ/ CVQ _____
 - d. Certificate _____
 - e. Diploma _____
 - f. Degree _____

Work Experience

15. Have you ever worked before? (if no, proceed to question 19)

- a. Yes _____
- b. No _____

16. If yes, what type of job(s) did you do?

- a. Sales
- b. Cleaning
- c. Cooking
- d. Wait staff
- e. _____

17. How long did you work (cumulatively in years)? _____

18. Why did you leave the job(s) (choose all that apply)?

- a. Position was no longer required
- b. I was fired
- c. The staff and I did not get along
- d. A better opportunity presented itself
- e. I had no one to take of my children
- f. Pay was not enough
- g. Medical issue_____
- h. Pregnancy
- i. Other_____

19. Is it difficult for you to find work outside of sex work? (if no, proceed to question 22)

- a. Yes _____
- b. No _____

20. If yes, what stops you from finding work outside of sex work?

- a. Lack of qualifications



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- b. Lack of work experience
 - c. Knowledge of my sex work history
 - d. Inability to find suitable care for my children while I work
 - e. I don't know the right people who could get me a job
 - f. Other _____
21. If yes, what stops you from keeping work outside of sex work?
- a. Inability to find suitable care for my children while I work
 - b. Knowledge of my history as a sex worker
 - c. Co- workers were hitting on me
 - i. Which co- workers _____
 - d. Other _____
22. What skills makes a good employee or would make you good at your job?
- _____
- _____

Discrimination

23. Have you ever experienced stigma and discrimination at work because you are a sex worker?
- a. Yes _____
 - b. No _____
24. If yes, who discriminated against you?
- a. Managers
 - b. Supervisors
 - c. Staff
 - d. Customers
 - e. Other _____
25. What type of discrimination did you experience?
- a. Sexual harassment
 - b. Exclusion from work activities or events
 - c. Being gossiped about
 - d. Bullying (using perceived strength to force someone to do what they don't want)
 - e. Ridicule (making fun of, or mock , scorn, treat with contempt)
 - f. Other _____



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26. Are you interested in work outside of sex work? (if no, proceed to question 28)

- a. Yes _____ b. No _____

27. If yes, what area(s) would you be interested in?

- a. Sales e. Child care
b. Health care f. Elder care
c. Hospitality g. Other _____
d. Administration

28. What type of coping methods do you use when you feel stressed or overwhelmed?

- a. Watch TV e. Use drugs _____
b. Hang with friends f. Self harm _____
c. Surf the web g. Sleep
d. Drink Alcohol h. Other _____

29. What type of coping behaviours do you use when you feel stressed or overwhelmed at work? For e.g. When the boss criticizes your work/ when you someone treats you rudely/ when you are not sure what to do?

Thank you for participating in this survey