



JABEZ HOUSE PROGRESS REPORT

This report provides a review of the LCI activities of Jabez House
between April and May 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 this document, we report on the LCI activities of Jabez House from April to May 31st, 2017.

Weekly Out reach

There were three (3) outreaches between April 01 and May 31, 2017. The areas targeted were Nelson Street and 4 night clubs in the St. Michael and Christ Church areas. Specific outreach activities and requests are as follows:

Activity	No. of Ladies
Condom distribution	130
Requested health checks	19
General health check	9
HIV tests	6
Pap smear	10
Birth control	2

In the month of April, we followed up directly with persons who had expressed interest in joining the Jabez House vocational training programme. This included visiting their homes and setting up meetings with them individually.

During April and May, most of our focus was on connecting with the women in the programme. We also faced an additional challenge related to lack of condoms. This impacted our ability to conduct outreaches as often as we would have liked.



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Psychosocial support

During the month of April, psychosocial support included individual and group counselling as well as provision of food and bus fare as needed by clients.

The below table provides an overview of the issues faced by clients up to April 30th. There was a need to transition to a different psychosocial support service provider after this date. "Home and family" was again identified as the category that presented with the highest concerns. Within that category, financial difficulties ranked highest.

	April
PERSONAL/RELATIONSHIP	12
HOME AND FAMILY	18
HEALTH: PHYSICAL/MENTAL/ EMOTIONAL	5
HIGH RISK BEHAVIOURS	1
SUBSTANCE ABUSE	7
SEXUAL ABUSE	1
ABUSE (physical, emotional)	3
HOME AND COMMUNITY INTERVENTION	0
CAREER DEVELOPMENT	1
No. of women counselled	6
Total No. of Counselling hours	19

The new counsellor began integration with the women from April 18th. From April 18th to May 31st, seven clients participated in counselling. Presenting issues are characterised below:

- Grief and/ or loss
 - o all participants experienced this in some measure
- Unresolved issues with mother
 - o These unresolved issues caused many of the clients to feel like unfit mothers and unworthy of a better life for themselves
- "Very" low self esteem
- Depression
- Trauma
 - o Many of the clients have experienced some type of trauma and feel stuck, however to cope they rely on substances particularly alcohol



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During the time period for this report, requests were made for bus fare, food items and toiletries. The below table provides some details on these requests.

	Total Requests	Repeat requests
Bus fare requests	17	5
Food requests	27	8

Vocational Training for FSWs

Vocational training under the LCI project began on April 18, 2017. The classes being offered are Hair Braiding, Weaving and Wig-making, Nail Technology, Cakes and Pastries and Basic Sewing. The classes are running for a period of eight weeks each and will end on June 20, 2017.

The table below shows the registration numbers for each course as well as the weekly attendance to date. There are four (4) local and six (6) non-national FSWs registered in the programme. The more popular courses were Hair Braiding and Weaving & Wig-making. Attendance for these sessions was generally consistent over the two-month period.

Course	Registration	Attendance per Week							
		1	2	3	4	5	6	7	8
Hair Braiding	10	5	5	6	3	3	4	5	
Weaving & Wig-Making	10	5	4	4	4	4	5	5	3
Basic Sewing	7	4	6	4	1	2	2	2	2
Cakes & Pastries	7	4	4	3	2	2	3	2	1
Nail Technology	7	3	4	1	4	2	2	3	

Several of the non-national ladies returned to their country of origin over the time period of the courses, which accounted for a reduction in attendance for the Cakes & Pastries class in particular. One of the local FSWs also received a job offer during week 7 of the training and so was unable to attend the remaining classes.



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Progress Reports

Each vocational tutor is required to submit a progress report on each student. The areas assessed are: Attendance, Punctuality, Interaction with the Tutor, Interaction with Peers, Participation and Skill Development.

To date, progress reports were received for the Basic Sewing and Cakes & Pastries classes. For Cakes & Pastries, the ladies received mostly ratings of 4 (Above Average) or 5 (Excellent). The comments indicated that they are generally pleasant, respectful, interact well with their peers and have been progressing satisfactorily in the classes.

For Sewing, the ratings were largely 3 (Average). A number of ladies received a rating of 2 (Below Average) for Skill Development because they attended only one class, as explained in the comments section.

The full progress reports can be found in the Appendices.

Update on the Surveys of FSWs and Employers

As of June 15, 2017, there are 17 completed surveys for employers and 15 completed surveys for the FSWs. These numbers fell below expectations due to a number of challenges.

The initial methodology of calling employers to request their participation was unfruitful in that employers were either unavailable or they indicated they would complete the survey and did not follow through. Only three (3) surveys were completed using this method.

A revised strategy was employed whereby surveys were printed and hand-delivered to managers at larger enterprises as well as business places around the city of Bridgetown. This resulted in the completion of 15 additional surveys but our representatives had to call or physically return on numerous occasions before some responses were obtained.

With regards to the FSW survey, potential participants were invited to participate during outreaches and invited to the office to complete the survey. A care package was provided as a thank you for all those who participated, however, the turnout was low.

Analysis of both surveys are attached in the appendices.



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Report on the Meeting with Employers

The cocktail reception at the Radisson Aquatica was postponed from May 04 until May 16, 2017 to allow Jabez House additional time to contact employers and generate interest for the programme. Over 21 employers were contacted but only one confirmed interest in attending the events. As a result, the cocktail reception and sensitization meeting were cancelled.

Jabez House has therefore been meeting with employers individually to share about the internship programme and solicit internships placements for the three remaining (3) local FSWs in the programme.

Discussions and/or meetings have been held with DER Cakes & Supplies Ltd, Carlton & A1 Supermarket, Colleen's Beauty Supply, La Rosa Couture, Purity Bakeries and Shirley Yarde (hairstylist). DER Cakes & Supplies has committed to hosting an intern. The other employers indicated that they cannot accommodate an intern at this time. Efforts are ongoing to find two (2) additional internship placements.

Policy on Stigma & Discrimination in the Workplace

The Jabez House draft policy on Stigma & Discrimination in the Workplace was completed with input from Ms. Nicole Drakes, Assistant Director of the National HIV/AIDS Commission as well as Ms. Rhonda Farley from the Ministry of Labour. The policy is being shared with employers who participate in the internship programme.

Please see the draft policy in the Appendices.

Next Steps – June-July

The following activities will occur in the month of June and July:

- Internship placements for local FSWs
- Graduation of ladies from the programme on July 26, 2017



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Appendices

Appendix 1 - DRAFT POLICY ON STIGMA AND DISCRIMINATION IN THE WORKPLACE

A. Purpose

This purpose of this draft policy on stigma and discrimination in the workplace is to promote the development of an environment which is free from all forms of discrimination and harassment.

The fundamental rights and freedoms of all employees should be protected and all colleagues treated with fairness, dignity, courtesy and respect regardless of their backgrounds.

B. Scope

This policy applies to all board members, managers, supervisors, staff, contractors and volunteers in all aspects of employment and work-related duties. The policy also applies to clients in their interaction with the business.

C. Dissemination

This policy should be shared with and accessible to all staff. The policy may also be disseminated through the Jabez House Facebook page and the websites of relevant stakeholders.

D. Employee Rights and Responsibilities

All staff are entitled to:

- Recruitment and selection decisions based on merit and not affected by irrelevant personal characteristics
- Work free from discrimination, bullying and harassment
- The right to raise issues or to make an enquiry or complaint in a reasonable and respectful manner without being victimised

All staff should:

- Follow the standards of behaviour outlined in this policy
- Treat everyone with dignity, courtesy and respect
- Respect the confidentiality of work colleagues and procedures
- Take appropriate action where they believe they have been discriminated against, harassed or victimised.

In addition to the above, managers and supervisors should also:

- Model appropriate standards of behaviour
- Recruit employees based on skills and abilities regardless of personal characteristics. No discriminatory requests for information should be made.
- Take steps to educate and make staff aware of their obligations



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- Intervene quickly and fairly to address inappropriate behaviour and enforce workplace standards of behaviour
- Put protective and punitive measures in place to guard against breaches of confidentiality and ensure that the right to privacy of all employees is respected

E. Unacceptable Workplace Conduct

1. Stigma and Discrimination

Stigma is a negative attitude, opinion or belief directed towards a person due to an ascribed attribute. Discrimination is unfair or unjust treatment meted out to a person because of his/her personal characteristics or perceived traits.

Discrimination can occur directly or indirectly when an unreasonable requirement, condition or practice is imposed that disadvantages individuals because of their characteristics or perceived traits.

2. Bullying

Bullying is a form of discrimination if someone is being targeted because of a personal characteristic.

Bullying can take many forms, including jokes, teasing, nicknames, emails, pictures, text messages, social isolation or ignoring people, or unfair work practices.

Behaviours that may constitute bullying include but are not limited to:

- Threats, abuse or violence
- Intimidation or coercion
- Deliberate humiliation
- Offensive humour
- Cyberbullying
- Isolation
- Inappropriate management of work place assessment/performance
- Tampering with an individual's personal property
- Deliberately withholding information or equipment that a person needs to do their job or access employment benefits
- Unreasonable refusal of requests for leave, training or other workplace benefits

3. Sexual harassment

Sexual harassment is unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated.

Sexual harassment can be physical, spoken or written and can include:

- Comments about a person's private life or the way they look



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- Sexually suggestive behaviour, such as leering or staring
- Brushing up against someone, touching, fondling or hugging
- Sexually suggestive comments or jokes
- Displaying offensive screen savers, photos, calendars or objects
- Repeated unwanted requests to go out
- Requests for sex
- Sexually explicit posts on social networking sites
- Insults or taunts of a sexual nature
- Intrusive questions or statements about a person's private life
- Sending sexually explicit emails or text messages
- Inappropriate advances on social networking sites
- Accessing sexually explicit internet sites
- Behaviour that may also be considered to be an offence under law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.

4. Victimization

Victimization is subjecting or threatening to subject someone to a detriment because they have asserted their rights under law, made a complaint, helped someone else make a complaint, or refused to do something because it would be discrimination, sexual harassment or victimization.

4. Breaching of Confidentiality

Confidentiality is the right of every person to have their health and personnel information kept private. No information should be disclosed without written consent of the employee.

References

- "Code of Practice On HIV/AIDS & Other Life-Threatening Illnesses For The Public Sector", Ministry of Labour, 2009
- "Steps in developing HIV and AIDS Workplace Policy", Southern Africa HIV/AIDS Information Dissemination Service (SAfAIDS), <http://www.safaids.net/content/safaids-steps-developing-hiv-and-aids-workplace-policy>
- "*Workplace discrimination and harassment policy template*", Australian Human Rights Commission, <https://www.humanrights.gov.au/employers/good-practice-good-business-factsheets/workplace-discrimination-and-harassment-policy>



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Appendix 2 - CAKES AND PASTRIES STUDENT PROGRESS REPORTS

JABEZ HOUSE TRAINING PROGRAMME STUDENT PROGRESS REPORT FORM

Course: CAKE AND PASTRY Tutor: CLAIRE C BRATHWAITE

Please rate each student in the below areas using the following scale:
5 - Excellent 4 - Above Average 3 - Average 2 - Below Average 1 - Very Poor

No.	Student First Name	Attendance	Punctuality	Interaction With Tutor	Interaction With Peers	Participation	Skill Development
1	[REDACTED]	4	4	5	5	4	3
2	[REDACTED]	5	5	5	5	4	3
3	[REDACTED]	4	5	5	5	5	4
4	[REDACTED]	3 ^{ab}	4	5	5	5	5
5	[REDACTED]	1	5	5	5	3	2



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Please comment on the skill development of each student:

No.	Student First Name & Comment
1	<p>has attended most of the classes to date but has been late a couple of times, her interaction with her peer and myself is excellent. She is very respectful towards me, calling me Ma'am even though permitted to use my name. She sometimes starts off a little quiet but quickly warms up.</p>
2	<p>has attended every class and is always on time, if not very early. She is also very respectful and has also shown kindness in helping me a great deal. She participates always and her skill development even though slower than others is improving.</p>
3	<p>has missed one class so far but is always on time. She seems to have some experience with baking on her own and is always eager to participate even making suggestions for things she would like to learn. Her interaction is also excellent even though there is some shyness. Pleasant personality.</p>
4	<p>also shows great interaction and has baking experience as well. Apparently growing up around a bakery - she always participates well and has suggestions to improve things.</p>
5	<p>participation was fair. She interacted well with everyone but attended only one class.</p>



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Please summarise the class accomplishments over the time period:

Over this period the class has made Vanilla cake, chocolate, cake, cupcakes, cheesecake and meat patties. They were given recipes and every session completed a product that they could now replicate.

What are the areas for improvement:

For improvement perhaps facilitation could be made that they could try at least one of the recipes to see what knowledge they have gained.

Concerns to date:

I have no concerns. The ladies, as I have mentioned are pleasant and respectful. Their attitude is very encouraging. Their enthusiasm is heartening.

General Comments:

Thank you for the opportunity to share.

Signature:

Date:

2017-05-11



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Appendix 3 – BASIC SEWING STUDENT PROGRESS REPORTS

**JABEZ HOUSE TRAINING PROGRAMME
STUDENT PROGRESS REPORT FORM**

Course: SEWING (BASIC) Tutor: MAXINE REID

Please rate each student in the below areas using the following scale:
 5 - Excellent 4 - Above Average 3 - Average 2 - Below Average 1 - Very Poor

No.	Student First Name	Attendance	Punctuality	Interaction With Tutor	Interaction With Peers	Participation	Skill Development
1	[REDACTED]	4	4	5	4	4	3
2	[REDACTED]	3	2	3	2	2	2
3	[REDACTED]	3	3	3	3	3	2
4	[REDACTED]	3	2	3	3	2	2
5	[REDACTED]	3	2	3	3	3	2
6	[REDACTED]	3	3	3	3	3	2
7	[REDACTED]	3	3	3	3	3	2



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Please comment on the skill development of each student:

No.	Student First Name & Comment
1	[redacted] came with some knowledge of learning. She is quick to pick up concepts, she is able to put work ^{work} together. good effort
2	[redacted] came once only, showed some interest.
3	[redacted] show good interest but did not follow through to the other level of putting together work.
4	[redacted] came only once, showed some interest.
5	[redacted] came only once, showed some interest
6	[redacted] shows good interest, is able to understand some concepts, is able to put work together with some help.
7	[redacted] came only once, showed some interest.



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Appendix- 4- Report on Employers Survey

Methodology

The research was conducted in four specific sectors- Hair braiding, weaving and wig making, clothing manufacturing, bakeries. These sectors were selected because they coincide with the areas of training that were being provided to clients. The database of companies that operate in these areas was prepared from the Barbados telephone book. The database contained 183 companies:

- Hair and Nails- 73%
- Bakeries- 16%
- Clothing manufacturing- 10%

Based on a confidence level of 95% and a confidence interval of 5, the sample size required for this survey was 124.

One enumerator was hired to work with the Jabez House team to complete the survey. Given the size of the population, a decision was made to target every company. Companies were contacted via telephone and invited to participate in the survey. During the first week of the survey 68 companies were contacted with very limited success. In fact, only three questionnaires were completed. Given this initial response, we decided to adjust our approach to employers. We implemented an incentive: *Spa day at the Sandy Lane Spa valued at \$500.*

We also changed our approach and decided to engage in face to face conversations with employers as opposed to approaching them by telephone. This new approach did result in slightly better responses however, in total 17 questionnaires have been completed to date. Given the week response rate, the responses cannot be generalized to the rest of the population, however, it will provide insight into those who participated.

Descriptive Statistics

1. The companies involved fell into eight categories

Bakery	2
Copier	1
Salon	6
Dentist	1
Sewing	2
Retail Fashion	2
Law	1
Miscellaneous	2
Total	17



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2. (Question 2) What position do you hold within the company?

Position	Frequency	Percentage
Director	2	11.76
Head of Chambers	1	5.88
HR Manager	1	5.88
Manager	6	35.29
Managing Director	2	11.76
Owner	4	23.53
Retail Manager	1	5.88
Total	17	100

The people interviewed were in senior positions within their companies and therefore could make employment decisions on behalf of their companies. Positions included owners, managers, directors and managing directors.

3. (Question 3) How long was the company in existence?

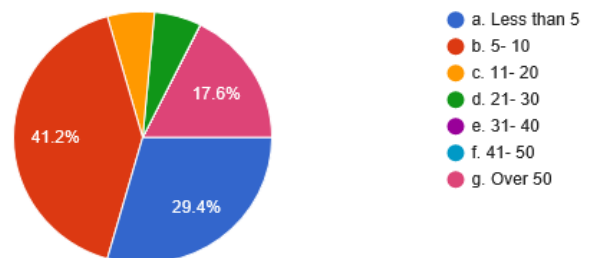
- Mean no. of years in existence- 15 years
- Min. no. of years in existence- less than 1 year
- Max. no. of years in existence- more than 50 years

4. (Question 4) Is the enterprise a single independent organisation or is it one of a number of establishments belonging to a larger enterprise or organization in Barbados, regionally or internationally?

- 16 of the 17 organisations were all single independent organisations

5. (Questions 5) Number of employees within the organisation

- 71% of employers had ten or less employees.





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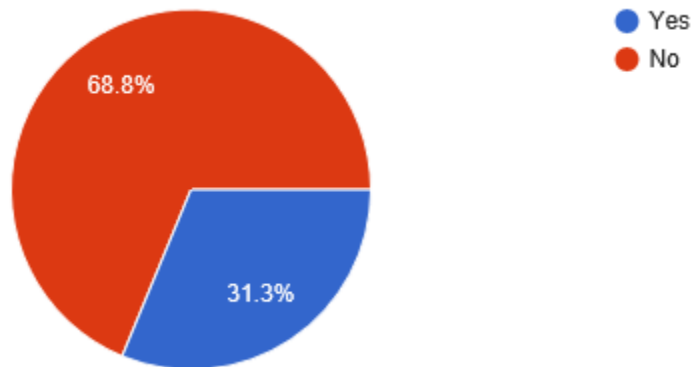
6. (Question 6a & 6b) Proportion of supervisors that are male and female?

	Male	Female
All	0%	26.7%
Many	0%	26.7%
Half	16.7%	20%
Few	41.7%	6.7%
None	41.7%	20%

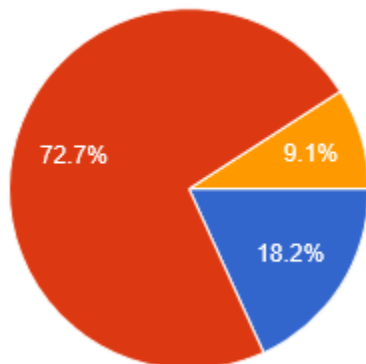
Most organisations interviewed had more female than male supervisory staff.

7. (Question 7) No. of companies with a policy on stigma and discrimination in the workplace?

16 companies responded to this question. Of those 16, 11 did not have a stigma and discrimination policy.



8. (Question 8) Do you plan to implement a stigma and discrimination policy within the next 12 months?



● Yes
● No
● Maybe

Of the 11 companies that responded to this question, only two of them intended to implement a stigma and discrimination policy within the next 12 months.



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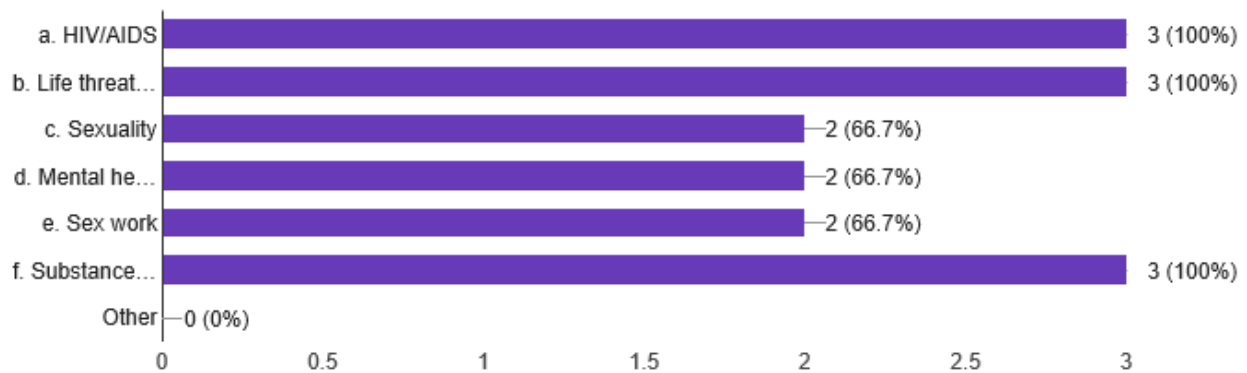
9. (Question 9) Respondents were asked to identify reasons for their decision.

Seven companies identified why they did not plan to implement a stigma and discrimination policy. Many believed that it was not necessary. Reasons included:

Most of my people have been with me for a long time and they already know what we stand for so I'm not sure we will rush into it
Everyone works for themselves, they are all friends and it may cause problems if we have a policy
Haven't given it any thought
We don't have those type of problems
I believe staff are sensitive to non- discrimination because of our work
I don't stigmatize or discriminate
Not necessary at the moment

10. (Questions 10) What areas does the policy address?

Of the three companies that responded, HIV/AIDS, Life threatening illnesses and substance abuse were all addressed within the policies.



11. (Question 11 & 12) Have you ever received any complaints from staff regarding stigma and discrimination in the work place.

Of the 16 responses, only one of them indicated that they had received complaints regarding stigma and discrimination. The complaint was related to sexuality.

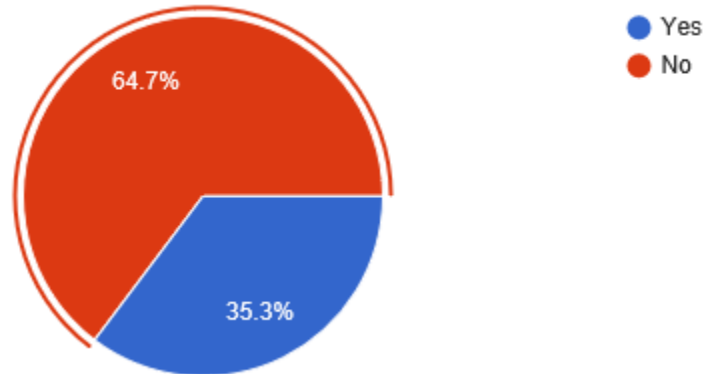


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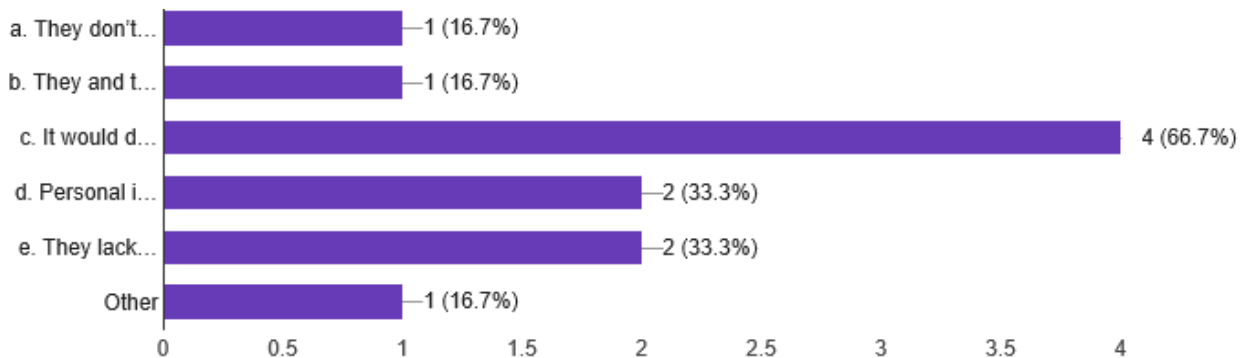
12. (Question 13) Would you have any concerns with regards to employing a sex worker?

Of the 17 responses to this question, 6 respondents said yes.



13. (Question 14) What concerns would you have about employing someone who is/ was a sex worker?

4 of the 6 respondents were concerned that hiring a sex worker would damage the reputation of their establishment.





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The next group of questions asked the respondents to indicate the degree to which they agree or disagree with a number of statements.

14. (Question 15)

	No. of respondents	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree
<i>Employing women who were sex workers can benefit society.</i>	17	11.8% (2)	70.6% (12)	11.8% (2)	5.9% (1)	0
<i>Sex workers are not easy to work with</i>	17	0	5.9% (1)	70.6% (12)	17.6% (3)	5.9% (1)
<i>Sex workers have skill sets that are useful in traditional setting jobs</i>	15	6.7% (1)	46.7% (7)	46.7% (7)	0	0
<i>Sex workers would prefer a job in a traditional setting</i>	16	6.3% (1)	56.3% (9)	37.5% (6)	0	0
<i>Sex workers dress provocatively even when they are not engaged in sex work</i>	17	0	17.6% (3)	35.3% (6)	41.2% (7)	5.9% (1)
<i>Sex workers are greedy</i>	16	0	0	37.5% (6)	50% (8)	12.5% (2)
<i>Women engaged in sex work also have other jobs</i>	16	6.3% (1)	68.8% (11)	25% (4)	0	0



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	No. of respondents	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree
Sex workers enjoy their work	17	0	5.9%(1)	52.9% (9)	35.3% (6)	5.9%(1)
Sex workers could easily find a job in a traditional setting	17	0	5.9% (1)	35.3% (6)	47.1% (8)	11.8% (2)
It is okay to proposition a woman you think was a sex worker	17	0	0	11.8% (2)	29.45 (5)	58.8% (10)
Someone who was a sex worker has the potential to be a good employee	17	17.6% (3)	76.5% (13)	5.9% (1)	0	0
Most sex workers make a lot of money	17	0	11.8% (2)	52.9% (9)	35.3% (6)	0
Women are sex workers because they want to be. It is their choice.	17	0	5.9% (1)	35.3% (6)	47.1% (8)	11.8% (2)
I believe the majority of women in sex work enjoy with their customers	17	0	0	23.5% (4)	41.2% (7)	35.3% (6)
I believe sex work is just	17	0	23.5% (4)	17.6% (3)	23.5% (4)	23.5% (4)



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	No. of respondents	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree
another job choice						
<i>I believe most sex workers are lazy and work in sex work because it's easier than getting a "real" job</i>	17	0	5.9% (1)	41.2% (7)	29.4% (5)	23.5% (4)
<i>I believe most sex workers live in poverty</i>	17	0	41.2% (7)	17.6% (3)	35.3% (6)	5.9% (1)
<i>Most sex workers are alcoholics</i>	17	0	0	35.3% (6)	47.1% (8)	17.6% (3)
<i>Most sex workers are drug addicts</i>	17	0	0	35.3% (6)	41.2% (7)	23.5% (4)
<i>Most sex workers have psychological problems</i>	16	0	12.5% (2)	43.8% (7)	37.5% (6)	6.3% (1)
<i>I believe women who work in sex work have low moral standards</i>	17	5.9% (1)	25.5% (4)	29.4% (5)	23.5% (4)	17.6% (3)
<i>I believe most sex workers are trashy or disreputable</i>	17	0	17.6% (3)	11.8% (2)	47.1% (8)	23.5% (4)
<i>I believe most sex workers got off to a bad start in life</i>	17	17.6% (3)	47.1% (8)	17.6% (3)	11.8% (2)	5.9% (1)



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	No. of respondents	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree
<i>Juvenile sex work is cause for concern but adult sex work is not</i>	17	0	17.6% (3)	11.8% (2)	58.8% (10)	11.8% (2)
<i>I think no matter what society tries to do, sex work will always exist</i>	17	35.3% (6)	47.1% (8)	11.8% (2)	0	5.9% (1)
<i>I believe we need tougher laws to deal with sex work</i>	17	5.9% (1)	29.4% (5)	47.1% (8)	17.6% (3)	0
<i>I believe most sex workers do not like what they are doing but it is difficult for them to find other work</i>	17	17.6% (3)	41.2%(7)	29.4% (5)	11.8% (2)	17.6% (3)
<i>I believe most sex workers would rather work in traditional jobs than sex work</i>	17	17.6% (3)	58.8% (10)	23.5% (4)	0	0
<i>I believe that sex workers need help to transition away from sex work</i>	17	29.4% (5)	58.8% (10)	11.8% (2)	0	0
<i>I would be willing to help a sex worker</i>	17	5.9% (1)	52.9% (9)	35.3% (6)	5.9% (1)	0



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	No. of respondents	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree
<i>transition away from sex work</i>						
<i>I believe that helping a woman transition from sex work would be difficult</i>	17	0	47.1% (8)	41.2% (7)	11.8% (2)	0
<i>I believe that it would be difficult for a former sex worker to rise above the stigma associated with her former work</i>	17	0	41.2% (7)	17.6% (3)	29.4% (5)	11.8% (2)

The questionnaire revealed that employers are unaware of some of the social and psychological characteristics of female sex workers as revealed by their neutral responses. Neutral responses were highest for the below statements.

- I believe we need tougher laws to deal with sex work
- I believe women who work in sex work have low moral standards
- Most sex workers have psychological problems
- I believe most sex workers are lazy and work in sex work because it's easier than getting a "real" job
- Most sex workers make a lot of money
- Sex workers enjoy their work
- Sex workers have skill sets that are useful in traditional setting jobs
- Sex workers are not easy to work with

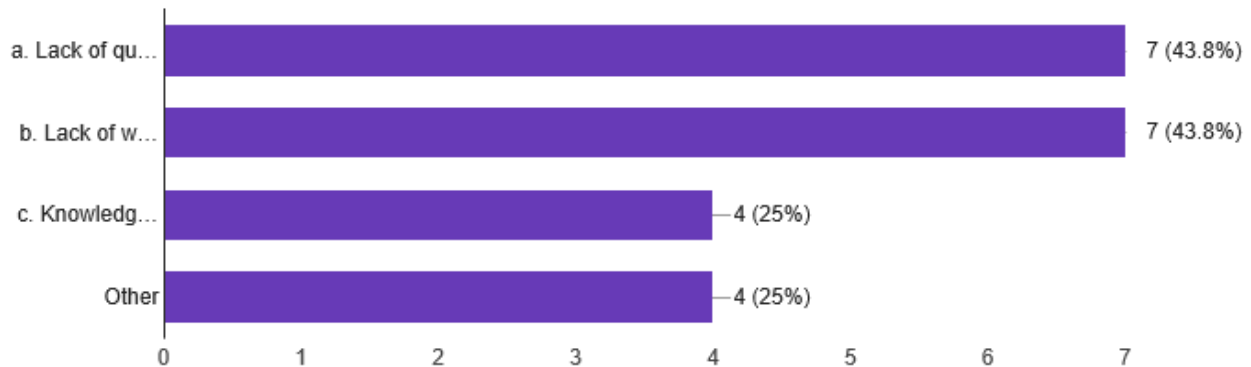
15. (Question 16) Barriers that would hinder female sex workers from being employed by your establishment.



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Of the 16 responses, lack of qualifications and lack of work experience were identified as the biggest barriers to employing females.



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

- cooperation of staff- if everybody knows- sensitization
- Would need their behavior, attitude and dress to be of a certain standard.
- Individual indicated it would be tough to integrate them as it relates to clients. Would need to build trust and start them with something small in their business and let them work their way up to gain that trust.
- Nothing really. Once they have the skills to do the job it doesn't matter.
- Comment written at the bottom of the survey form: "This questionnaire was completed prior to my reading the information in the booklet. My heart goes out to the young ladies who disclosed their stories. However, my boss who is the owner of the establishment might not share the empathy I now feel towards these ladies. Would any of the ladies be interested in studying the Bible in an effort to help them see that there's hope?"
- Time and opportunity to train them
- Training all the way
- The will to work and we can fix the rest
- They need to have qualifications and the behaviour pattern and motivation to better themselves
- Would only require better qualifications
- Work experience/character traits
- Integrating would depend on the skill set of the individual and their personality
- We would need to screen the person to determine if suitable for the position (positive attitude, personality, aptitude)



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Relationships

Crosstabulations were completed between several variables. Below is an analysis of those relationships.

1.

I believe that sex workers need help to transition away from sex work	I would be willing to help a sex worker transition away from sex work				Total
	Strongly Agree	Agree	Neutral	Disagree	
Agree	0	5	4	1	10
Neutral	0	0	2	0	2
Strongly agree	1	4	0	0	5
Total	1	9	6	1	17

Of interest is that of the ten (10) people who agreed that sex workers need help to transition away from sex work, five (5) agreed that they would-be willing to help sex workers to transition, four (4) were neutral and one (1) disagreed. In contrast, of the five (5) people who strongly agreed that sex workers needed help to transition away from sex work, all five (5) agreed that they would be willing to help a sex worker to transition. This may suggest that people are more willing to help women transition the more strongly they feel about the cause. However simple agreement that help is required may not move a person to action.

2.

I would be willing to help a sex worker transition away from sex work	I believe most female sex workers would rather work in traditional jobs than sex work			Total
	Strongly Agree	Agree	Neutral	
Strongly agree	1	0	0	1
Agree	2	7		9
Neutral		2	4	6
Disagree	0	1	0	1
Total	3	10	4	17



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Of the three (3) people who strongly believed that female workers would rather work in traditional jobs than sex work, all three (3) agreed that they would be willing to help a sex worker transition away from sex work (1- strongly agree & 2- Agree). Of the 10 who agreed that female sex workers would rather work in traditional jobs than sex work, seven (7) agreed that they would be willing to help a sex worker transition, two (2) were neutral and one (1) disagreed. The four people who believed that female sex workers would rather work in traditional jobs than sex work were also neutral about their willingness to help a sex worker transition away from sex work. This also suggests that people who agree with the statement that female sex workers would rather work in traditional jobs were also more likely to willing to help them transition.

3.

I would be willing to help a sex worker transition away from sex work	I believe that most female sex workers got off to a bad start in life						Total
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Strongly agree	1						1
Agree	2	6				1	9
Neutral		2	3	1			6
Disagree					1		1
Total		3	8	3	2	1	17

Of the three (3) that strongly agreed that most female sex workers got off to a bad start in life, all three agreed that they would be willing to help a sex worker to transition (1- strongly agree, 2- agree). Of the eight (8) that agree that female sex workers got off to a bad start in life, six (6) agreed that they would be willing to help a sex workers transition while two (2) were neutral. The three (3) that were neutral in their belief that most female sex workers got off to a bad start in life were also neutral about their willingness to help a sex worker to transition. The belief in a negative start to the life of a sex worker impacted their willingness to help a sex worker to transition.

The results emphasize the need for Jabez House to educate employers about the plight of its clients. This increased education and advocacy has the potential to increase the assistance provided to Jabez House clients by employers.



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Appendix- 5- Report on FSWs Survey

Methodology

The research was conducted among FSWs that frequent the Nelson Street, Baystreet and Garrison areas. During outreach, we spoke to fifty women on average and used this number as our population size.

Based on a confidence level of 95% and a confidence interval of 5, the sample size required for this survey was 44.

The survey was advertised during the outreaches and the women were invited to come to the office to complete the questionnaire. We prepared care packages for them as a thank you for participating in the survey. Conducting the survey at the office was preferred as completing it during outreach would impede the women as they worked and carried the risks that arise from sharing confidential information in a public setting. However, although this method was the most appropriate, it did not yield the results that we were hoping for as many of the women did not venture to the office.

To date fifteen (15) questionnaires have been completed. Given the week response rate, the responses cannot be generalized to the rest of the population, however, it will provide insight into those who participated.



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Descriptive Statistics

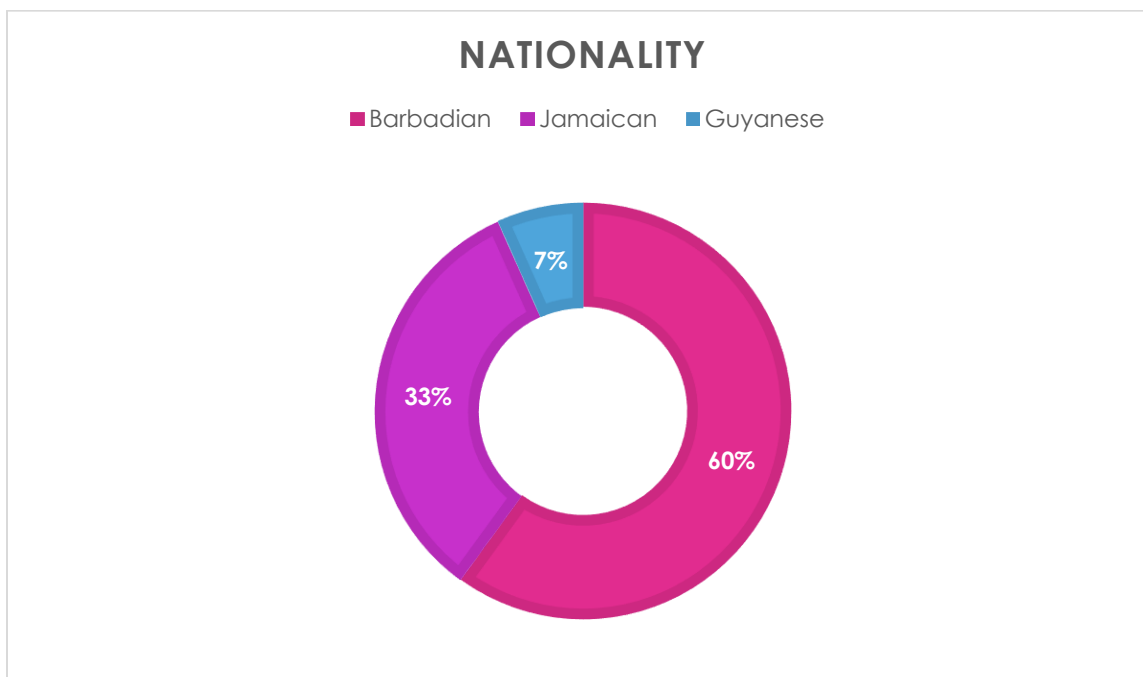
1. Question 1- Age

Ages of those who participated in the questionnaire ranged from 20- 40.

Mean	Mode	Min	Max
28.67	23	20	40

2. Question 2- Nationality

Of the fifteen (15) responses 60% were Barbadian, 33.3% were Jamaican and 6.7% were Guyanese.



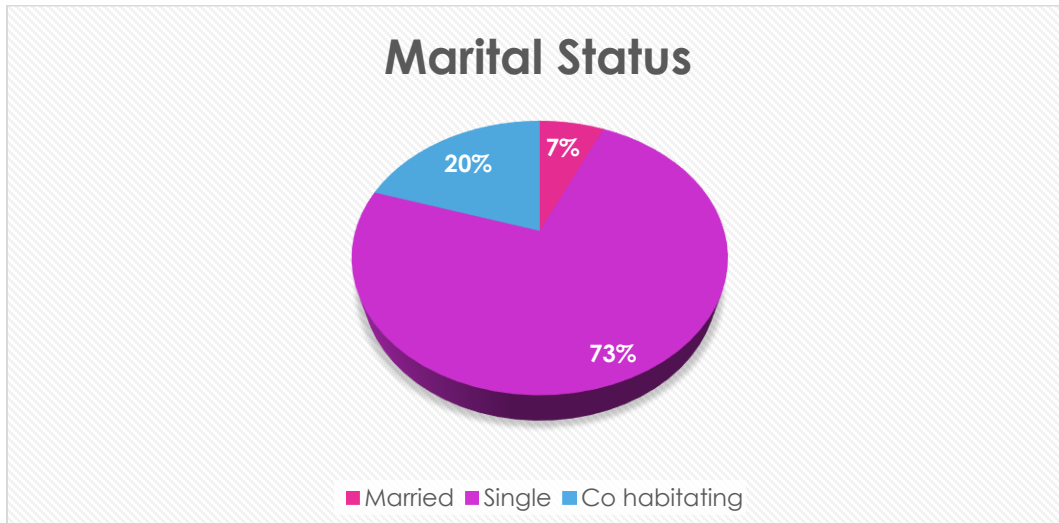


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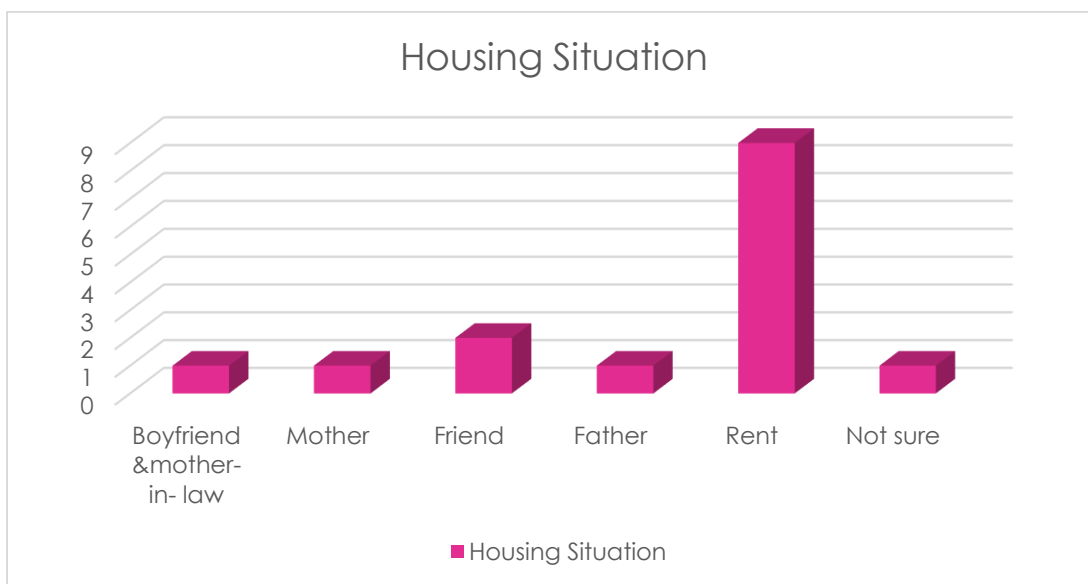
3. Question 3- Marital Status

73% of respondents were single



4. Question 4- Housing Situation

Of the 15 respondents 60% were renting. Renting situations included apartments, houses and rooms.





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5. Number of Children

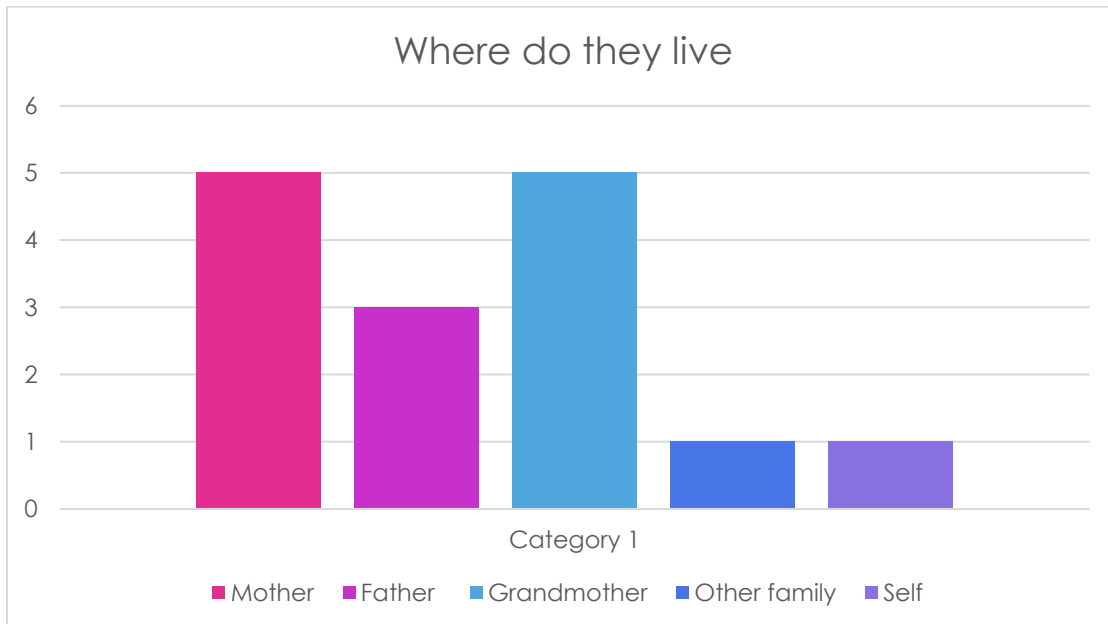
14 of the 15 respondents had children. The number of children ranged from 1- 4.

Mean	Mode	Min	Max
2.36	1	1	4

All of the 14 respondents who had children, had at least one daughter, however, there was more variation in the number of sons. 9 respondents had sons, of those 9, 44% had one son.

No. of Boys	Frequencies
0	6 (42.9%)
1	4 (28.6%)
2	2 (14.3%)
3	3 (21.4%)

The respondents had a total of 27 children, ranging in ages from 4 months to 23 years. The modal age was 5 years old and 85% of the children were 18 years and younger. Five (35.7%) of the respondents said their children lived with them. With the exception of one, all the other children lived with family members including fathers and grandmothers.



Eight persons had children who lived with someone other than themselves. 87.5%(7 respondents) of those wanted to have their children live with them. With regards to the



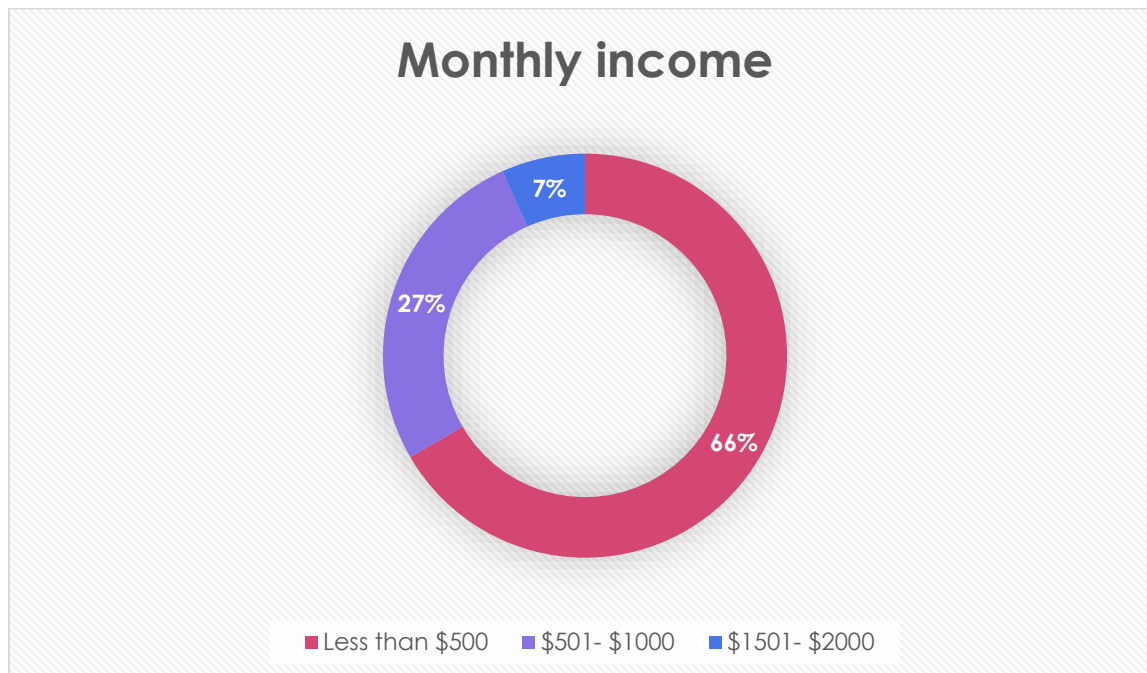
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one person who said no, her reason for this was that the child was an adult, she currently lived on her own.

6. Question 12- Income

66.7% of respondents made less than \$500 per month.



7. Question 13- Do you have any qualifications

67% (10) of the respondents had no qualifications. Of the 33% (5) that did have qualifications:

- 40% (2) had O' Levels/ CXCs/ CSEC
- 20% (1) had NVQ/ CVQ
- 40% (2)- Certificate



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8. Question 15-Have you worked before

All the respondents have worked before across a variety of areas.

Sales	66.7%
Cleaning	60%
Cooking	33.3%
Wait staff	40%
Other	26.7%

Other jobs include- baby- sitting, bartender, gas station attendant, receptionists, selling food, self-employed.

9. Question 17-How long did you have a traditional job

The modal number of years that participants worked was one year. 67% (4) worked for five years and less.





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10. Question 18- Why did you leave the job

Insufficient pay and pregnancy were the main reasons why respondents left their jobs.

Reason for leaving job	Percentage
Position no longer required	13.3 (2)
Fired	13.3% (2)
Staff and I didn't get along	6.7% (1)
Better opportunity presented itself	26.7% (4)
Had no one to take care of my children	20% (3)
The pay was not enough	46.7% (7)
Medical Issue	0%
Pregnancy	46.7% (7)
Other	33.3 % (5)

Other reasons for leaving include:

- Changed location
- Company closed/changed jobs
- Cooking place closed down/ Cleaning was too stressful
- Family issues
- Take time off

11. Question 19- Is it difficult for you find work outside of sex work

60% experienced difficulty in finding work outside of sex work.



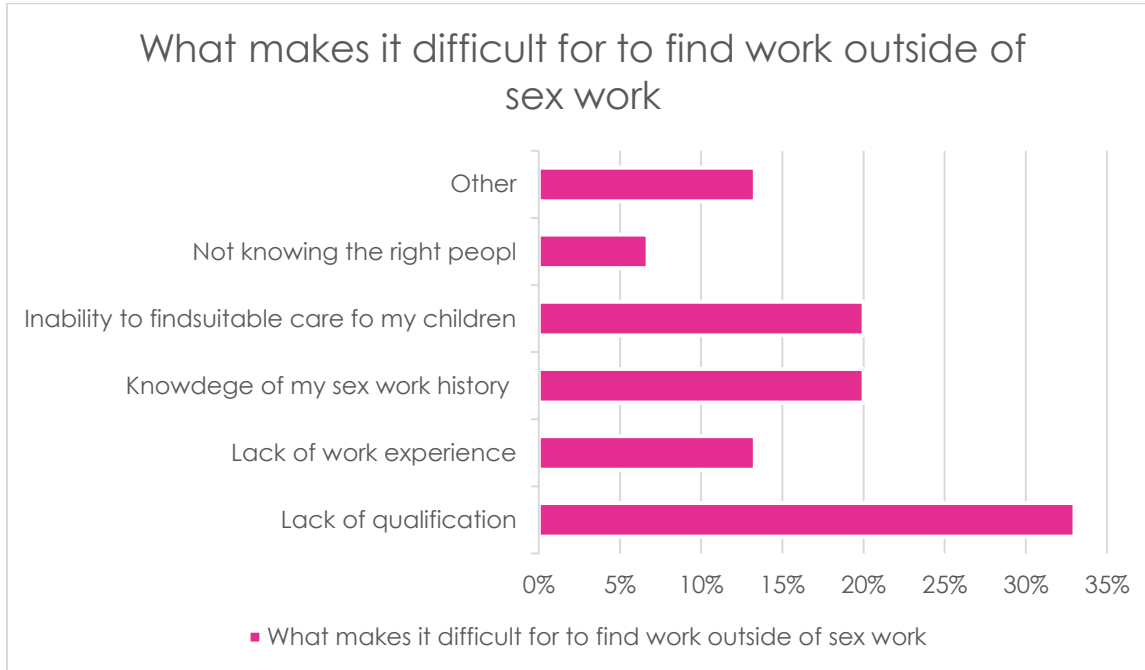
12. Question 20- What stops you from finding work



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Lack of qualifications was the main hindrance for finding work.



13. Question 21- What hinders you from keeping work

Inability to find care for my children	Knowledge of sex work history	Co-workers hitting on me	Other reason
0	14. 3% (2)	6.7% (1)	20% (3)

Other reasons included;

- Don't stand for foolishness
- Jealousy
- Most are temp jobs

15. Question 23- Have you experienced stigma and discrimination at work because you are a sex work.



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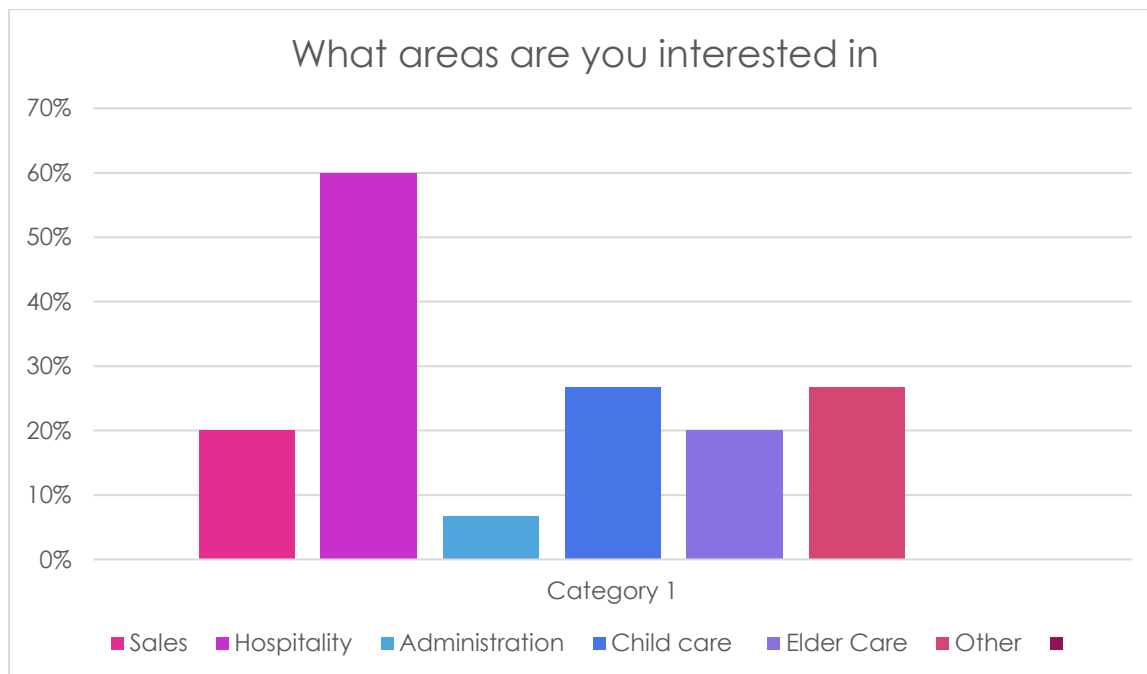
Four people indicated that they experienced stigma and discrimination at work because they were sex workers. Those who experienced stigma and discrimination, experienced it from Managers (1), Staff (2), and customers (2). Type of discrimination experienced in the work place included:

- Sexual harassment- 20% (3)
- Being gossiped about- 26.7% (4)
- Ridicule- 6.7% (1)

16. Question 26- Are you interested in work outside of sex work

93.3% (14) of respondents outlined that they were interested in work outside of sex work.

17. Question 27- What areas are you interested in?



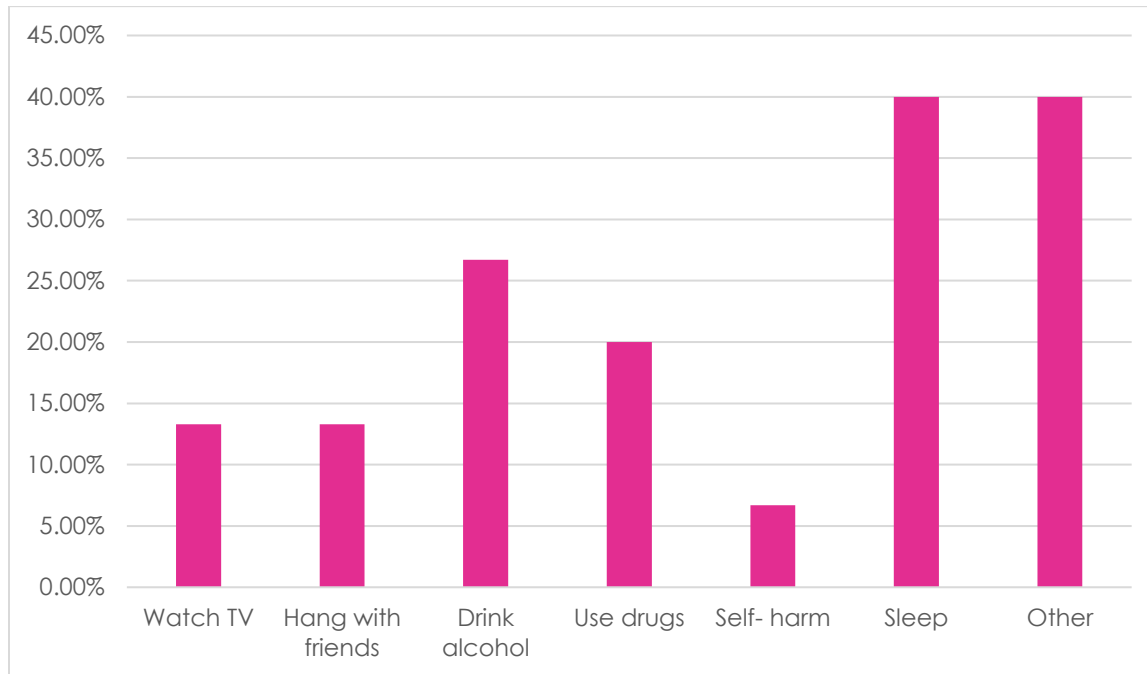
The other area of interest included working in a salon. Another respondent indicated the area of work did not matter to her.

18. Question 28- What coping behaviours do you use when feeling stressed or overwhelmed?



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Sleeping was the most popular coping mechanism used by respondents. With regards to the use of drugs, the type of drugs identified were marijuana, cocaine and cigarettes. With regards to self-harm, cutting was the self-harming behaviour used by the one respondent who identified it as a coping mechanism. Other types of coping mechanisms include:

- Eating
- Hang out by myself
- Play games
- Taking sleep pills
- Walk it off
- Turn on my radio



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19. What type of coping behaviours do you use when you feel stressed or overwhelmed at work.

	Frequency
Valid Cry it over	1
Go in bedroom and sit down/ relax	1
I count in my mind	1
I ignore the person if criticizing . if treats me rudely I ignore too	1
Ignore them	1
Just smile, I've learned everything the hardway	1
Leave	1
N. A. I don't stress	1
Never experience that	1
Nil	1
Nothing	1
Relax, take a break	1
Remain cool	1
talk about it with a co-worker	1
Wait til you finish working	1
Total	15

Respondents had a variety of ways with dealing work-related stress. Responses entered around ignoring the situation or engaging in activities that would help them remain cool. Interestingly none of the responses considered speaking to a manager or supervisor about the situation.



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Relationships

Cross tabulations were completed on the data sets to identify potential trends and differences.

20. Nationality and qualifications

Nationality * Do you have any qualifications? Crosstabulation			
		Do you have any qualifications?	
		No	Yes
Nationality	Barbadian	4	5
	Jamaican	5	0
	Guyanese	1	0
Total		7	5

Among the group interviewed, only Barbadian nationals identified that they had qualifications. More research is required to understand if this is the general rule among FSWs working in Barbados. If it is the case, it represents an opportunity for Jabez House to implement within its program a qualification that is recognized in the home countries of FSWs.

21. Nationality and number of children

Nationality * How many children do you have? Crosstabulation						
		How many children do you have?				Total
		1	2	3	4	
Nationality	Barbadian	1	3	2	3	9
	Jamaican	3	0	0	1	4
	Guyanese	1	0	0	0	1
Total		5	3	2	4	14

Among the group interviewed Barbadians tended towards having more children than women from other countries. This could possibly suggest that the number of children is related to whether the women travel to work. However more data is needed to identify if that is indeed that case.



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22. Nationality and type of job held

Nationality * What type of job did you do? Crosstabulation							
		Type of job held					Total
		Sales	Cleaning	Cooking	Wait staff	Other	
Nationality	Barbadian	5	6	3	5	4	23
	Jamaican	4	2	2	1	0	9
	Guyanese	1	1	0	0	0	2
Total		10	9	5	6	4	34

Cleaning was more popular among Barbadian nationals than those from other locations. However, sales was a popular occupation among women from other locations as well.

23. Nationality and monthly income

Nationality * What is your average monthly income? Crosstabulation				
		What is your average monthly income?		
		Less than \$500	\$501-\$1000	\$1501-\$2000
Nationality	Barbadian	6	2	1
	Jamaican	4	1	0
	Guyanese	0	1	0
Total		10	4	1

Within the group who participated in the survey, nationality did not appear to be an advantage when it came to income generation. This was interesting considering the current dynamics between nationals and non-nationals. The earlier progress report alluded to the fact that there was an influx of non-nationals, based on this, the assumption could be made that the Barbadian market may be more lucrative for non-nationals at this time, however, the results do not suggest this for the group that participated in the survey.



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24. Qualifications and number of years in traditional jobs

Do you have any qualifications? (If no, proceed to Question 15) * How long did you have a traditional job (cumulatively in years)? Crosstabulation				
		How long did you have a traditional job (cumulatively in years)?		Total
		Less than 5	5 or more years	
Do you have any qualifications?	No	6 (66.7%)	3 (33.3%)	9
	Yes	2 (40%)	3 (60%)	5
Total		8	6	14

Among the group, those with qualifications tended towards having spent more time in traditional employment than those without qualifications. This seems to emphasise the need for the FSWs to have qualifications if they want to transition away from sex work.

25. Coping Behaviours and Nationality

	Coping Behaviours							Totals
	Watching TV	Hang with friends	Drink alcohol	Use drugs	Self-harm	Sleep	Other	
Barbadian	1	2	3	3	1	3	4	17
Jamaican			1			3	2	6
Guyanese	1							1
Totals	2	2	4	3	1	6	6	24

Among this group, Barbadian nationals tended towards more destructive coping behaviours (drinking alcohol and using drugs) than other non-nationals. More investigation would have to occur to determine if this can be generalized amongst the population.



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26. Coping Behaviours and relationship status

Marital Status	Coping behaviours							Totals
	Watching TV	Hang with friends	Drink alcohol	Use drugs	Self-harm	Sleep	Other	
Married	1							1
Single		2	4	3	1	4	4	18
Co- habitating (relationship)	1					2	2	5
Totals	2	2	4	3	1	6	6	24

Among this group, those in relationships also appeared to engage in less harmful behaviours than singles. Again more data would need to be collected to understand if this is a generalisable trend among the population. Other types of coping mechanisms included, eating, hanging out “by myself”, playing games and taking sleeping pills.

27. Nationality and work area of interest

Nationality * What area of work are you interested in? Crosstabulation									
		Area of work interest							Total
		Sales	Healthcare	Hospitality	Administration	Child care	Elder care	Other	
Nationality	Barbadian	2	0	8	1	4	3	1	19
	Jamaican	0	0	1	0	0	0	3	4
	Guyanese	1	0	0	0	0	0	0	1
Total		3	0	9	1			4	24

Barbadian nationals gravitated towards hospitality. Two of the three Jamaicans who selected “other”, identified that working in a salon was the area in which they were most interested.



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28. Qualifications and average monthly income

		What is your average monthly income?			
Do you have any qualifications		Less than \$500	\$501- \$1000	\$1501-\$2000	Total
	No	7 (70%)	3 (30%)	0	10
	Yes	3 (60%)	1 (20%)	1 (20%)	5
Total		10	4	1	15

There was no significant difference between income and qualifications. However, it is interesting to note that the one person who identified as making \$1501-\$2000 (the highest amount of money made within the group) had qualifications. Further data is needed to determine if there is a significant relationship between qualifications and the amount of money the FSWs make.

29. The data was examined to find out if nationality impacted monthly income. The data did not reveal major differences among those sampled.

		What is your average monthly income?			
Nationality		Less than \$500	\$501- \$1000	\$1501-\$2000	Total
	Barbadian	6 (67%)	2 (22%)	1 (11%)	9
	Jamaican	4 (80%)	1 (20%)	0	5
	Guyanese	0	1 (100%)	0	1
Total		10	4	1	15

Given the small number of respondents, the data still yielded interested insights for further investigation. Jabez House will continue to collect data for this survey and use the information to improve our services to the women.