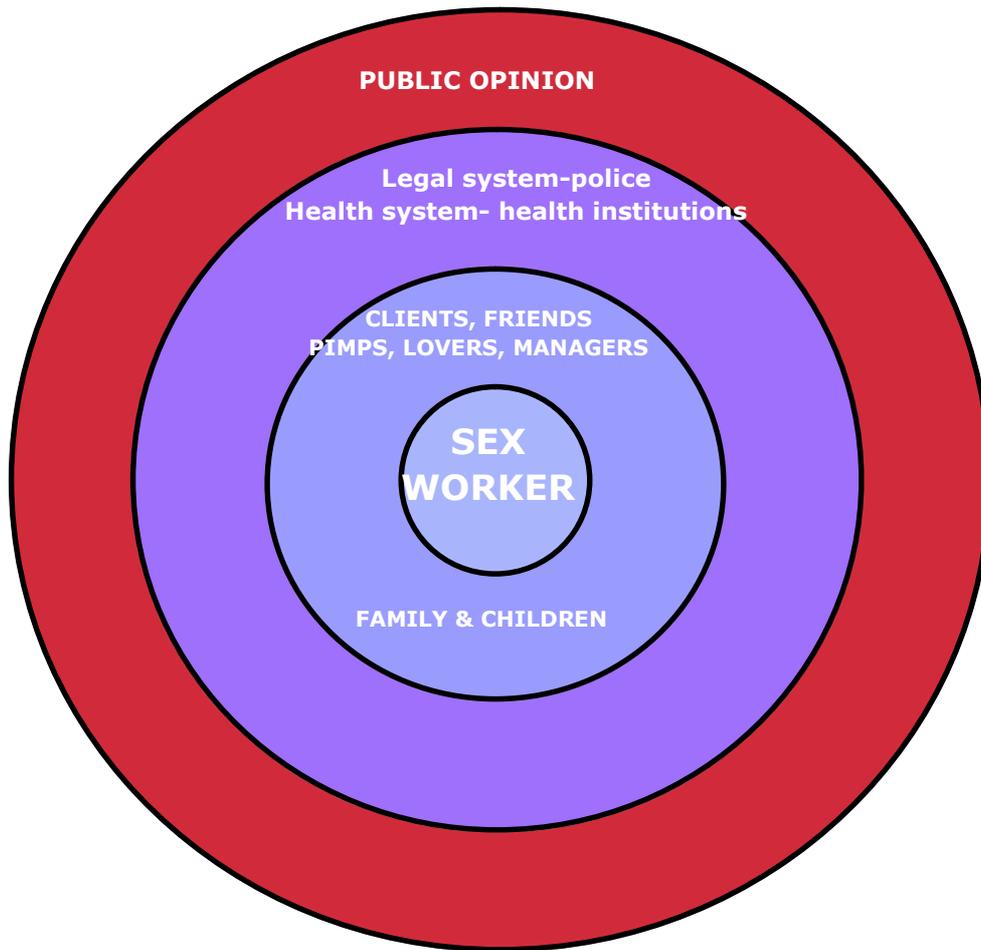


## Determinants of Career Development for sex workers



### Question:

**What are crucial indicators, on different levels, that influence a successful career development process for sex workers?**

**Please explain why and in what way they impact career development opportunities for sex work.**

Of course every sex workers has different strengths and needs, and/or there is a wide variety in contextual situations. This list does not have to be extensive. Please indicate the 3 most important indicators.

The examples used are just to give you an idea. They do not have to be applicable for your programme.

If possible, discuss this sheet with other staff members and sex workers involved in the project.

### Level 1: Sex workers

- *Example: Skills. If a sex worker wants to enlarge their skills (within or outside sex work) he or she needs to learn skills, for example massage or hair dressing skills.*

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**Level 2:** Direct stakeholders like family, pimps, clients, lovers etc

- *Example: Involvement of Pimps. Pimps need to be involved otherwise he/she will not let the sex worker participate to a workshop*
- *Example: Individual Coach. There must be person appointed (health care worker, peer etc) who coaches sex workers how to work on her/his career development on individual level.*
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**Level 3:** Social & economic System like laws & regulations, police, health care systems, education system, economic opportunities

- *Example: Sex worker friendly services. The health care workers involved must provide sex worker friendly service and understands the issues sex workers are dealing with. Lack of basic health care can limit your choices.*
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**Level 4:** Public opinion like culture, norms and values, attitudes etc.

- *Example: Reduce stigma. Due to stigma and discrimination sex workers are vulnerable. It limits possibilities, for example a factory owner does not want to have former sex worker among his staff, because this could damage his image.*
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