

jobcentreplus

# **Adult Entertainment Industry Consultation – responses received supporting the policy**

**DWP** Department for  
Work and Pensions

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## Adult Entertainment Industry Consultation – responses received supporting the policy

<b>Q1 - The Gender Equality Duty came into force in April 2007. Do you consider that this policy and associated processes pays due regard to the duties to promote gender equality; eliminate harassment; eliminate sex discrimination?</b>	
<b>Consultee</b>	<b>Response</b>
Individual 1	I feel strongly that the policy to advertise adult industry vacancies does pay due regard to the Gender Equality Duty and related statutory instruments. Four residents I have worked with considered such vacancies. All were surprised that Job Centre Plus could carry said vacancies, but felt that this added additional safeguards. Each were given a full picture of their right to refuse a vacancy if they felt pressured to perform duties that they were not comfortable with. It would have been helpful if they were told about the rapid reclaim rules and the "good reason" cause to leave a position if unsuitable on moral or legal grounds.
Individual 2	Regarding duties to promote equal opportunities, from the data supplied regarding the 5,514 applicants for adult entertainment jobs in the period cited, there seems to be little imbalance regarding who is applying for the jobs. Clearly, some of the jobs will be gender specific (such as lap dancers), but these will be covered by the relevant laws.

<b>Q2 - The Race Equality Duty came into force in April 2001. Do you consider that this policy and associated processes pays due regard to the duties to promote equality of opportunity; promote good relations between people of different racial groups; eliminate unlawful discrimination?</b>	
<b>Consultee</b>	<b>Response</b>
Individual 1	I cannot personally see how Race Equality could be either promoted or otherwise in such an industry, one of the residents now employed in said industry, is from a BME background. She didn't consider there to be any issues around race equality, but as it cannot be presumed to be representative of all experiences I couldn't make a judgement.
Individual 2	Regarding duties to promote equal opportunities, from the data supplied regarding the 5,514 applicants for adult entertainment jobs in the period cited, there seems to be little imbalance regarding who is applying for the jobs. Clearly, some of the jobs will be gender specific (such as lap dancers), but these will be covered by the relevant laws.

<b>Q3 - The Disability Equality Duty came in to force in December 2006. Do you consider that this policy and associated processes pays due regard to the duties to promote equality of opportunity; promote positive attitudes; promote participation in public life; eliminate unlawful discrimination; eliminate disability related harassment; take steps to meet disabled peoples' needs?</b>	
<b>Consultee</b>	<b>Response</b>
Individual 1	As the vacancies that were filled by residents I worked with, were in the retail and manufacturing sectors, I consider that existing provision of Disability Discrimination Legislation should be enough to ensure that best practice is promoted. Since disabled persons have just as broad opinions to the moral aspect of this industry as anyone else, I would assume similar issues apply.
Individual 2	Regarding duties to promote equal opportunities, from the data supplied regarding the 5,514 applicants for adult entertainment jobs in the period cited, there seems to be little imbalance regarding who is applying for the jobs. Clearly, some of the jobs will be gender specific (such as lap dancers), but these will be covered by the relevant laws.

<b>Q4 - To what extent do you think that this policy and associated process reflects consideration of good practice in terms of equality for other diversity strands such as Age; Religion or belief; Sexual orientation?</b>	
<b>Consultee</b>	<b>Response</b>
Individual 1	In consideration of other strands of diversity, my personal thoughts are that as there is no pressure to accept such positions, and that a person making an application must be over 18, it is a positive safeguard that the Job Centre Plus monitors the positions and vets them.
Individual 2	Regarding duties to promote equal opportunities, from the data supplied regarding the 5,514 applicants for adult entertainment jobs in the period cited, there seems to be little imbalance regarding who is applying for the jobs. Clearly, some of the jobs will be gender specific (such as lap dancers), but these will be covered by the relevant laws.
Individual 3	<p>Religion or Belief - It is up to any individual as to whether he/she wants to be employed in the legal adult entertainment industry regardless of religion or belief. However, again the statistical data recorded by Jobcentre Plus is incomplete.</p> <p>Sexual Orientation - It is up to any individual as to whether he/she wants to be employed in the legal adult entertainment industry regardless of sexual orientation. Once again the statistical data recorded by Jobcentre Plus is incomplete.</p>

<b>Q5 - Can more be done by Jobcentre Plus to strengthen the safeguards in place for the safety of jobseekers and if so, please provide details?</b>	
<b>Consultee</b>	<b>Response</b>
Individual 1	In answering this question, I think the onus must be on the job seeker to communicate concerns to the Job Centre Staff. Good communication from the outset is vital in ensuring that only genuine and lawful employers may use the services of the Job Centre Plus.
Individual 2	The current process of advertising jobs, as stated in the document, demonstrates that great care is taken by Jobcentre Plus to ensure that the jobs are legitimate and legal. There appears to be appropriate safeguards in place to protect jobseekers. Jobseekers who inquire about these vacancies will be able to make their own decisions about the types of work (as would people inquiring about other industries which have sensitiveness such as working in an abattoir or butchers). The procedure of NOT offering these jobs unless people inquire seems a sensible policy which prevents both staff and jobseekers being offended. The policy as it stands seems adequate as demonstrated in the extremely low levels of complaints from jobseekers.

<b>Q6 - Do the safeguards go too far and ignore the needs of the employer in favour of the safety of jobseekers. If yes, please explain why?</b>	
<b>Consultee</b>	<b>Response</b>
Individual 1	I consider the safeguards in existence to be valid and responsible. It must be remembered that employers in the adult industry can use classified adverts in local newspapers and adult magazines to promote vacancies, so they aren't limited to Job Centre Plus. The safeguards promote good practice.
Individual 2	The policy relating to employers appears to be fair and given the number of applicants for the 351 vacancies, employers are receiving the levels of interest in the jobs in order for them to be filled. Equally, the safeguards which are in place to protect the jobseekers reduces (dramatically) the mismatch of jobseekers going for jobs without fully knowing the extent and nature of the job.



<b>Q7 - Please provide any other comments you have on the Jobcentre Plus policy of accepting vacancies from within the adult entertainment industry.</b>	
<b>Consultee</b>	<b>Response</b>
Individual 1	I consider the policy to be responsible and balanced. In a democracy, it should be considered the right of a claimant to consider or refuse a vacancy that could be deemed morally offensive.
Individual 2	<p>General comments about the advertisement of adult entertainment vacancies at Jobcentre Plus:</p> <ul style="list-style-type: none"> <li>• The adult entertainment industry is becoming a key employer across the globe. The jobs ranging in this industry are very similar to other types of work in the service industry but are part of a different industry. Jobs that use body work re becoming mainstream options for a group of people who make decisions about how to earn money. The decision to apply for a job should rest with the jobseeker.</li> <li>• It is the aims and duty of Jobcentre Plus to promote work and job vacancies for those who are inactive. Not advertising these jobs would be doing a disservice to those jobseekers who would legitimately consider this type of work.</li> <li>• Jobcentre Plus should not have a moral standpoint which informs whether jobs are advertised. If so, then there are many other industries which could be challenged as being immoral, illegitimate, or inappropriate work. Making decisions to advertise vacancies based on moral decisions would not fulfil the basic aims of promoting legal work.</li> <li>• Promoting these jobs through an official agency which has clear checks and safeguards in place, sends clear messages to the adult entertainment industry that work and employment is being scrutinised and regulated in this way. Not doing this would mean that these jobs are filled through informal routes of employment, therefore increasing the risk of jobseekers being treated unfairly.</li> <li>• Promoting these jobs through an official agency means that there is some official monitoring and statistics of the types of jobs in the adult entertainment industry which are available.</li> <li>• Page 17 of the document states that there were 16 complaints from pressure groups (several from the same group). It must be noted that the adult entertainment industry in this country does not have a strong or effective voice, and that given the government has increased criminal laws on direct sex work activities in current years, there is little incentive for these organisations to voice their support of using Jobcentre Plus. There are very few complaints from jobseekers or staff and</li> </ul>

	<p>these are the main parties of concern in this process.</p>
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- Jobs in this industry are set to only increase and therefore so are the people that consider this appropriate work. Developing effective policies for employers and jobseekers which are within the law and promote work is the most appropriate action.