



Sex Workers' Union
World's Oldest Profession, Australia's Youngest Union.
Award Modernisation Survey

Please complete and send back to:
survey@sexworkersunion.org
PO Box 261, Darlinghurst NSW 1300
Alternatively complete online at:
www.sexworkersunion.org

Feel free to add more paper if there is not enough room to write, and please consider JOINING the Sex Workers Union and help to establish and improve enforceable working conditions for sex workers!! We are still collecting information throughout this process, which will take about 6 months, so if you don't meet the deadline, please still send it back.

DUE BACK BY 23rd February 2009

Please complete the survey below and describe as accurately as you can what your working conditions are or have been. If you represent an organisation, please treat each question as if the "you" means "sex workers in your area".

Demographics

Who are you and who do you represent? (Tick one)

- Individual sex worker representing self
 - Sex worker project/organisation representing _____ # of sex workers in _____ location
 - Other - Please describe
-
-

Classification and Minimum Wage Rates

How is your job classified or described?

(Tick one scenario, and fill out another survey if you work for more than 1 place)

- Sub-contractor at a brothel/escort agency/dungeon/phone sex office/strip club
 - Employee at a brothel/escort agency/dungeon/phone sex office/strip club
 - Private sex worker/dominatrix/phone sex/stripper
 - Not Sure - Please describe
-
-

If you work in a workplace or split the amount the client pays with management, how is the money divided? (Tick one)

- 50/50 split (e.g. from a \$100 job you receive \$50)
 - 60/40 split (e.g. from a \$100 job you receive \$60)
 - Other
- Please Describe
-
-

Is the split different for day shift compared to night shift? (Tick one)

- No
 - Yes - Please describe
-
-

Does the management ask you to pay for anything while you are at work? (Tick one or more as appropriate)

- Condoms and Lube
 - Shift fees
 - Money to rent clothes etc
 - Fines if I am wearing the wrong clothes or wrong nail polish
 - Fines if I'm late or miss a shift
 - Other- Please describe
-
-

Are there any deductions taken from your percentage of the split before you receive your share? (Tick one)

- No
 - Yes - Please describe
-
-

Do you receive any other benefits, financial or otherwise in the workplace (Tick one or more as appropriate)

- Extra for escorts
 - Free condoms/lube
 - Free food and drink while on shift
 - Dress ups and toys that I can borrow for free
 - Keep all extras and tips from clients
 - Other - Please Describe
-
-

Describe how “extras” are managed in your workplace.

Who does the cleaning in your workplace? (Tick one)

- Me
 - Cleaner
 - Reception Staff
 - Other – Please describe
-
-

How does cash change hands in your workplace? (Tick one)

- The client gives it to the receptionist, they give the client the correct change, and the client gives it to me
- The client gives it to me, it doesn't get given to the receptionist at any time
- The management/receptionist gives it to me

If the management or receptionist receives the payment (including your percentage) from the client, when are you paid? (Tick one)

- At the beginning of each job
- After each job
- At the end of the shift
- At the end of the week

If the client uses ATM or credit card facilities are you paid differently? (Tick one)

- No
 - Yes – Please describe
-
-

Hours of Work

How long is a standard shift at your work? (Tick one)

- | | |
|--|---------------------------------------|
| <input type="checkbox"/> We don't have standard shifts | <input type="checkbox"/> 10 hours |
| <input type="checkbox"/> 6 hours | <input type="checkbox"/> 12 hours |
| <input type="checkbox"/> 7 hours | <input type="checkbox"/> Longer |
| <input type="checkbox"/> 8 hours | <input type="checkbox"/> Split Shifts |
| <input type="checkbox"/> 9 hours | |

How are your shifts organised/arranged? (Tick one which best describes your situation)

- I arrive when I want to and leave when I want to – they never know when I am coming in.
- I tell them when I am working, I always get the shifts I want.
- I am told which shifts I am working
- I request shifts and they tell me which ones I have
- I stay there and am available 24 hours when I am there

Are you able to change your shifts if you need to? (Tick one)

- Yes
- No

Are there any conditions on your shifts / shift changes? (Tick one)

- No
 - Yes – Please describe
-
-

How long in advance are the rosters done? (Tick one)

- Not at all
 - One week
 - Two weeks
 - Other – Please describe
-
-

How much do you influence when you work? (Tick one)

- I get to decide when I work
 - My boss decides when I work
 - Its a compromise
 - Other – Please describe
-
-

How many breaks do you have? (Tick one)

- None, I'm available all the time
- One break per shift
- More than one break per shift

Who is in control of the breaks? (Tick one)

- I have a break whenever I want
- I can only have breaks at certain times

Are you provided with any meals/drinks with your break or shift? (Tick one)

- Yes
- No
- Only on day shift
- Only on night shift

We want your comments!

Do you have, or have you experienced, any other conditions of employment in the sex industry as a sex worker and/or striptease artist that you would like to see included in a Sex Industry Award?

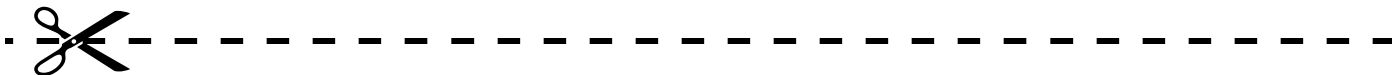
Do you want to add anything else?

Thank you for completing this survey.

For more information, please contact:

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Assistant General Secretary
0433 192 800

Melanie Robinson
Media Spokesperson
melanierobinson@sexworkersunion.org
Ph: 0423 146 046



If you are interested in joining the Sex Workers' Union, please provide details as below, your details will not be used in conjunction with your survey responses.

Preferred Name: _____
Phone Number: _____
Email address: _____

SWU Consultation for Award Modernisation

The Federal Government is creating industrial Awards that will be the minimum conditions for all employees in Australia. These Modern Awards are being created along each "Industry" such as Mining, Education, Retail and Racing Industry.

The Sex Industry has only one industrial Award, covering only part of the Industry, called the Striptease Industry Conditions Award. The award applies to striptease artists, strippers, pole dancers etc. The Federal Government has instructed that all employees should be covered by an industry based Modern Award with conditions no less than what they currently enjoy, at no extra cost to employers.

This means that sex workers across Australia can help ensure that our current employment conditions are documented and can be legally enforced. It will also provide a benchmark which employers will be measured against to ensure what they offer is better, and no worse than those outlined in the Award.

In order to gain a greater understanding of working conditions for sex workers in different areas we are collecting input from sex workers.

Award Modernisation FAQ

What is an Award?

An Award (also called Industrial Award, or Safety Net Award or Modern Award), is a legal document that sets out the conditions of employment, minimum pay, allowances and employer/employee rights and responsibilities. Over the last 100 years, these have taken many different forms and meanings; the most recent being that the Awards are a Safety Net Award with employers and unions expected to negotiate local agreements above the award conditions.

What is Award Modernisation?

Julia Gillard, the federal Minister for Industrial Relations, gave instructions to the Australian Industrial Relations Commission (AIRC) to "Modernise" all industrial Awards. She explained that "Modernise" means to create a new set of awards to replace all other federal awards. There will be a lot less Modern Awards and they must cover all employees other than senior management.

How will a Sex Industry Award affect me?

A sex industry award will lay out and document what our basic, currently employment conditions are. It will be used to check local enterprise agreements against, and also used to check contracts against, to make sure they aren't unfair contracts. It will set out the **minimum conditions of employment** only. It doesn't set the price of sex industry jobs just the minimum percentage or cut for each job.

Will it apply to all sex workers and strippers?

We don't know yet. It might apply to sub-contractors, it might not, at this stage this isn't clear. What we do know is that all brothels, agencies and venues that are run by a registered company (trading corporation), will all be covered by the award. If you work for a business that is run by a sole operator or partnership, then the award may not yet apply but may do so after few years of the award being set up. It is the federal governments intention for all non-public sector workers to fall under the federal system, but this hasn't happened just now.

Thank you for filling out this survey.
Please consider joining the Sex Workers' Union at
www.sexworkersunion.org