Draft Resolution

Strong Actors for a Sustainable and Inclusive Industry

The community of media, entertainment and arts unions in Europe seeks to strengthen union to union cooperation and the working together of all affiliates to reinforce workers’ rights and social justice. Our engagement aims at growing the mutual strength of unions across Europe to foster social dialogue in multinational companies and at sector level, to defend the dignity of all workers at the workplace, and to campaign for quality jobs, fair remuneration & contracts. We want to shape the transformation of the European digital economy by defending and nourishing freedom and diversity of expression and inclusiveness in our sector. Going forward UNI Europa - Media, Entertainments & Arts will focus its work on five strategic priorities. We engage to:

Priority #1 - Grow union power
We will implement a capacity building project on organising freelance workers and develop activities in support of national organising drives in multinational companies in broadcasting, film & TV production and live performance in the framework of the UNI Organising Fund. Together with our sister organisations, FIA, FIM and IFJ, we will pursue strategic litigation and step up our campaign on freedom of association aiming for regulatory change at national and EU level to secure representation and collective bargaining rights for all workers regardless of their employment status. Within the framework of the European Arts and Entertainment Alliance (EAEA) with FIA and FIM and UNI Europa’s policy on self-employment, we will contribute to shaping actively the ETUC’s campaign on protection and social rights of self-employed and atypical workers.

Priority #2 - Defend dignity@work
We will implement a campaign “dignity@work” with a focus on three priority objectives:

Equality and diversity: We will carry out a two-year project on the implementation of the Framework for Action on Gender Equality in the Audiovisual Sector and develop a work stream on diversity within the review of the framework. We will seek to initiate cooperation with European associations in the live performance sector on gender equality within the EU Social Dialogue process and with the independent theatre sector. The European region will contribute to the activities of the Global Women Working Group, notably on the implementation of the 40for40 objective at UNI, its promotion among affiliates and on the mentoring programme for women in trade unions.

Health and safety at work: We will further develop our cooperation with European employers’ associations and the European Agency for Safety and Health at Work. In addition to further promoting health and safety tools in live performance, namely the OIRA tool, we seek to develop a joint project in the area of film & TV production in partnership with employers.

Decent working conditions: We will campaign for and to engage employers in a dialogue on decent working conditions and minimum standards, in particular in co-productions and publicly funded film, TV and live entertainment productions. Following the project on working conditions in entertainment productions and its presentation to the European social partners in 2016, we will continue the dialogue with the European employers’ associations and seek to enter into a formal dialogue on minimum standards.
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Priority #3 - Foster social dialogue
We will set-up and develop trade union alliances in major multinational companies to support and strengthen the trade union work in EWCs and to work towards global framework agreements. Following-up on the project work on Mediaset, Prisa, RTL, Sky and Vivendi in 2015 and 2016, we will continue to grow union to union cooperation and the development of common policies in multinationals. Taking into account the growth of outsourcing and freelance employment across the media and entertainment industries, we will develop, through working groups, sector trade union alliances targeting the broadcasting, film & TV production and live performance sectors.

In both EU Social Dialogue Committees, we want to step up the nature, ambition and commitment of the dialogue process. Building on the constructive and trusting working relationships with our social partners in the audiovisual and live performance sectors, we will seek to transform the work of the Committees with the aim to negotiate binding minimum standards on issues of common interest such as equality, diversity and health & safety. At the same time, we will pursue project work and cooperation on skills development, undertake joint research and projects on new forms of employment and promote a strong intellectual property rights regime within the EU Digital Single Market.

Priority #4 - Sustain quality jobs and fair contracts & remuneration
We will campaign for a sustainable and fair future world of work with, quality jobs, fair contracts and remuneration and access to skills development. We will develop the skills project “Creative Skills Europe” into a permanent European platform, which allows stakeholders to research the impact on skills development of new business models and work organisation, to assess the evolution of the digital environment and the resulting needs for diversification of training schemes and tools and to discuss solutions of collective bargaining and social dialogue for skills and career development for all types of workers.

We will carry out a project on collective bargaining for creators in cooperation with the European associations of film directors, FERA and scriptwriters, FSE to shape the implementation of EU regulation on fair remuneration. We will give priority to our regulatory work on the EU copyright reform to strengthen the rights of our members, to increase their employment opportunities and to shape their working environments.

Priority #5 - Nourish freedom, diversity and inclusiveness
We will campaign for the respect of freedom of expression and the protection of media workers and unions that are denied this fundamental freedom. Our solidarity work in support of affiliates and colleagues will be given priority and we will contribute to the work of the European platforms for media pluralism. We will defend the independence and sustainable development of public broadcasting across EU Member States as pillar of media pluralism and an inclusive media democracy. We will carry out a project and will organise a global conference on the future of public service media and media pluralism in the digital economy.

We will work towards mainstreaming cultural diversity in all EU policies, in particular in the fields of trade, industry, intellectual property and competition policy. Our priority will be to defend the scope and level of public policies and funding of national and European cultural expressions, funding of film & TV production as well as of cultural institutions and productions during the future reviews of EU regulations on state aid.