

WORK-LIFE BALANCE

IN THE AUDIOVISUAL AND LIVE PERFORMANCE SECTORS

Preamble:

In all European countries the ongoing debate about work-life balance has become an issue of national legislation, as well as being part of collective bargaining and agreements in workplaces. The present European Recommendation strongly affirms the view that conciliation of work and private life is mutually rewarding for both workers and employers and will benefit the audiovisual and live performance sectors as a whole. It seeks to highlight ways in which this important goal may be meaningfully addressed in those sectors and to affirm a commitment to pursuing them.

Considering that:

- For workers, work should include: security, choice, a chosen flexibility and control over working hours, control over the pace and time of work, and control over the working environment, fair balance between resting and working time, a say on the critical decisions that affect their futures and the right balance between effort and reward;
- Employers need work to be productive and efficient, to involve and engage workers, and to encourage their contribution to organisational success;



- Work is fast changing, both the structure of the labour market and the types of work. The development of new forms of employment characterised by more flexible contractual engagements, less regular working time and increasing home-working means new challenges in terms of work-life balance, and indeed in ensuring decent working conditions generally.
- The overall digitalisation, especially in the audiovisual sector, together with increasing work intensification, loss of time sovereignty, new forms of precarious employments, outsourcing, increasing cost pressure, staff reduction and indirect discrimination against those with caring responsibilities, has had a significant impact on the level of stress of workers and associated health problems.

- The gender balance in the labour market has shifted considerably during the last 20 years in Europe with ever-greater participation of women.
- Employers and workers have to face the urgent challenge of finding suitable solutions for the requirements resulting from the changes

To support work life balance, trade union organisations of the live performance and audiovisual sectors therefore resolve to work, where possible in cooperation with the sectoral employers, to:

- Develop collective agreements (or other forms of joint commitment with the employers) that include provisions supporting work life balance such as chosen flexible working hours for parents, single parents, for workers with dependents in need of care;
- Develop and publicise practical tools to improve work life balance and to counter certain working time cultures (such as long hours cultures, cultures of 'presenteeism') and offer training and workshopping to encourage take-up;

- Build on good practices: Daddy's Index, family friendly label, free lancers collective agreement, parental guides;
- Mainstream gender equality in all their activities and structures, including in their internal decision making bodies and procedures, and to develop non-discrimination policies, setting accurate targets to achieve this;
- Increase the number of women in executive positions in the Trade Unions as well as in all companies active in the audiovisual and live performance sectors;
- Aim for gender balance in all executive structures and in all decision making processes e.g. collective bargaining committees;
- Provide all workers with clear information on their rights;
- Advocate for adequate legislation to uphold work life balance, taking account also of policy frameworks on health and safety regulations as well as working time;
- Reach out to self-employed and freelance workers to respond to their greater precarity, offering specific training and lobbying for better representation to enhance their social protection and working conditions and for their inclusion in collective agreements.

Employers are more particularly invited to:

- Develop standard procedures for requesting chosen flexible working hours;
- Fight culture of "presenteeism" by launching or joining campaigns on going home on time;
- Promote positive attitude towards fathers taking parental leave (awards, label, daddy's index);
- Remove indirect forms of discrimination such as too early or too late meeting times;
- Develop child care facilities including on-site child facilities or joint arrangements with nearby facilities and at-home childcare for workers with non-standard working hours;
- Include measures on elderly care, such as days of leave;
- Engage in partnerships with public authorities for innovative solutions such as booking of crèches, time policies, etc;
- Organize information campaigns about leave possibilities for both women and men and encouraging parents to share leave periods more equally in accordance with legal framework.