
EURO-MEI General Assembly 2022 - Resolutions

1. EURO-MEI Strategic Priorities
2. EU Social Dialogue

Resolution # 1 – EURO-MEI Strategic Priorities

Engage people, empower union action

Capacity building

- To contribute to improving the collective capacity of member unions in digital organising and new organising tools
- To implement regional initiatives and EU projects that enable peer-to-peer capacity building in areas of priorities

Organising

- To promote organising models and strategies that are inclusive and aim at giving vulnerable workers a strong voice and representation
- To support organising projects that focus on building capacity of union activists and leaders, invest in sustained base building, and reach out to new areas of work such as digital shops
- To support unions in planning and implementing organising campaigns of freelance and self-employed workers in close cooperation with sister unions

Collective bargaining

- To support member unions in defending, building, and extending sector-wide collective bargaining and strengthen unions fighting for more democratic, just, and equal industrial relations
- To provide a regional platform for union-to-union cooperation on collective bargaining, facilitate a systematic exchange among member unions on collective bargaining policies, and support coordination among members who face a common employer
- To promote strategies to engage men and women equally in collective bargaining

EU social dialogue and industrial relations

- To engage European employers' associations to address conditions and standards across national borders and to strengthen and extend collective bargaining
- To engage EU and national public authorities in a dialogue about mechanism that ensure that publicly funded media and entertainment productions respect workers and trade union rights, and that conditions are based on collective bargaining agreements and policies promote equal, safe, fair, and sustainable workplaces
- In the audiovisual sector, to implement and extend the scope of the existing framework of actions on gender equality and to negotiate new ones on Diversity and on Skills, this latest one also involving the live performance social partners; to continue the implementation of joint projects on environmental sustainability and health and safety, and to maintain the ongoing monitoring and regular exchange with EU institutions on all topics of importance for the sector such as digitalisation or anti-piracy
- In the live performance sector, to build on previous joint work with the employers on capacity building, risk assessment, and gender equality, to strengthen the capacities of both employers and workers and to promote a safe and just live performance industry

Gender Equality

- To encourage and facilitate peer-to-peer exchanges between affiliates at regional level for an equal representation and the empowerment of women within unions and in the workplace
- To implement, in partnership with the European Women's Audiovisual Network, a project aimed at building capacities within unions to combat discrimination against women, correct the gender pay gap, promote the reconciliation of private and professional lives, and contribute to a fairer distribution of care duties between women and men
- To advocate alongside affiliates for the conditionality of public funding and for a stronger and more transparent commitment of commercial industry stakeholders to gender equality incl. a zero-tolerance policy towards gender-based violence
- To continue promoting the implementation of the 2011 Framework of Actions on Gender Equality in the Audiovisual sector and to keep employers engaged in the monitoring of its implementation and in new actions.
- To build on the mapping of the gender equality situation in the live performance sector that has been implemented jointly with the employers and to engage the employers in further joint action to promote gender equality in the sector.

Diversity and non-discrimination

- To encourage and facilitate peer-to-peer exchanges between affiliates at regional level for the fight against discrimination and the promotion of diversity within unions and in the workplace
- To engage employers and relevant sector stakeholders, such as funding bodies and regulatory authorities, in a structured dialogue and initiate joint actions aimed at addressing the structural discriminations at play in the industry, and at proactively diversifying the profiles on and behind screens and stages
- To negotiate with the other social partners in the European audiovisual sector a Framework of Actions on Diversity.

Youth

- To promote the participation in union organising, actions and decision making of young workers
- To promote and facilitate the participation of affiliates in the work and committees of UNI Youth
- To encourage and enable the participation of young worker representatives in the regional work and decision making.

Prevention of violence & harassment

- To promote the ratification and implementation of the 2019 ILO Violence and Harassment Convention, and to support affiliates in their actions towards employers and policymakers aimed at giving life to the Convention.
- To contribute to the unveiling of the reality of violence & harassment in industry workplaces, and to promote unions' actions and campaigns to better protect and

support victims, ensure due process when cases are raised, and make employers' more proactive and accountable.

- To negotiate a new chapter on the prevention of violence and harassment to the existing European Framework of Actions on Gender Equality adopted by unions and employers' associations in the audiovisual sector in 2011.

Improve quality of work, enhance work-life balance

Skills and careers

- To contribute to sector-level policy discussions on the transformations of the industry and on the skills developments needed to accompany those transformations
- To raise the voice of unions in favour of industry-wide measures that provide equal access to training aiming at securing sustainable careers and transition opportunities
- To advocate through collective bargaining and other relevant social dialogue tools for an enhanced access to training for all workers, non withstanding the employment status, with a special focus on freelancers and self-employed.
- To contribute to skills needs assessments in the digital environment and to the development of digital skills solutions that improve the capacity to anticipate change and to mitigate the impact on social and economic rights
- To pursue with public employers and sister trade union federations the Creative Skills Europe project, also called the European Platform for Employment and Training in the Audiovisual and Live Performance sectors and to negotiate, in this context, a European Framework of Actions on Skills.

Health and safety

- To promote the knowledge and use of the EU Online Risk Assessment tools for both audiovisual and live performance productions and venues and to strengthen the cooperation with the European social partners and the EU Agency for Health and Safety at Work
- To raise awareness on the importance of work-life balance to the health and well-being of workers, impacting both physical and mental health
- To implement initiatives and projects that aim at developing the capacity of unions and to strengthen cooperation with industry

Working conditions and hours

- To contribute to the global campaign to strengthen the cooperation among unions, to build capacity and to take joint action, putting an end to the global long hours culture in the entertainment industry
- To engage European employers' associations in a dialogue over a way forward to make productions, fair, equal, safe, and sustainable

Freedom from fear in the creative industries

- To support member unions in need to leverage their advocacy and to amplify their efforts to defend members who are harassed, attacked or discriminated against and to facilitate union-to-union cooperation regarding the defence of and advocacy for the rights of all groups of workers who face barriers to the exercise of their right of freedom of expression
- To support initiatives that aim at defending the freedoms of women, LGBTQ+ persons and ethnic minorities by providing a global platform for joint union action to strengthen the voice of these groups in the unions and at the workplace
- To build our collective capacity to protect members from digital surveillance and to step up our cooperation with sister organisations and civil society organisations
- To engage the EU institutions, national governments and authorities to address illegitimate restrictions of the freedom of association and the freedom of expression

Independence of the media

- To assist member unions in need of support to defend the independence of the media and the workers being attacked for standing-up for media freedoms
- To support legislative initiatives that seek to strengthen media freedoms and the independence of the media offline and online and support awareness raising initiatives
- We advocate for the development of strong, independent and sustainable public broadcasting as part of pluralistic media sector

Freelance workers

- To stand up for the rights to freedom of association and collective bargaining of freelance and self-employed workers
- To support unions in their efforts at to ensure fundamental rights for freelance and self-employed workers in national legislation
- To take action regarding the implementation of the ILO conventions on freedom of association and the right to collective bargaining to all workers regardless of their employment status across Europe
- To initiate and implement a project to address the changes in EU competition law with regards to self-employed workers

Fair contracts

- To campaign for a sustainable and inclusive future world of work with quality jobs, fair contracts and remuneration
- To foster the implementation of international and regional legislation on fair remuneration into national law and to support unions in their efforts to engage collective bargaining and the exchange of information among member unions
- To strengthen to cooperation with sister organisations in promoting fair contractual arrangements and remuneration for authors and performers.
- To engage employers to address fair remuneration of authors and other holders of intellectual property rights and to promote good practice in collective bargaining

Take action for a sustainable and a just transformation of our industry

Green production

- To implement the joint project on environmental sustainability in film and TV productions with European employers' associations and sister trade union federations, and to engage in peer-to-peer exchanges of information and experiences on the topic with affiliates, employers, public funding bodies and policymakers, aimed at transforming processes for more sustainable productions and for the development of relevant green skills and tools in and for the industry workforce
- To provide an exchange of information and good practice among unions on collective bargaining solutions for developing green production policies and for investing in green jobs, skills and training

Culture as a driver and enabler of sustainable development

- To contribute to the just transformation of our industry by advocating for holistic industry policies that integrate the environmental, economic, social and cultural dimensions of sustainable development
- To advocate for national and regional policies and measures that foster sustainable rebuilding post Covid-19 and growth of the cultural and creative industries and to raise awareness of the enabling nature of our industry for sustainable development
- To advocate for investment in public funding for the arts and culture at EU level and combat restrictive state aid policies that hamper the sustainable development of the sector.

Just transformation post Covid-19

- To promote safe and healthy work practices for a sustainable industry and for sustainable careers
- To support the transition to new ways of working and to new business models and to organise peer-to-peer capacity building in negotiating fair, safe and sustainable working conditions and hours and setting a just framework for mobile and home office work
- To support (re-)negotiation of collective agreements and to amplify the campaigns of unions aiming at ensuring fair conditions and distribution of revenue from all production modes

Resolution # 2 – EU Social Dialogue

Social dialogue is a key element in improving working conditions and in ensuring the sustainability of our sector. The EU social dialogue has been a means to complement and promote national social dialogue processes and to address the transnational dimensions impacting working conditions and to deal with EU sector related regulation. Together with our sister organisations, FIA, FIM and EFJ, we have been engaging employers on a wide range of issues in both sector social dialogue committees, in the audiovisual and live performance sector. The participation of affiliates has been strong and decisive for obtaining employers' commitment for joint actions and making their implementation meaningful and successful. We are committed to further strengthen the EU social dialogue committees, to engage employers in action orientated processes and to invest in concrete projects in both committees that respond to the needs of affiliates and their members.

The European Commission has recently launched a review of the sectoral social dialogue at European level. This process will review the work and the contributions of the different sectoral social dialogue committees, aim to strengthen the outcomes of the committees' work and their impact, and work towards modernizing the structure of European social dialogue. We believe the European Commission should make the consultation process of the sectoral social dialogue committees more systematic and formal to ensure that the sector concerned is consulted in an adequate and a timely manner. In our view, this could be achieved with structured and continuous communication between the social partners and the European Commission. The outcomes of social dialogue, be it the adoption of joint positions or the sharing of good practice to mention a few, are valuable and relevant to both employers and unions. We believe that further focus should be put on reaching binding outcomes that ensure a commitment to follow-up and lead to changes.

Looking at the live performance sector, the global health crisis brought the sector to a full stop in 2020. Recovery of the sector has been slow and lacking adequate support from the governments, and the industry is still not able to function at full level, due to the on-going health concerns and the following restrictions to live performances. This has had a profound impact on the industry and the workers, and also highlighted challenges that have existed in the sector previously but have now been brought to the forefront, such as the precarity of employment and work-life balance. Many workers have left the sector during the pandemic for more stable and more sustainable employment elsewhere.

Looking at cross-border work in the sector, Brexit has had an impact on the mobility of workers between the UK and the EU, by introducing a need for work permits and even visas in some cases. In particular this is a challenge for UK workers, who will now need to acquire work permits individually to each EU country where they wish to do work. This has a significant impact on touring productions and cross-border collaborations.

Through project work, specific focus has been put on mapping the situation of social dialogue in the commercial live performance sector and on gender equality in the sector across Europe. Future priorities will build on this past joint work with the employers, to ensure a healthy, safe, and equal live performance industry. Looking at the impact of the global health crisis on the industry, it is crucial to work together for the recovery and the sustainability of the sector through the pandemic and post-pandemic.

We will aim:

- To engage the employers in a review of the Oira risk assessment tools that have been developed for the sector, to ensure that the tools respond to the current needs of the user

and stay updated and relevant and to develop joint actions on the promotion of good practice regarding health and safety

- To engage the employers in a more in-depth discussion on gender equality in the live performance sector, to address the issues that have been identified during the mapping exercise
- To promote social dialogue at national level and to strengthen the capacities of national social partners by developing further joint capacity building activities with the employers, through joint projects
- To engage the employers in a more focused and targeted dialogue about the COVID-19 pandemic and its impacts to the sector, to share best practice and information on the responses to the crisis from across Europe and to promote the recovery of the sector.
- To engage the employers in dialogue regarding emerging trends in the sector, including digital production and green production
- To negotiate a Framework of Actions on Skills in the Audiovisual and Live Performance sector that addresses the training needs of theatre technicians and to develop joint action to promote best practice

In the audiovisual sector, the social partners reacted promptly to the Covid-19 crisis with the adoption of a first common statement as early as April 2020. In this statement we called on the authorities to take urgent measures to support the sector, its businesses and workers – whether staff, freelance or self-employed (with respect to state aid, taxation and social security), and to take account of the specific needs of the audiovisual sector in economic support plans, especially such plans as implemented by the EU and its Member States. In parallel we also organised internal exchanges on measures and protocols to be set up to operate safely in the Covid-19 context, once the activities resumed. Mitigating the impact of the pandemic on the sector and on the situation of workers in particular will of course remain a priority as long as necessary at European level.

In addition to reacting to the critical context, the EU Audiovisual sectoral social dialogue committee also remained in the last years an important forum for social partners to exchange with the European Commission on important dossiers on the EU political agenda, such as related to the digital transformations, copyrights or anti-piracy. It was also a privileged space to develop joint projects with sister trade unions federations and employers' organisations on a variety of important topics.

Since 2011 and the adoption of the European Framework of Actions on Gender Equality by the European social partners in the Audiovisual sector, the place and treatment of women in the audiovisual industry gained momentum in the wake of the #metoo movement. In Parallel, activities also intensified at European level. Achieving gender equality, fighting discrimination and promoting diversity are now central to the work programme of the Committee, and commitments have been taken to pursue the work further in the years to come.

Since 2014 Creative Skills Europe, the European Platform for Employment and Training in the Audiovisual and Live Performance sectors, has been the main vehicle of the cooperation of the European social partners in the field of skills and training.

On health & safety the European social partners have worked on the creation of a dedicated on-line risk assessment tool for audiovisual productions, and, on environmental sustainability, an ambitious joint project has been launched to exchange information and build capacities.

In the years to come we will continue to drive the activities of the committee and make sure all past results are properly used and built upon. We will also promote new actions and look for further commitments from employers through the negotiation of new or updated process-driven documents and possibly agreements.

We will aim:

- To promote the implementation of the Oira risk assessment tools that have been developed for the sector, to ensure that the tools respond to the current needs of the user and stay updated and relevant and to develop joint actions on the promotion of good practice regarding health and safety
- To continue promoting the implementation of the 2011 Framework of Actions on Gender Equality in the Audiovisual sector and to keep employers engaged in the monitoring of its implementation and in new actions
- To negotiate a new chapter on the prevention of violence and harassment to the European Framework of Actions on Gender Equality
- To negotiate a Framework of Actions on Diversity in the European Audiovisual sector
- To negotiate a Framework of Actions on Skills in the Audiovisual and Live Performance sector and to keep implementing joint project on the topics
- To continue implementing joint actions on environmental sustainability in the European audiovisual sector