

Item 10

Resolution # 3 – Achieving gender equality, fighting discrimination, and demanding zero tolerance on violence and harassment

The global community of media and entertainment unions in UNI Global Union is committed to defending and promoting equity at work, in unions and the industry.

Achieving gender equality, combatting all forms of discrimination, promoting more diversity on and off screens and stages, and preventing violence and harassment at work is central to unions and will continue to be a priority in the future.

Despite the important progress achieved in the last couple of years, especially in the wake of the #metoo movement, women still do not enjoy equal rights, treatment or opportunities in the media, entertainment, or in the arts. Women remain over-represented in certain categories of occupations – often undervalued in terms of hierarchy and pay – and underrepresented in management and decision-making. Equality in terms of career opportunities is still challenged by working conditions that penalise the conciliation of work and care duties, still mostly taken charge of by women. Finally, the combinations of all the above leads to a gender pay gap that remains unacceptable. Improving working conditions for both men and women to enhance work life balance, refusing any types of discrimination based on sex, and including in collective bargaining concrete demands aimed at reducing the gender pay gap and supporting women careers in more general terms are powerful tools at the hands of the unions that can contribute to a much-needed transformation of the industry.

The media, entertainment & the arts industry is partial to women but also to other groups who suffer discrimination in accessing the sector, in building careers within it and, as a direct consequence, in being given opportunities to tell stories and offer their visions of the world on our screens and stages. Every worker is entitled equal treatment regardless of his or her nationality, descent, skin colour, national or ethnic origin, disability, gender, language, philosophical or religious beliefs, age, sexual orientation, state of health, wealth, physical characteristics, marital status, political views, trade union membership, birth, or social background. Discriminatory behaviours and habits – voluntary or not – within the industry need to be unveiled and combatted. More inclusive and pro-active policies that open the doors of the industry to a broader diversity of profiles and background must be promoted.

To open more opportunities to women and other underrepresented groups, industry workplaces must also become safe havens with zero-tolerance on violence and harassment. On the back of the #metoo movement that opened new avenues of cooperation with employers and other key industry stakeholders, the 2019 ILO Violence and Harassment Convention offers unions a precious tool to

enhance their action. In addition to promoting its ratification, we are committed to using the Convention to shed the light to existing standards and to promote new ones aimed at ending violence and harassment in the world of work.

Since the creation of the Global Women Group in 2014, collective action in the field of equity, diversity and the prevention of violence has steadily increased in the last years. Gender equality remains a priority for union action at global and regional levels. We will continue to support unions in building knowledge and solid solidarity networks through regular exchanges and peer-to-peer learning.

In Europe, following up on the adoption by the social partners in 2011 of a Framework of Actions in the Audiovisual sector, a mapping exercise and a joint report on the state-of-play was published in 2020. We will lead additional actions to pursue and deepen the work in the field of the prevention of violence and to integrate provisions in the Framework of Actions. In live performance, gender equality is also the topic of a joint social partners' project that should lead to a comprehensive mapping of the gender equality situation and best practice in the live performance sector. This will form a basis for specific joint actions and follow-up work to address the challenges that were identified in the process.

In Asia-Pacific, a partnership with the Asia-Pacific Broadcasting Union (ABU) on the topic of gender equality has been established for several years already through regular exchanges, the organisation of joint webinars and a structural participation of UNI MEI in the ABU Diversity & Inclusion Task Group. We are committed to continuing and strengthening this collaboration through further joint activities on gender equality and to working towards policies and tools to promote gender equality in the media sector in the Asia-Pacific region.

In Latin America, thanks to the steady support of Union-to-Union and Scen & Film, actions on gender equality developed in partnership with FIA-LA have been numerous in the last years and a campaign on the prevention of violence and harassment in the audiovisual and live performance industry is in preparation. Within the framework of the cooperation with FIA will give priority to capacity building and facilitating union-to-union cooperation in the region aiming at developing, implementing, and monitoring effective prevention policies.

More projects are in the pipelines for enhancing our action also in the field of diversity and inclusion, and to go further in the prevention of violence. Unions guides will be drafted or updated, thematic research papers will be published, training actions will be organised, and formal and informal fora for exchange with employers and other sector stakeholders – funders, commissioners, regulators, etc. – will be opened.

We will further develop and promote peer-to-peer exchanges between affiliates at regional and global levels for an equal representation and the empowerment of women within unions and in the workplace. We will initiate reflections and exchanges on the actions to be taken to better combat discrimination and promote diversity within unions and in the workplace. We will engage employers and relevant sector stakeholders, such as funding bodies and regulatory authorities in a structured dialogue and to develop 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. We support and assist member unions to expose and combat violence & harassment in industry workplaces as well as in their actions aimed at supporting victims of violence, ensuring due process when cases are raised, and making employers' more proactive and accountable.