

Item 11

Resolution # 4 – Accompanying workers and their careers through a better access to training

For more than a decade the media, entertainment and arts sectors have been experiencing radical changes: the globalisation of markets and audiences, the impact of the 2008 financial crisis on economies and access to finance, the tremendous transformations brought about by digitisation and, last but not least, the Covid-19 pandemic which not only gave another push to the digital transformations but also weakened even more those in precarious situations.

In an industry in rapid transformation, sector-wide cooperation to facilitate access to training for all professionals in the industry is essential. Access to training is needed to accompany the transformations of business models and production processes. But access to training is first and foremost needed to secure individual careers and offer realistic transition opportunities.

Globally, access to training and skills development opportunities in the course of the career is very unequal. Sometimes they are offered and financed by unions, sometimes they are initiated by employers at company-level, sometimes they are organised at sector-level thanks to collective agreements. In most cases, however, nothing specific exists for the professionals of the media and entertainment sectors, even more so when they are self-employed.

In Europe, the partnership with public employers and sister trade union federations has taken the shape of a joint initiative called Creative Skills Europe, the European Platform for Employment and Training in the Audiovisual and Live Performance sectors. Rooted in European Social Dialogue and co-funded by the European Commission, this project has been running since 2014. Since then, it has produced many valuable outputs such as the collections and analysis of data on employment trends and training needs; the creation of an informal network of national sector skills councils, and the creation of a unique platform for all sector stakeholders (employers, unions, education and training bodies, professional associations, public employment services, etc.) to exchange and initiate joint actions. In the last couple of years, the focus has been on skills in the digital era and, lately, the social partners have agreed to the negotiation of a European Framework of Actions on Skills which should be signed in 2022. Last but not least, Creative Skills Europe has been invited in November 2021 to be one of the co-leaders of the large-scale skills partnership for the Cultural and Creative Industries industrial ecosystem under the Pact for Skills.

In the years to come, UNI MEI will continue its engagement in skills discussions and actions in Europe and will develop peer-to-peer exchanges on the subject between unions in other regions of the world and globally.

Our actions will address first and foremost the most urgent skills needs emerging in the wake of the Covid-19 crisis such as securing career paths and combatting precarity, participating in sector discussions aimed at addressing shortages of people and skills in some occupations and regions. In a second phase, we will initiate discussions on how to promote sector-level initiatives for skills development in more regions of the world.

The overall objective will be twofold:

- to keep developing the unions' contributions to sector-level policy discussions on the transformations of the industry and on the skills developments needed to accompany those transformations;
- raising the voice of unions in favour of industry-wide measures that provide equal access to training aiming at to securing sustainable careers and transition opportunities.

Finally, UNI MEI will 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.