



UNI Apro MEI Founding Conference
Bangkok, 28-30 August 2013

BREAKING THROUGH ACTION PLAN for the period September 2013 – 2017

(adopted at 1st UNI Apro MEI Sector Conference, 28-30 August 2013, Bangkok)

Organizing in Asia Pacific, Organizing in a Digital Economy - Making a Change through Organizing and Union Growth

Actions:

1. Grow union membership and union power through targeted organizing campaigns.
2. Develop and coordinate capacity building projects in key target areas.
3. Encourage fragmented trade unions to work together through organization mergers and formation of a national union/federation.
4. Participate in global campaigns for global framework agreements.
5. Strengthen cooperation with our sister organizations the International Federation of Journalists (IFJ), International Federation of Actors (FIA) and International Federation of Musicians (FIM) and build synergies in organizing in the sector.
6. Reach out to film sector unions and other potential affiliates in our respective countries and encourage them to seek affiliation to UNI.
7. Gather and share information and research on union organizing strategies and best practices.

Building Power for Collective Bargaining

Actions:

1. Collate and share best practices on the union's responses to industry's labour market changes, particularly on collective bargaining agreements, employment contracts, employment trends and terms and conditions of work.
2. Organize capacity building at national and regional level to strengthen collective bargaining strength of affiliates.
3. Develop constructive industrial relations and engage in social dialogue with Asia Pacific Broadcasting Union (ABU), the International Federation of Film and Video Producers' Associations (FIAPF), respective media companies, industry associations and governments.

Respect Dignity, Respect Rights, Respect Equality

Actions:

1. Encourage and promote gender mainstreaming and equal opportunities at the workplace and within the union movement.
2. Develop and implement policies and actions with ABU and other employer organisations to promote equality policy across the region.
3. Promote gender equality within in our decision making structure to achieve 40/40 gender representation in UNI Apro MEI structures.
4. Represent and defend the common interests and rights of affiliates in regional and international policy decision making affecting the sector, in particular within ASEAN.
5. Campaign for legal reforms that respect core labour and freedom of expression standards including all positive obligations through international conventions.
6. Defend and promote independent public service broadcasting and media pluralism and create networks of unions to foster solidarity in support of public service broadcasting values.
7. Contribute to the global campaigns for the promotion of intellectual property rights and cultural diversity and develop regional activities.
8. Continue to cooperate with our sister organizations in the Asia Pacific.

Towards International Health and Safety Standards for Media, Entertainment & Arts

Actions:

1. Contribute to elaboration of international health and safety standards and guidelines for UNI MEI.
2. Develop and implement joint policies and actions within the framework of the cooperation with ABU to promote health and safety standards and access to training.
3. Assist affiliates to improve and implement health and safety standards and develop risk management policies with employers and government authorities.
4. To promote and create a safe and healthy workplace in media and creative industries through the promotion and implementation of the policies, standards and guidelines above.