

UNI MEI General Assembly
Mexico City, 29 November – 1 December 2011



Implementation of Breaking Through

Draft Report on Activities (version - 21 November 2011)

November 2007 – October 2010



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Introduction: Bringing About Change

The theme of his General Assembly is „bringing about change“: actions that result in a more diverse and pluralistic media and entertainment landscape and that secure respect for the dignity of workers in each workplace. We also want to bring about a shift in attitude of policy makers and citizens, away from the simple equation that equals media & entertainment with glamour & money towards recognition of the immense value of creativity and the contribution of the creative sectors to society. This theme and call for action embedded in the proposed resolutions and the breaking through strategy translate our vision for and our response to developments in the global media & entertainment industry.

The rapid evolution of digital and online market for creative content is the most significant development that affects the sustainability of our sector, nature of jobs and employment opportunities, conditions and remuneration and many more aspects vital to affiliates members' rights and livelihood. Technology and new business models exploiting it are ever changing. As a result content creation and our members' jobs are at the heart of an unpredictable ecosystem where new and powerful players are competing with traditional media and entertainment organisations. However, there is one crucial stable and basic feature: content is king! Creative content and high quality and reliable information is what everyone is after. However, many industry players, their allies in governments as well as particular interests groups put pressure on content creation and the jobs that go with it. They believe that content can be created and delivered better and cheaper. These advocates of this illusion are deliberately or ignorantly spreading the idea that the future success in the digital economy lies in quantity, free and unlimited access.

The key challenge we are addressing and need to give priority to, is to make everyone in the market place, legislators and regulators as well as citizens understand that creative, high quality content requires a stable regulatory environment that values creativity and rewards investment in content creation and good, sustainable jobs. Cultural flatrates, “business models” based on free content online, slashing of public values in broadcasting, cutting of public funding of culture and strategies of media and entertainment organisations solely oriented towards the short term share holder value are threatening both: good entertainment & information and good jobs & space for creativity.

The neoliberal doctrine that has crept its way into the global mindset of businesses and governments leads to attitudes and actions that threaten the fundamental rights of our affiliates' members: freedom of association, the right to collective representation and collective bargaining. In all regions, affiliates face multiple barriers to represent and defend the right of media and entertainment workers. The status of affiliates' members as workers is often not recognised. They are treated with the same measurement and forced to obey to the same regulation as powerful multinational, regional and national companies and are expected to negotiate terms and conditions with these companies on an individual basis only. This threat is amplified by the concentration of ownership at regional and global level.

This is the wrong direction and we are calling on governments and employers alike to recommit to the basics of industrial democracy that creates wealth and sustainable and dignified jobs. Our regulatory work, organising campaigns and capacity development actions have centred on promoting recognition of these fundamental rights.

We are in this together with our sister organisations in the International Arts and Entertainment Alliance, FIA and FIM as well as the IFJ. We need to work as closely as possible to give strength to this mutual endeavour and make the ILO, regional and international intergovernmental organisations and national governments move. They need to step up their efforts to make the ILO convention of freedom of association a reality in every workplace and for all workers.

The recognition for the need to promote diversity of expressions has been a very positive development of the last decade. However, if we measure the written words of international conventions and charters adopted by governments against the actions on the ground we note that downsizing of public cultural institutions and film funding schemes, threats to freedom of expression and media pluralism are making headlines. Our strategy and actions tackle both, support for public value in culture and safeguarding pluralism and freedom of expression. They go hand in hand. Against the background of a digital economy, we need to further develop and adapt this strategic objective and our actions in particular our regulatory work in order to achieve that public values, diversity and freedom of expression are guaranteed and cherished in the offline and online media landscapes of our societies.

Creativity, diversity and dignity are three important pillars of our sector that need to be reinforced so that they provide for a sound basis for all content creation and a working environment that is sustainable and dignified. As this report emphasises, UNI MEI and its affiliates are giving priority to this common objective.

Following the adoption of the UNI MEI Strategic Plan by the Executive Committee at its meeting in Cape Town, 8-9 October 2009, UNI MEI and its affiliates have been working together to set in motion the implementation of the plan. At the same time we have continued working within UNI at all levels on the way of working together and the change we are aiming to bring about with the Breaking Through Strategy. The UNI Congress meeting in Nagasaki, 9-11 November 2011 adopted a resolution on Breaking Through and gave a new mandate for action for the next four years. This report aims at giving all affiliates a basis for assessing the state of implementation of UNI MEI's strategic plan. It seeks to facilitate an informed discussion over the way forward. Therefore, this report gives an overview of what change we have already achieved in pursuing our five strategic objectives by developing and implementing the breaking through strategy and outlines opportunities and priorities for action.

This document is divided in two sections: The first part gives a report that summarises achievements and opportunities and informs of the key actions and results under the five strategic priorities of the breaking through strategy: *(1) global and regional companies and industry associations, (2) organising and capacity development, (3) jobs with justice, (4) political and regulatory influence and (5) UNI as a proactive, innovative and inclusive organisation.* It also gives an overview of the solidarity actions. The second part contains an annex that lists the statutory meetings, campaigns, events as well as representation activities. This second part is meant to be a reference in order to provide affiliates with a complete picture of activities during the last four years. The annex is available in English only.

Achievements and Opportunities

In the last four years, we have undertaken a series of new projects and campaigns that have resulted in break throughs and opened new opportunities. We have made a shift in the way we work and aligned our objective by elaborating a strategic plan within UNI's breaking through strategy.

At the same time, we have maintained a high level of activities as the list of activities in the annex emphasises. Several organising and capacity development seminars and projects have been carried out. We have intensified depth and strength in sector and company level social dialogue, elaborated and implemented issue driven projects (e.g. on health and safety), and provided opportunities for affiliates to come together in seminars and conferences to further develop common vision and action among affiliates. The quality, relevance and strength of regulatory work have significantly improved. This is not a result of the last four years only. UNI MEI has constantly developed a more focussed and strategic approach in its regulatory work ever since the campaign on the Amsterdam Protocol on Public Service Broadcasting in 1997-1998. Finally, we have made progress in working together with colleagues within UNI – with the regions and other sectors. This gives the entire organisation more coherence and strength, which in turn reinforces the capacities of UNI MEI.

Among the results of the cooperation and work that affiliates have realised through UNI and UNI MEI, we would like to highlight one for each of the five strategic priorities. Their common feature is that they are not only achievements but that they have created a new level of international cooperation among media and entertainment unions and guilds and created new opportunities for us to change the rules of the game in our sector that affect our members conditions and livelihood.

Strategic priority 1 – global and regional companies and industry associations:

In 2010 we have signed the first two global framework agreements with media companies, Media Prima in Malaysia and Antara in Indonesia. Both agreements are regional in nature and concern major employers in two key countries of the Asia Pacific region and within ASEAN. They are the result of a longstanding organising and capacity development commitment in the region and in these two countries and have been supported by Solidarity Support Organisations (SSOs) and UNI. All levels of UNI, national affiliates, national UNI staff and liaison councils, UNI Apro and its President, UNI Score, the UNI MEI secretariat and the UNI General Secretary, all contributed at different stages and in a coordinated effort to the conclusion of both agreements. They are significant for UNI MEI, because we concluded the first global agreements in a region, which was put forward as an area to grow and to give priority to at the last General Assembly. For affiliates, the agreements have improved the quality of dialogue with management and have reinforced their organising agenda. In light of further economic integration within ASEAN and the regional strategy of the companies we can expect future investments in neighbouring countries. The agreements will provide a good tool and basis for organising efforts and promotion of social dialogue.

Strategic priority 2 – organising and capacity development

With the adoption of the strategic plan in October 2009, UNI MEI affiliates gave organising at Disney an international dimension. However, this was not a one way commitment and affiliates have stepped-up efforts targeting the company. During the last twelve months our colleagues in Argentina realised a break through and reached a collective agreement with Disney. This is a result of a long term organising effort and negotiation process of over one year. It is the first collective agreement in Latin America that a union concludes with Disney and a milestone for the global campaign to organise in the multinational. The collective agreement results in pay increases ranging from 25% to 50% for the vast majority of workers. The signing of this agreement also means that workers are now entitled to benefits from the services provided by the union with respect to health, vocational training, tourism, summer camp, competitions, scholarships etc. More importantly, workers at Disney in Argentina now have a union to defend them and a structured dialogue with their employer.

Strategic priority 3 – jobs with justice

On 27 October of this year UNI MEI has signed, together with our sister organisations FIA, FIM and IFJ, a EU wide framework of action on equality in the audiovisual sector with the European employers associations in broadcasting and film& TV production. The framework of action is the second highest level of agreement type that trade unions and employers can conclude within the European social dialogue process. The framework contains joint positions on various aspects of equality policies such as portrayal of women in the media, equal pay and work-life balance. Joint recommendations are directed at national affiliates and social partners are committing to promote and monitor implementation of the framework of action.

This is a significant achievement and UNI MEI should take credit for its leadership in making the activities of the social dialogue committee to a meaningful and action orientated process. More importantly this framework of action gives us an opportunity to work in very concrete terms on equality in the workplace. The document contains a series of very good recommendations. If we were to implement just one of the recommendations across the entire EU, it would be a huge challenge. However, we are committed to implement this framework of action and use it as a tool to bring about change. We will have to decide with our colleagues in FIA, FIM and IFJ which issues we want to give priority to for the first year of implementation starting in January 2012. We will need to have these discussions before we will discuss and adopt the working programme with employers at the last session of this year, in mid-December.

Strategic priority 4 – political and regulatory influence

The UNI MEI Executive Committee set-up a working group on intellectual property rights (IPRs) in 2009 to elaborate and implement a global campaign for better protection of creative content. The campaign was launched in January 2010 with the publication of a statement and action plan targeting regulatory change at national, regional and international level as well as elaboration of awareness raising activities on the value of intellectual property rights. Since the working group has met several times to steer the implementation of the campaign and the actions of the Secretariat and to coordinate cooperation among affiliates, with sister organisations and other stakeholders in the industry. In a series of countries regulation has been introduced to improve protection of IPRs. Affiliates have been in the driving seat of campaigns that

pushed for these regulatory changes. During spring, summer and autumn of 2010 we have carried out an intensive campaign that contributed to the adoption of a European Parliament report on the protection of IPRs. The report was instrumental to push for a review of the EU Enforcement Directive.

The working group at the core of the campaign and all affiliates contributing in various ways have enabled UNI MEI to add value to the sum of national actions, connect and reinforce them and pull off a focussed and strategic campaign. The support and commitment from the members of the working group and affiliates has been tremendous and made all the difference. We have changed the public debate on protection of IPRs: Before we had a discussion about whether it is more important to protect the privacy of (young and younger) techies downloading illegally music or to protect the economic interests of music multinationals. Today, we have a debate about the value of the creative industries and how to ensure a viable environment for our industry and employment. Employers calling for tougher protection measures are asked what the best policy options are to ensure appropriate remuneration of creators for the exploitation of audiovisual works. Our argument that protection of copyright is a jobs issue is of course contested by many opponents of IPRs, but it has prominence and is used by policy makers in official documents that are destined to develop new regulatory approaches and Internet policies. This campaign is far from being over and we have been developing the campaign into a much larger effort: building a global IP culture.

Strategic priority 5 – UNI as a proactive, innovative and inclusive organisation

The resolution of the last UNI Congress “UNI Global Union Breaking Through” states as one objective “*To develop working methods for UNI sectors to cooperate more closely with each other, at global and regional level, enabling knowledge, experience and campaigns to be shared cross-sectorally and for affiliates to benefit from this synergy.*” Where synergies are to the benefit of affiliates, UNI MEI is pursuing actively cooperation with other UNI sectors in areas of common interest. In the last three years, this cooperation has been focussed on global and regional companies. The most significant result has been achieved through the cooperation with our colleagues in the graphical & packaging sector.

UNI MEI and UNI Graphical & Packaging have launched cooperation on multimedia multinationals in 2008 targeting companies like Planeta, Prisa, Montadori, Bertelsmann, L'Oréal. A joint project that run from spring 2010 to summer 2011 resulted in the first joint mapping of these companies and a seminar that provided of exchange over representation, organising and discussion on how to improve cooperation across countries and sectors. On the basis of this common step forward we have now the opportunity to work towards establishing a first cross-sectoral negotiating body for setting-up an European Works Council at Planeta and developing a global alliance with the objective to negotiate a global framework agreement. A follow-up project to pursue the cooperation and common objectives is already planned for March 2012.

Global and Regional Companies

This section gives a brief overview on progress made in developing and implementing campaigns to build strategic power in global and regional companies.

- Antara – Indonesia
A global framework agreement was signed in March 2010. Consultations with the unions and UNI over the implementation and further capacity development are ongoing. Meetings between the Antara union, ASPEK and UNI were organised in October 2010 to discuss way forward.
- Bertelsmann – RTL (Germany) Planeta and Prima (both Spain)
The three companies were at the core of a joint project of UNI Graphical & Packaging and UNI MEI on multinational multimedia companies that ran from Spring 2010 to June 2011. A survey and report provided information on union representation and workers participation. A joint seminar took place in April (2011) to exchange among workers, union officials on organising and workers' participation. The sectors also discussed further cooperation with respect to EWCs and Global Framework Agreements (GFA).
- Cinemark – United States
SUTEP has proposed to PANARTES and the UNI MEI Executive Committees to engage in cooperation targeting Cinemark and has undertaken mapping research on the company's operations. The cinema chain owns cinemas in 13 countries of Latin America, Taiwan and the United States. Consultations with affiliates concerned are in progress to discuss next steps and are of the agenda of the PANARTES Executive Committee of 2 December of this year.
- Disney – United States
A global mapping survey has been prepared in 2010 and implemented between May and October 2011 to take stock of union representation and social dialogue. SATSAID achieved a breakthrough by signing the first collective agreement with Disney in Latin America in December 2010. In Germany a works council has been set-up recently. A regional seminar (Americas) on multinationals with focus on Disney took place in Bogotá at the end of October of this year.

In April 2008, an international seminar in Hong Kong brought together affiliates from all Disney Parks and launched a first organising project targeting Hong Kong Disneyland. After an interruption of the project in 2009 and 2010, the project has now taken off again in August of this year with mapping of departments, regular leafleting actions and dialogue with the management over union access. On 20 December of this year UNI Apro Regional Secretary, Chris Ng and the UNI MEI secretariat will join the HK Disneyland Cast Members Union to meet with the HR Director to discuss union access. The first global seminar on multinational media companies of 28 November preceding the General Assembly aims at launching a global union alliance with the objective to reach a global framework agreement with the company.

- Eurosport -France
During spring of this year, F3C-CFDT and the Secretariat have assessed feasibility of a GFA with the company. Eurosport is owned by TF1, the biggest

French commercial broadcaster and is present in Europe and Asia. It plans to expand further. Two meetings with the Head of HR took place this spring. It was agreed to work towards a GFA. Both sides agree that an agreement can be achieved. Negotiations are underway.

- Hoyst - Argentina
Argentinean and Chilean affiliates have agreed in October of this year at the seminar of PANARTES on multinationals to target the company together in order to improve and align trade union representation and conditions in the two countries.
- Media Prima - Malaysia
A global framework agreement was signed in March 2010. The follow-up dialogue with the Human Resources department resulted in the decision of the management to bring contract workers back in to permanent employment. Media Prima has been awarded one of the six employers awards by UNI Apro at its conference in July 2011. We are aware that the company – after a period of divesting is now seeking to expand again in Asia. Recent developments indicate possible investment in the Philippines. Primeworks Studios Sdn Bhd the content creation subsidiary of Media Prima and Malaysia's largest production company has content projects in neighbouring countries including Brunei, Vietnam and the Philippines.
- Vivendi -France
Secretariat supports affiliates in discussions with management to update European Works Council Agreement (EWC). Several meetings have taken place in 1st half of 2011. Discussions with HR are ongoing. With UNI ICTS it is agreed to assess with French affiliates opportunity of working towards a GFA.
- Asia Pacific Broadcasting Union, ABU – Malaysia
In 2010, affiliates, UNI Apro and UNI MEI Secretariats have initiated a dialogue with the Asia Pacific Broadcasting Union, ABU. Following a first meeting with the ABU Secretariat, the former ABU President and NHK Vice President addressed the UNI MEI World Executive Committee meeting in Tokyo last year. Throughout 2011 the Secretariats of ABU and UNI Apro have given follow-up to these initial contacts and have agreed to work towards a memorandum of understanding (MoU) that would be the basis for launching structural cooperation and social dialogue between the ABU and UNI Apro MEI. A side meeting in Mexico aims at determining the parameters of a draft MoU.

Organising and Capacity Development

Organising and capacity building actions took place at regional and national level in all regions and sub-sectors. These projects are supported by several Solidarity Support Organisations (SSOs) and the local unions, the European Union and the UNI Organising Fund. We would like to thank in particular all SSOs for their support, affiliates that support our projects within their SSOs and all affiliates that have contributed to the UNI Organising Fund. We give a brief overview the key organising and capacity activities. Further information on additional activities is contained in the annex.

In Africa

- An organising project in South Africa supported by SASK and TEME, Finland had resulted in an initial success with the organising of new members in live performance and film production during 2009. A seminar with South African film, media and live performance unions and members of the UNI MEI Executive Committee was organised in October 2009 to discuss the way forward. However, the project had to be put on hold during 2010 and we are working now with UNI Africa to engage the unions and discuss the way forward. It is important that we make a fresh start and continue our efforts in South Africa.
- Capacity building seminars for broadcasting unions in English, French and Arabic speaking countries were organised in Namibia (October 2008), Cameroon (November 2007), Ivory Coast (October 2009) and Egypt (November 2008). The first three seminars were supported by LO-TCO and SIF/UNIONEN, Sweden the third seminar by FES and VERDI, Germany. Colleagues in Nigeria seek to launch an organising campaign in commercial broadcasting and we are in discussions over a project proposal for submission to the UNI Organising Fund.

In the Americas

- From 2008 to 2011, UNI MEI supported two regional capacity building project targeting writers and directors and film technicians. The projects resulted in the setting-up of new unions and guilds of both creators' groups and technicians. They also permitted to affiliate new members to UNI. The cooperation with collecting societies has been stepped up to better protect the IPRs of creators. The technicians group in FITEC has elaborated a passport scheme that allows for cross-border access to union services. The two projects were supported by FNV Mondial and FNV-KIEM, Netherlands and coordinated by Rolando Santos, Argentina.
- An organising project in Brazil (2009 - 2010) supported by SASK and TEME, Finland has enabled the affiliate to develop activities and presence in more regions. We are currently discussing a follow-up project to be submitted to the UNI Organising Fund.
- Capacity building seminars were organised for broadcasting unions for all PANARTES, Uruguay, April 2008 and the Caribbean sub-region, Barbados, March 2009 and for Colombia, February 2009, all supported by LO-TCO and SIF/UNIONEN.

- FIA and UNI MEI are implementing a joint capacity building project in film and AV production for their Latin American members with support of LO-TCO and the Teaterförbundet, Sweden. The project runs from 2010 to 2012. After the first half of the project, progress has been made to establish a health and safety guide and a regional passport scheme. The recent seminar in Bogotá, Colombia allowed to initiating a dialogue with the government over freedom of association and trade union rights in culture.

In Asia Pacific

- In addition to the organising project targeting Disneyland Hong Kong supported by the UNI Organising Fund (see under global and regional companies), several capacity building seminars have been carried out in film and broadcasting which provided for exchange on collective bargaining and organising among affiliates and other unions & guilds:
 - A regional capacity building seminar was organised in Seoul, July 2009, funded by UNI MEI.
 - Regional seminars for broadcasting unions took place in Manila, April 2008 supported by LO-TCO and SIF/UNIONEN.
 - A bilateral workshop for Malaysian and Indonesian unions was held in Kuala Lumpur, March 2009 supported by LO-TCO and SIF/UNIONEN. It led to a continued exchange and cooperation among affiliates on the respective organising efforts in the two countries.
 - UNI MLC and TV3 Union achieve break through with ATSRO TV employing 3000 workers. A Protem Committee for setting-up a union has been formed in June 2011 and TV3 Union is currently assisting colleagues in process of setting-up union.
 - A first joint organising seminar with the IFJ was held in Bali in September 2010 resulting in a commitment to strengthen cooperation between IFJ Asia Pacific, UNI Apro Graphical and UNI Apro MEI.

in Europe

- With the support of FES and VERDI a capacity building seminar for film production workers' organisations in Eastern Europe was organised in Prague (October 2008).
- A series of EU social dialogue projects aimed at promoting capacity development and/or organising policies in the audiovisual and live performance sector. Four projects supported by the EU were implemented between 2007 and 2011. One project is currently implemented within the framework of the European Arts and Entertainment Alliance with FIA and FIM. Another one is carried out in the framework of the audiovisual social dialogue. The support and contribution of colleagues from affiliates in organising national workshops allow for training and exchange on collective bargaining and organising.
- A organising workshop for cultural workers' unions in the CIS, Kiev, September 2009, supported by FES and VERDI focussed on development of organising strategies in commercial broadcasting.

Jobs with Justice

- UNI MEI has carried out several campaigns in support of public service broadcasting. In 2008, the European affiliates put a lot of effort in a campaign to defend the public value during the revision of the EU state aid rules. This campaign was successful and led to a new set of rules which preserves national broadcasters' capacities to evolve in a digital environment. Solidarity actions and campaigns against attacks on public services broadcasting have brought together affiliates and sister organisations. Major campaigns focussed on France, Korea and Czech Republic. This year we have participated in the Global Unions' campaign on quality public services. A joint statement with IFJ on public service broadcasting was issued on the UN World Public Service Day (June 2011). Today we face a serious attack on the flagship of public service broadcasting, the BBC. BECTU, NUJ and the other BBC unions will be on strike from the first week of December. UNI MEI has joined BECTU's campaign and our solidarity campaign will be launched at the General Assembly in Mexico. The attack on the BBC threatens to weaken public service broadcasting everywhere. We will need to be in this for the long run.
- Freedom of association of media and entertainment workers: a series of actions in social dialogue at national level in and towards the EU institutions have been undertaken to counter national initiatives of competition authorities in Europe against freelance and independent workers. Cooperation with FIA, FIM and IFJ is ongoing with focus on ILO study on respect of freedom of association the entertainment industry. European affiliates participated very actively in UNI Europa project on self-employed workers to develop a cross-sector policy.
- Equality: A project in Europe was carried out in 2009 and 2010 resulting in a report on equality behind screen and stage, a first seminar on equality in our sector and the setting-up of a working group. The first meeting of the working group took place in June of this year to assess project and report on equality behind c-screen and stage, elaborate a draft resolution for UNI MEI General Assembly and develop further our equality agenda.
- Freedom of expression and media pluralism: Over the last six months freedom of expression and media pluralism have been under attack in various countries. UNI MEI has been supporting affiliates in their actions to counter political pressure or actions by conglomerates that weaken these fundamental rights. Major actions took place in Hungary, Czech Republic Philippines and Korea (see also solidarity). The phone hacking scandal in the UK led to a revival of debate of the impact of media concentration on media pluralism and democracy. Following the exchange with the IFJ and the EBU during the EURO-MEI Executive of October this year, we have agreed to work with both organisation to approach the EU Institutions jointly.
- Social responsibility in the media: UNI MEI participated and supported the initiative of F3C-CFDT, UNI Africa and IFJ on social label in the media in Africa – MARS that was launched in 2009. Seminars with colleagues from various countries took place in January 2011 (Dakar) and May (Paris) with support and participation of the Secretariat.

- **EU Social dialogue**
During the four last years cooperation among social partners in both social dialogue committees has been very much an action oriented process. With all its limitations that are inherent in a multilevel dialogue, social partners elaborated and implemented a series of concrete projects, adopted joint positions and declarations. We have highlighted the framework of action on equality above. In addition we would like to commend the projects and cooperation on the promotion of social dialogue in both committees. Further, I would like to stress that after some setbacks regarding UNI MEI's initiative on skills and training we are now about to launch a joint project of both committees assessing the feasibility of EU sector skills councils for audiovisual and live performance sectors.

Please find below a non exhaustive list of activities and results for both committees:

Audiovisual

- Seminar on capacity building of social partners in new member states (June 2008);
- Joint position on the Green Paper on Labour Law (April 2009);
- Joint position "Protecting, creativity, innovation and jobs" (December 2009);
- Consultation on Commission's work-life balance proposal (2009);
- Elaboration of project on training (2009);
- National round tables and regional seminar on national and EU social dialogue and collective bargaining (September 2009 – September 2010),
- Adoption of Sofia Declaration on Promotion of Social Dialogue (September 2010);
- Negotiations and adoption of EU framework of action on equality between men and women in the audiovisual sector (June 2010 – October 2011);
- Project on EU skills councils submitted to Commission (August 2011).

Live Performance

- Joint position on the Green Paper on Labour Law (April 2009);
- Joint position on Commission Communication on Culture (2009);
- Joint position on EU Cultural Forum (September 2009);
- Joint position on funding of live performance in the Netherlands (2010);
- Joint position on European year of combating poverty (2010);
- Project on promotion of social dialogue in Southern Europe (2009 – 2010);
- Dubrovnik Declaration on promotion of social dialogue (February 2010);
- Working group on health & safety exchanges on risk assessment (2010 – 2011);
- Project on EU skills councils submitted to Commission (August 2011).

Political and Regulatory Influence

As we have outlined above, UNI MEI has stepped up its regulatory work significantly. In this section we will not further discuss the major campaigns and actions, but provide a list of the major positions, actions within the different political campaigns that UNI MEI is implementing.

This list illustrates the high level of activities and the wide spread of issues. The input and commitment of affiliates in drafting positions, taking part in lobbying activities and coordination between working groups, affiliates and the Secretariat are the key to success and strength of this work.

Audiovisual Policy

- Campaign on revision of EU state aid rules in public service broadcasting 2008- 2009. Cooperation with IFJ (including joint position and lobbying);
- Participation in WIPO Standing Committee on Copyright;
- Submission of position on EU state aid rules in film and AV production (September 2011);
- Campaign on freedom of expression targeting governments of Hungary and Czech Republic as well as the EU institutions (December 2010 – March 2011);
- Campaign on Korean Media Act in support of media pluralism 2009-2011.

Cultural Policy

- Participation in cultural platforms, contribution to EU culture forums 2009, 2010 and 2011 with presentation on joint paper with social partner in live performance and adoption of joint recommendations;
- Application of NGO status with UNESCO (awaiting approval);
- Joint position on copyright in knowledge society together with FIA, FIM, IFJ and other organisations in the field of culture (2009).

Intellectual Property Rights

- Global campaign against digital theft since January 2010: support of national coalitions, campaigns directed at EU, OECD, G8 and national governments (ongoing);
- Consultation with WIPO copyright department to discuss priorities and agenda of standing committee on copyright (2010-2011);
- Participation in EU working on Illegal up and downloading July 2009 – End 2010;
- Joint position with FIA and FIM on review of EU enforcement directive (March 2011). Presentation of joint position at public hearing in June 2011;
- Presentations to Copyright Task Force of S & D Group and other working groups in the European Parliament (June - October 2011);
- Participation in G8 e-forum and joint statement to G8 on protection of intellectual property rights (May 2011);
- Joint position with creators and producers on draft EU Directive on Orphan works and common actions towards EU Institutions (ongoing);
- Submission of position on the EU Green Paper on Online Distribution of Audiovisual Works (ongoing).

Social Policy and Trade Union Rights

- Participation in European creators' forum and development of common platform for campaigns directed at EU, national governments and the ILO. Campaign on freedom of association of freelance workers in creative industries is ongoing;
- Cooperation within European Arts and Entertainment Alliance on consultation on future of creative industries (ongoing);
- Participation in Global Reporting Initiative and working group for media sector supplement (2009-2011);
- UNI Americas and UNI MEI position on regulation of Brazilian film sector affecting employment status of film workers (September 2011);
- FIA – UNI MEI Bogotá Declaration and Dialogue with Colombian government of freedom of Association, employment status of cultural workers and social dialogue, (October 2011 and ongoing);
- PANARTES Declaration on trade union rights in Colombia (October 2011).

Report on Activities

UNI as Proactive, Innovative and Inclusive Organisation



UNI as a Proactive, Innovative and Inclusive Organisation

The following changes in working methods and decisions have been made:

- Setting-up and developing of first actions of equality working group;
- First cross-sector project with graphical concluded in June 2011;
- Setting-up of working groups to facilitate continuous involvement of affiliates;
- Stepping-up of cross-sector cooperation in global and regional companies and joint projects with UNI Graphical & Packaging;
- Increase of women representatives among EURO-MEI representatives on UNI Europa Executive;
- Nomination of representatives to the UNI Africa and UNI Asia Pacific Executive Committees.

Solidarity

2007

Spain – UNI MEI’s affiliates in Spain had very difficult negotiations with the management of Antena 3. A resolution was adopted by the UNI MEI General Assembly in Madrid and messages of support for the workers’ issues sent. October 2007

Japan/Burma – UNI MEI General Assembly adopted a resolution and sent messages of support for the Japanese broadcasting workers when Keiji Nagai, a Japanese cameraman, was intentionally shot by Burmese forces during the widespread protests in Burma the third quarter of 2007.

United Kingdom – As UK affiliate BECTU negotiated with BBC management over the lay offs of 2,600 workers the UNI MEI general assembly adopted a resolution and many affiliates sent messages of support. October 2007

USA – UNI MEI and affiliates sent messages urging producers to reach a rapid agreement with screenwriters striking film and TV producers; letters of support were sent to IATSE during the strike by theatre workers. Late 2007

2008

Spain – Messages of support for the Spanish unions’ position during strike by RTVE workers noting the decrease in purchasing power over the last 10 years and the resistance of management to fill vacancies. An agreement was reached in February 2008.

France – France – EURO-MEI and affiliates sent communications strongly rejecting French President Sarkozy’s apparently intentionally unworkable plan to drastically cut advertising on public broadcasting in a very short period. UNI MEI participated in public marches and protests in Paris during 2008 and send messages of support for another action day in June. The EURO-MEI Executive met in September at France 2. The Committee expressed its support to French colleagues and endorsed a plan to launch several actions to support the French Colleagues. EURO-MEI affiliates participated in the day of action on 27 November.

India – Indian independent filmmaker Ajay TG was arrested in Chhattigarh State on charges that he was aiding Marxists revolutionaries. No evidence of any kind was presented. UNI MEI contacted the head of the prison directly by telephone and asked for the charges. A few days later he was released. July 2008

Korea – Messages were sent by UNI MEI and affiliates at various stages as actions by President Lee Myung Bak affecting freedom of the media. Korea Media Workers’ Union President Choi Sang-Je was arrested along with some 20 others in protests on 7 August and then released. August 2008

India – FWICE, the Federation of Western India Cinema Employees undertook a non-cooperation action over unpaid salaries, health and safety standards. UNI MEI and affiliates sent support letters. The action mobilised more than 20 unions and brought all production in Bollywood to halt. All producers associations agreed after two days of action to sign and respect a new memorandum of understanding with FWICE. The producers have agreed to pay employees within 15 days of work being completed, to limit working hours to 12 a day and to use union labour only. The deal also includes minimum pay levels for the different crafts represented by FWICE. October 2008.

2009

Czech Republic – The political pressure on the Czech public broadcaster and financial cuts have led to a solidarity actions in which UNI MEI called on the Czech government to ensure sustainable financing for the Czech public broadcaster in the digital environment and guarantee its editorial independence. Spring 2009.

Korea – UNI MEI undertook a series of solidarity actions to support the campaign of NUMW for media pluralism and editorial independence. Several time colleagues were arrested when demonstrating or carrying out strikes. Affiliates sent messages of support. UNI MEI President Bleicher-Nagelsmann undertook a mission to South Korea. The participants of the Asian Film Workers Seminar which took place in Seoul on 2-4 July adopted a resolution on film policy in support of their colleagues. July 2009.

Latvia – Letter of support were sent to the Latvian government to protest against cuts in the culture budget affecting live performance. Spring 2009.

Philippines – Following the Massacre of media workers in the Philippines, solidarity actions were undertaken in cooperation with IFJ and UNI APRO. A joint mission investigated the massacre and aimed at supporting the families of the victims. Joint delegations to embassies were undertaken in several countries. Late 2009.

2010

Chile – After the quake in Chile, UNI MEI joined the solidarity action launched by UNI Americas and called on affiliates to contribute to the solidarity fund in order to assist our colleagues in their reconstruction efforts. March 2010.

Korea – UNI MEI adopted a statement in support of the strike of NUMW and MBCTV unions to protest MBC TV management's refusal to engage in dialogue with workers to ensure editorial independence. April 2010.

Poland – Responding to the request of a sister union in Poland affiliated to FIM, UNI MEI sent a letter of support to the Polish Prime Minister regarding the cuts concerning a series of institutions in live performance. Spring 2010.

Nigeria – UNI MEI supported the demands of RATTAWU for a pay rise and for an enhanced and new salary structure for media and cultural workers that was being stalled by the Federal Government. November 2010.

Serbia – Together with FIA and FIM, UNI MEI supported the Serbian unions in their efforts to prevent the implementation of a new law scheduled to come into force on

March 1st , 2010 which provides that labour contracts in cultural institutions should only be short-term contracts.

Slovenia – UNI MEI supported the campaign of SUKI-GLOSA on freedom of association of freelance workers in culture. As a result of the action, the government committed to a dialogue over status of freelance workers in the cultural sector. July 2010.

Spain – UNI MEI and affiliates supported Spanish colleagues in their action against job cuts and outsourcing of in-house production. March 2010.

Turkey – UNI MEI and affiliates sent protest letters against the measures taken by the Management of TRT to pressure employees and union members over critique of the changes in programming and their impact on the independence of the public service broadcaster. November 2010.

2011

Brazil – UNI Americas and UNI MEI support Brazilian film workers in their campaign against proposed changes in law on production of audiovisual works that threaten the status of employment and social protection of film workers in Brazil. September 2011.

Chile – Statements from affiliates and the Secretariat were sent to management of Canal TV 13 protesting against redundancies and pressure against the trade union, FETRA TV. February 2011.

Czech Republic – UNI MEI and affiliates sent statements and letter of protest to the Czech government following a raid by military police against the offices of Czech TV targeting several colleagues. An investigation is underway. March 2011.

Greece – Affiliates and the Secretariat supported the strike actions and campaign of POSPERT against the budget cuts at the public service broadcaster ERT and the closing of one TV channel and several radio stations. The Secretariat undertook a mission to Athens and met with the Deputy Minister for Electronic and Mass Media. The Ministry committed to dialogue and cooperation with POSPERT over modernisation of ERT and to maintain the level of employment. September 2011 and ongoing.

India – UNI MEI joined ARTEE in its protest against outsourcing plans at AIR & Doordarshan and the repression against trade union colleagues who protest against the management plans. October 2011.

Japan – UNI MEI and its affiliates joined UNI and UNI Apro and expressed their solidarity to colleagues in Japan over the tragedy that the Tsunami brought to the lives of so many people and families. Affiliates are contributing to various support funds. March 2011.

Spain – UNI MEI sent a statement of solidarity to colleagues in Spain in support of their action against redundancies at Prisa. March 2011.

United Kingdom – UNI MEI joins BECTU and all unions in their campaign against the “Delivery Quality First Programme” that threatens over 2000 jobs, the quality and sustainability of the BBC and is an attack on the principles of public value in broadcasting. October 2011 and ongoing.

Membership and Resources

Membership

The declared membership has increased from approximately 350 000 in 2007 to 375 000 in 2011 (as of 21 November 2011). The paid membership increased from 165 000 in 2007 to 182 000 in 2011 (as of 21 November 2011). A total of 170 unions affiliated to UNI have declared membership in UNI MEI in 2011. In the Americas and Asia we have increased the number of unions affiliated and are in the process of affiliating several more. In Europe affiliation has been stable. In Africa we have lost affiliates and need to give priority to engaging with unions and colleagues.

Resources

The sector budget for sector activities of UNI MEI in 2008, 2009, 2010 and 2011 was CHF 90 000,-. The provision to be confirmed for UNI MEI activities in 2012 is CHF 85 000,-. The UNI regions contribute to sector activities on an ad hoc basis.

In addition to the budget for UNI MEI sector activities, specific activities are funded through the UNI Organising Fund, projects funded by SSOs and EU projects. We currently implement two UNI Organising Fund projects: the project implementing the global mapping of Disney and the organising project at Disneyland Hong Kong. We also implement projects funded by SSOs, namely a joint project with FIA on capacity building for film and AV production unions in Latin America (2010 -2012) funded by LO-TCO and a project on trade union cooperation in multinational media companies, funded by FES. Finally, we are running four EU projects on capacity building, social dialogue and skills development. All four projects run from 2011 to the end of 2012;

Staff

At the end of July 2009 Jim Wilson retired from his position of UNI MEI Director. He worked with UNI MEI as consultant until the end of January 2010 implementing organising projects in Africa, Americas, Asia/Pacific and Europe. After decades of leading the internal labour movement in the media, entertainment and arts, Jim left UNI MEI at the end of January 2010. His tireless efforts, outstanding work and commitment aimed at building international solidarity and justice and to develop an international organisation that can effectively articulate and defend the interest of the creators and workers in our sector. Many of the achievements that occurred since August 2009 and the wins to come are also thanks to his work. Thank you!

Johannes Studinger, UNI MEI Deputy Director since January 2000 was appointed Head of Department in August 2009. Johannes is responsible for the overall implementation of the strategic plan and all activities of UNI MEI across the UNI regions under the direction of the UNI General Secretary.

Yvette Butoyi, Department Assistant joined the UNI MEI Secretariat in Brussels in January 2008. Yvette has taken over many responsibilities beyond assistance to the Head of Department. She is co-managing EU projects and is responsible for the equality working group. Further, she ensures coordination of activities, projects and campaigns including solidarity actions with the affiliates in Latin America and with the PANARTES President.

Hanna Harvima joined the UNI MEI team in February 2010 as UNI MEI Policy Officer based at the UNI Head Office in Nyon. After a short period of introduction, Hanna has taken over a great number of responsibilities at regional and global level. For instance,

she is responsible for the coordination of the EU Live Performance Social Dialogue Committee and represents the organisation at WIPO. She is developing and managing capacity development projects in cooperation with UNI Score and is working with the Head of Department on policy campaigns.

The UNI MEI team is working in many areas very closely with UNI regional and head office staff (e.g. projects, organising and capacity development, campaigns, website, finances). This support and cooperation is important as it enables us to systematically punch above our weight and carry out more and better activities and campaigns.

We also want to recognise the work of Rolando Santos who worked with UNI MEI on projects in Latin America from 2008 to 2011. He has done a tremendous job in running two parallel capacity building projects directed at writers and directors as well as technicians. Rolando is now working on productions and is heading FEDALA – the Latin American federation of Writers and Directors. We are committed to work with Rolando and FEDALA also in the interests of our common affiliates.



Annex to Report of Activities

Annex to the Report on Activities

Statutory Meetings

EURO-MEI Management Committee Meeting, Wuppertal, Germany, 9-10 February 2008

This meeting was held in Wuppertal, the hometown of Klaus-Peter Hellmich of Verdi who was retiring from his various union positions. In a surprise meeting Hellmich's many years formerly in the executive of EURO-MEI and more recently of UNI-MEI were commemorated. The substantive part of the meeting dealt with the European Parliament's report on pluralism, state aid for public broadcasting and for film, the Commission's communication on creative content online, follow up on the Green Paper on Labour Law and other EU issues. Also the status of social dialogue in live performance, audiovisual and sport was discussed.

PANARTES Executive Committee Meeting, Montevideo, Uruguay, 2 April 2008

Members of the executive committee who were in Montevideo for the PANARTES broadcasting conference met and review recent UNI-MEI activities in the region and discussed proposed ones for the coming period – particularly projects for helping media unions revive in Colombia, expanding involvement in the Caribbean (proposed broadcasting conference in Barbados in 2009), and reviewed the terminating FEDALA (writers and directors) and FITEC (film technicians) projects. The proposal to have the 2010 PANARTES general assembly in Chile was reconfirmed, although there was some concern whether the unions there were involved enough to have it. Finally, it was agreed that Gerardo Gonzalez of SAT Argentina, who was the main organizer of the Montevideo broadcasting conference, should play an increasing role in regional projects.

EURO-MEI Management Committee Meeting, London, 24 June 2008

The management committee heard the report on activities for the last year, discussed the plans for the EURO-MEI general assembly in Paris in 2009, reviewed activities of UNI-Europa relating to our sector, and reviewed and accepted the action plan for the next twelve months. EU policy and related issues were discussed in considerable detail. These included media pluralism, state aid to public broadcasting and to film production, the Commission communication on creative content on-line, reform of EU copyright, piracy, follow-up on the Green Paper on Labour Law and the Commission Communication on Flexicurity, the Communication on Cultural, the revision of Telecom package and the revision of the EWC directive. Social dialogue in live performance, equal opportunities and sport were review, as were beginning step towards global alliances and campaigns.

EURO-MEI Executive Committee Meeting, Paris, 12-13 September 2008

The Committee focused the first half-day on the situation of public service broadcasting in France. Representative from French affiliates reported on the activities of the unions over the last months and explained how the measures announced by the French government would affect France Télévisions. The discussion which followed also dealt with the review of EU state aid rules in PSB. The Committee passed a resolution calling for properly funded, independent PSB which are able to develop on the digital platforms. With his the Committee launched a European Campaign on PSB. The Committee reviewed the report on activities and in particular progress in social dialogue and started preparation for three projects (on EWCs in commercial broadcasting, creative workers and video games industry) and the forthcoming General Assembly (Rome, 9-10 June)

UNI-MEI World Executive Committee, Berlin, 4-5 November 2008

The emphasis in this meeting was on organising campaigns and activities. In the opening director's report there was a summary of the broadcasting and film workers' organizing campaigns around the world that UNI-MEI is especially involved in during the present 12 month period. These included LO/TCO projects in Uruguay, Paraguay, Colombia, the Caribbean area and Malaysia/Indonesia. Film workers' organising was going on in a joint project sponsored by SASK in Brazil and South Africa, in Eastern Europe (FES), in Korea and in a hoped for major project in India, using health and safety issues as an organising framework. Global alliances were also discussed, primarily Disney (Hong Kong) and News Corp. But Bertelsmann was also discussed indirectly as a project in Europe involving their subsidiary RTL was an important topic. A good deal of time was given to a discussion of sports – starting with what had been happening in the run up phase to social dialogue with EASE, the European Association of Sports Employers. Walter Palmer, the secretary and organiser for both SPIN (the German basketball players' association) and EU Athletes gave a summary of what his organisations had been doing and their interest in working more closely with UNI-Europa. The respective presidents of EURO-MEI and PANARTES gave reports on their regions; the director reported on trends in Asia/Pacific and Africa.

EURO-MEI Management Committee Meetings, London, 4 March and 12 May 2009

The Committee reviewed resolutions and made preparations for the European General Assembly.

EURO-MEI Executive Committee, Rome, 8 June 2009

The Committee addressed issues related to the agenda, elections resolutions, standing orders of the General Assembly and named the members for the different Committees of the Assembly.

EURO-MEI General Assembly, Rome, 9-10 June 2009

The General Assembly was marked by continuity and change. Marc Kerki, ACOD/VRT stepped down as President of EURO-MEI after leading the European region for more than a decade. With Marc several members of the Executive stepped down as well. The Assembly expressed its thanks and gratitude to Marc and all those who have served on the outgoing Executive over the past years for all their work and commitment. The General Assembly was the last statutory meeting organised by UNI-MEI Director Jim Wilson, who retired from his position at the end of July this year. Affiliates paid tribute to his leadership and thanked him for his energy and efforts to build, grow and progress the organisation in the world and in Europe over the last thirty years. The Assembly elected William Maunier, Secretary General of the Audiovisual Workers Union of CGT, SNRT-CGT (France) to succeed Marc as EURO-MEI President. Luke Crawley, BECTU (UK), Cordula Bauermeister, VERDI (Germany), Raimo Söder, TEME (Finland), Ana Molano FCS-CCOO (Spain), Pier Verderio, FISTEL-CISL (Italy) and Heinz Fiedler, KMSfB (Austria) were elected Vice-Presidents. Affiliates adopted a series of resolution to give shape to a renewed policy programme with focus on campaigns aiming at organising in the digital global economy, protecting creativity and diversity and strengthen public value in the creative industries. Affiliates reaffirmed their commitment to organising and campaigns for the respect of trade union rights and freedom of association of all workers regardless of their employment status.

EURO-MEI Management Committee, 21 September 2009

The Committee reviewed the resolutions adopted at the General Assembly and discussed priorities for the period of the next four years. This discussion was linked with an exchange on the draft UNI MEI Global Union Strategic Plan, which the HoD presented. It reviewed current and possible future projects and looked at current

regulatory issues. The Secretariat is asked to draft an action plan in line with the Global Strategic Plan in preparation of the EURO-MEI Executive of 3 December 2009.

UNI-MEI World Executive Committee, Cape Town, 8-9 October 2009

The Executive Committee discussed and adopted the draft UNI MEI strategic plan. It exchanged with broadcasting and film unions of South Africa on organising and collective bargaining. It set-up a working group on intellectual property rights to launch and steer a global campaign on copyright protection and to develop other policies in this area.

EURO-MEI Executive Committee, Brussels, 4 December 2009

Taking advantage of the plenary session of the Audiovisual Social Dialogue Committee the Executive Committee could meet already six months after the General Assembly. This schedule allowed discussing the UNI Breaking through project and the UNI MEI strategic plan a few weeks after the meetings of the UNI MEI Executive Committee (October) and the UNI World Executive Board (November). The Executive discussed and endorsed the UNI MEI Strategic plan. It reviewed the activities in the social dialogue committees and regulatory work in particular with regards to the implementation of the new rules on state aid in public service broadcasting. The Committee also adopted a resolution on the massacre of journalists and media workers in the Philippines. It mandated the Management Committee to nominate the new list of representatives of EURO-MEI on the UNI Europa Executive Committee.

EURO-MEI Management Committee, Brussels, 10 March 2010

The Committee reviewed the social dialogue committee meetings and prepared for the seminar on equality. It discussed current EU policy issues, and assessed the project on social dialogue in live performance in Southern Europe. It nominated a list for the EURO-MEI representatives on the UNI Europa Executive Board. It also discussed a draft action plan for Europe to implement the strategic plan.

EURO-MEI Executive Committee, Madrid, 30 May and 1 June 2010

Following the first exchange on breaking through and the UNI MEI strategic plan in December 2009, the Executive discussed and adopted a strategic action plan for the region. It assessed development in social dialogue in the audiovisual sector with respect to negotiations for a European framework of action on equality (audiovisual). Further it looked at the progress made on risk assessment in the live performance social dialogue. The Committee discussed the implementation of projects on promotion of social dialogue, multimedia companies and the campaign against digital theft. It endorsed the nominations made the Management Committee for the new list of representatives of EURO-MEI on the UNI Europa Executive.

UNI-MEI World Executive Committee, Tokyo, 15-16 November 2010

The UNI MEI Executive Committee met after the UNI World Congress. It discussed the implementation of the strategic plan. Further, it exchanged on developments in public service broadcasting. Japanese colleagues informed members of the Committee of the state and prospects of the Japanese broadcasting sector and trade union rights. The Executive exchanged with the ABU President on developments in broadcasting in the Asia Pacific region and discussed closer cooperation between ABU and UNI Apro MEI. The Committee exchanged with the UNI general Secretary and the regional Secretaries of Africa and Asia Pacific on the implementation of the UNI breaking through strategy.

Annex to Report of Activities

Statutory Meetings, 2007 - 2011



UNI-MEI World Executive Committee, New York, 22-23 August 2011

The Executive Committee prepared the content and format of the General Assembly.

EURO-MEI Executive Committee, Brussels, 28 October 2011

The Executive Committee It reviewed the activities in the social dialogue committees and regulatory work in particular with regards to campaigns on media pluralism and support for public service broadcasting. The Committee exchanged with representatives of the IFJ and EBU on attacks on media pluralism in Europe. It was agreed to work closely together with both organisation in the coming months to pressure the EU institution to take a more proactive approach. The Committee assessed the UNI Europa Conference and exchanged with the UNI Regional Secretary on the implementation of the UNI Europa action plan.

Overview of Campaigns, Events and Activities

EURO-MEI Film and TV Production Workers' Conference, Madrid, 14-15 October 2007

This conference started off with a review of the role of the state in fostering film and TV production. Then Spanish filmmakers gave an overview of the situation in production in Spain. The executive director of the European Audiovisual Observatory gave a paper on the state of European production. On the afternoon of the first day the group broke into working groups to discuss first working conditions and collective bargaining and second organizing. The second day the status and prospects of European and national level social dialogue were discussed. The last report was a study by a journalist from the UK Screen Digest on Globalisation of Film and Television Production.

UNI MEI World Film and TV Production Workers' Conference, Madrid, 15-16 October 2007

In a passionate debate on piracy most participants felt that illegal copying of DVD's was one of the biggest existent threats to the livelihood of those who work in film. Piracy is theft was the general view of the delegates, but there was less consensus on how best to stamp it out. There were differing opinions over who should be the main target – the customer in the street or the organizations that cut the illegal copies or the middlemen who sell them. In other issues a report was presented on the world situation in film and television production, and then there was focus on several specific countries. A representative of the ILO spoke on media activities in that organization. The last subjects discussed were standards and conditions and intellectual property.

"Row the Boat" Sports Project Roundtable, Stuttgart, Germany, 16-17 October 2007

As part of the larger sports project with EASE, sports workers and employers from German speaking countries were brought together for a round table discussion as a preliminary to move toward full social dialogue at a later date.

Encounter with European Sports Employers, Brussels, 29-30 October 2007

Various European sports employees took part in a consultation organized by EASE but taking place at the UNI-Europa office and hosted by EURO-MEI. It was mainly an "identify and get acquainted" sort of meeting. This was still a very early stage of trying to develop dialogue in the sports sector.

European Social Audiovisual Committee Social Dialogue, Brussels, 5 November 2007

The focus was on EU enlargement and promotion of national social dialogue; discussion of a follow up project which was to be launched in January 2008 (see below). Also there was the beginning of discussion on the exchange of experience on equal opportunities. A joint statement on the Green Paper on Labour Law which was adopted in April was reviewed. A preliminary discussion on setting up a working group on training (later set up in February 2008) was discussed.

Internal EURO-MEI Working Group on Public Service Broadcasting, Brussels, 6 November 2007

Taking advantage of the fact that many of the European broadcasting affiliates came to the social dialogue meeting the day before, this working group meeting aimed at preparing affiliates and EURO-MEI for the review of state aid rules taking place the

second half 2007. A representative of the EC DG Competition took part, stating his organism's point of view.

“Row the Boat” Sports Project Roundtable, Rome, 6-7 November 2007

This was another in the series of national level round tables preparing for full social dialogue at the European level at a later date.

UNI MEI French Speaking African Broadcasting Workers' Conference, Yaoundé, Cameroon, 13-15 November 2007

This event, subsidized by the Swedish LO/TCO, brought together some 30 broadcasting unionists and, where unions are in formation, other local activists, to discuss organizing in both public and private broadcasting and collective bargaining. Both sub-Saharan and North African countries were well represented. Other issues discussed included effects of new technology and convergence, the beginnings of freelance workers in broadcasting in the region, equal opportunity, freedom of the press and union administration. The Swedish affiliate SIF and the French affiliate F3C both sent speakers to the event. Participants spent one afternoon visiting local broadcasting operations.

Mission to the Democratic Republic of Congo, Kinshasa, 20-23 November 2007

At the request of Zakari Koudougou, responsible for UNI's French-speaking Africa activities, and in accordance with a UNI decision to give new emphasis to the DR of Congo, where the trade union situation is reviving, UNI MEI Director joined Koudougou and then UNI Africa Regional Secretary Fackson Shemenda, on a visit to Kinshasa. They met with some 50 leaders of UNI affiliates together and then Wilson met separately with a number of media unions and visited various media outlets.

Events in South Africa in Preparation for the UNI MEI/CWUSA/TEME/SASK Film and Theatre Technicians' Organising Project, 27-29 November 2007

A small group made up of two representatives of the Finnish union TEME (Raimo Soder and Olli Vesada), the Finnish trade union solidarity center SASK (Tarja Valtonen), and the UNI MEI Director, spent two days in Johannesburg and one in Cape Town, meeting with representatives of the newly formed Creative Workers' Union of South Africa (CWUSA) and potential union members among film and theatre technicians. CWUSA was formed a few months earlier as a merger of PAWE, the former actors' union which had a small technicians section, and MUSA, the more established musicians' union. Both were in COSATU, which encouraged them to merge and organize the unorganised in the arts sector. The result of the visit was that UNI MEI and TEME put in an application to SASK on behalf of CWUSA for a two-year project, which was subsequently accepted, together with a related project with SINCINE in Brazil (see below).

First EURO-MEI/EASE Social Dialogue Meeting, Arnhem, Netherlands, 7-8 February 2008

Officially part of the EURO-MEI/EASE “Row the Boat” Project, this was in fact the first real encounter between EURO-MEI and other sports trade unions on the one hand and members of the European Association of Sports Employers on the other. About 60 representatives took part – discussing primarily what should be considered the parameters of the sports sector in Europe and what are the issues that workers and employers should discuss. It was agreed to consider the sector as three subgroups: professional sports, volunteer sports (those who work in government and other amateur sports as organizers and administrators) and commercial sports (such as fitness clubs). EURO-MEI and EASE officially recognized one another as social partners for the sector and agreed to seek recognition by the European Commission in

a formal social dialogue committee, with a one-year bridge project to be pursued in the meantime.

Conferences in Eastern India, with Film Workers' Unions, Kolkata, 18-19 February 2008

Some 50 leaders of the various unions in the Eastern Indian Film Workers' Federation met on 18 February with the UNI MEI Director Jim Wilson and with Anjali Sinha, of IDOC India, to discuss health and safety issues in preparation for a proposed project on that subject among the main film production unions throughout India. The group was strongly supportive of the idea; they described many very distressing practices regarding health and safety in their experience. On the next day, 19 February, Wilson and Sinha met with BROTA, the broadcasting production workers, on the same subject. (Note: Kolkata is the former Calcutta.)

Mission to Bangla Desh, 21-20 February 2008

Following the above described meetings in Kolkata, the UNI MEI director made a two-day visit to the media unions in nearby Dacca, Bangla Desh, at the request of the employees' association of public broadcasting, which has been participating in UNI MEI south Asian and southeast Asian conferences. The broadcasting workers, journalists and actors all complained of constant interference by the government in their affairs, but all are trying to maintain independent organizations. The other great problem is almost total lack of resources.

European Social Dialogue Live Performance Working Group, Brussels, 26 February 2008

The Committee worked on a draft project for theatre technicians unions and PEARLE* members on training. Social partners also exchanged on the Commission communication on culture. It was agreed to work closely together on the cultural platforms. FIM updated participants on the situation of visas entering the US.

Meetings with Japanese Media and Arts Unions, Tokyo, 10-12 March 2008

A series of meetings with broadcasting unions (public and private), film production unions, the local collecting society and other media and arts representatives was organized by the UNI-Tokyo office for 10-12 March, followed by a consultation with the union at the Tokyo Disney theme park regarding the organizing drive at Disney Hong Kong (see below). Both the UNI MEI Director and the Deputy Director took part in these meetings. The broadcasting unions expressed extreme concern at efforts to push them into the telecoms union and gave this as one reason for their somewhat limited involvement in UNI since the merger. The film production unions, most of which are more professional associations than unions, reported that there is no legal framework in Japan for organizing freelance workers and thus their ability to affect conditions has been limited. However, they expressed interest in working more closely with UNI MEI in the future. A meeting with the Advertising Workers' Union concentrated on the effects of globalisation in their sector and interest in what UNI might be able to do for them on these issues.

Mission to South Korea, 13-14 March 2008

With the assistance of local UNI representative Jay Choi, UNI MEI Deputy Director Johannes Studinger, organized meetings with the Korean broadcasting and film production workers on his return to Europe after the above discussed meetings in Japan. The broadcasting people are mainly concerned with maintaining the independence of the media and the film people with keeping as much of the screen quota as possible in trade agreements which lately have weakened it. Studinger's main objective was to prepare for a proposed regional film workers' conference in Seoul in 2009.

UNI MEI/ETUC Turkish Media Project, Istanbul, 25-29 March 2008

On the initiative of the ETUC a project started this week with Turkish unions to encourage organization of media, film and sports workers. UNI MEI got involved at a later stage but in later months was involved in making contacts between Turkish and other European unions which represent the sector. All the main Turkish national centres were involved in the project though few actual members yet exist in the three sub-groups identified.

Final Conference of FEDALA/PANARTES Project, Buenos Aires, 28-29 March 2008

A two-year project supported by the Dutch FNV was concluded with a conference in Buenos Aires bringing together screenwriters and directors from about a dozen Latin American countries. The purpose of the project, coordinated by Rolando Santos of the Argentina affiliate DAC, has been to identify film creators' groups throughout the region and get them involved in regional and international activities. The main groups are Argentina, Brazil and Mexico, but the smaller countries have also greatly stepped up their activities since the project began. This meeting resulted in a great deal of discussion about the screenwriters' strike in the USA. A lawyer representing the screenwriters of Spain, an observer in the meeting, said that his people had been greatly impressed by the WGA action and now wanted to recreate themselves from a professional association into a union, based on the example of what their American colleagues had done.

PANARTES Locutores Conference, Montevideo, Uruguay, 1 April 2008

This was the second time that UNI MEI organized a Latin American conference specifically for locutores (announcers) – the first was three years ago in connection with the PANARTES general assembly in Buenos Aires. The group made a strong appeal that a third one be held in connection with the next PANARTES general assembly to be held in Santiago, Chile, in 2010. This meeting further developed the themes of locutores' middle position between being workers and professionals. It was noted that most now work under some kind of individual contract, though in some countries like Argentina they have regular collective agreements. The locutores in Uruguay are attempting to do something similar, taking advantage of the more pro-labour present government. The group decided to set up an on-going internet dialogue on locutores' issues (a activity which has since taken off with great enthusiasm – there are virtually daily exchanges now of this group).

PANARTES Broadcasting Workers' Unions Conference, Montevideo, Uruguay, 2-3 April 2008

Horatio Arreceygor, PANARTES president, presided over this major conference of Latin American broadcasting workers' unions – the strongest single section of UNI MEI's Americas' region. The event was primarily organized by Gerardo Gonzalez of Argentina's SATV. The atmosphere was much more uplifting than some previous similar conferences due to the emergence of a pro-labour government in Uruguay (whose minister of labour addressed the participants) and the foundation of a new broadcasting workers' union in the country. One of the most striking aspects of the new Uruguayan government from our sector's point of view has been the passing of a law which makes contractors responsible for labour standards of subcontractors that they employ. The primary theme of the conference was how can we revive unions in a number of countries where they have recently disappeared, become weak, or very inward looking (such as Paraguay, Chile, Panama, Venezuela, Colombia, Peru and, until recently, Uruguay itself). It was decided that this should be a major objective of UNI MEI in the region and plans were made for stronger unions to help weaker ones more than ever.

International Meeting to Support Hong Kong Disney Organising, Hong Kong, 15-17 April 2008

In cooperation of local UNI representatives and UNI-Nyon UNI MEI helped to bring represents to Hong Kong from virtually all Disney parks to share information with Hong Kong workers trying to organize and to see their situation first hand in order to consider what kind of solidarity actions might be carried out in the future if necessary. Disney union representatives came from Disneyland in Anaheim, California; Disney World in Orlando, Florida; EURO-Disney, Paris; and Disney Tokyo (the latter is not actually Disney owned but a franchise to a local company). An equal number of workers and union members from Disney Hong Kong met in a local hotel with the visitors to discuss the situation. One day the foreigners also visited the Hong Kong Disney site where they tried to raise a banner in support of the workers' organizing but were stopped by company personnel.

EURO-MEI/ETUC Turkish Media Organising Project, Istanbul, 16-18 April 2008

This was the second meeting together with representatives of Turkish unions seeking to organize media, arts and sports workers, as noted in the opening of the project above.

European Live Performance Social Dialogue Committee Working Group Meeting, Brussels, 21 April 2008

The Committee endorsed the draft project proposal for a training forum, discussed the ongoing project on capacity building of social partners in Bulgaria and Romania and further exchanged on the prospects of the cultural platforms. FIA made a presentation on its Health and Safety guidelines.

UNI MEI Asia/Pacific Broadcasting Conference, Manila, Philippines, 22-24 April 2008

Organising new unions and new members: how to do it and for what purpose, were the main themes of this regional conference subsidized by LO/TCO Sweden. The local hosts were NABU, the largest broadcasting federation in Southeast Asia which brings together a dozen local broadcasting unions, mostly based in Metro Manila. For the first time, as part of the intended increasing cooperation with IFJ in the region the Philippine NUJP also participated in a substantial way in a UNI MEI Asia/Pacific activity. Top authorities in the Philippine labour department and other agencies concerned spoke, to a rather sceptical audience, about their commitment to expanding free collective bargaining. Similarly, a representative of the broadcasting employers said that he thought freelance workers should have the full protection of law to organize. Particularly interesting reports of new successes in organizing in broadcasting in Indonesia and Malaysia were presented, as were reports from other countries with greater or lesser degrees of success. Other issues discussed were new technology, equal opportunity, labour law regarding freedom of association, among others. It was discovered that the employer of the main unionised channel in Malaysia (Channel 13) had recently made major investments in broadcasting in Indonesia and UNI MEI was requested to help these groups to organize.

Follow-up On UNI MEI/CWUSA/TEME/SASK Film and Theatre Technicians' Organising Project, Johannesburg and Cape Town, South Africa, 19-21 May 2008

Proposed project for organizing film and theatre workers in South Africa (and Brazil) as discussed above having been accepted and funded by SASK Finland, the UNI MEI office and the local South African union CWUSA met to discuss how the project would actually be carried out, to establish with the local project coordinator Tom Dimakatso, an active filmmaker in Johannesburg temporarily working for the union. Going along with the UNI MEI director was Marten Spence, the person at BECTU UK who deals

with freelance film production. BECTU's members are particularly affected by non-union film production in South Africa both for features and, especially, commercials, as UK producers are going there to seek to avoid unions. Dimakatso, Wilson and Spence had unusually frank discussions with the main South Africa producers associations, most members of whom seem to realize that they must come to terms with some kind of unionism. The ANC government is very sympathetic to CWUSA's campaign and quite a number of new members have already been recruited.

Seminar on European Union Enlargement, Audiovisual Social Dialogue Committee, Prague, 5-6 June 2008

The seminar aimed at stepping-up the dialogue between social partners in new EU member states. The representation of trade unions from EURO-MEI, FIA, FIM and IFJ was good. The representation of employers' organization from new member states was very disappointing (one representative from Romania, who came because of our contacts there). However, it raised the European employers' commitment to invest more in joint capacity building projects in the future.

Audiovisual European Social Dialogue Committee Plenary Session, Brussels, 16 June 2008

The plenary session dealt mainly with the issue of equal opportunities. The Commission presented its roadmap on equality between women and men. Johannes Studinger presented a draft working paper on equal opportunities putting forward several possible actions the Committee could launch and tools it could use in the future. The employers reaction was very hesitant if not negative and the discussions difficult. Finally employers could agree to make the issue a permanent agenda item and start with exchanges of experience on equality policies at plenary sessions. Pierre Vantorre presented a working paper for a training project, which did not receive support from the employers. Nevertheless employers agreed to set-up an ad hoc training working group for 1 September to start working on the issue in concrete terms. The Committee also evaluated the Prague seminar on enlargement.

EURO-MEI Film Production Group Meeting, Brussels, 17 June 2008

For the first time, EURO-MEI organised a working group meeting for film and TV production unions. The aim of the meeting was to give affiliates the opportunity to exchange more regularly on conditions and collective bargaining and discuss EU matters. The group also looked at a campaign targeting RTL TV and production companies with the objective to get a global framework agreement.

EURO-MEI Theatre Technicians Group Meeting, Brussels, 19 June 2008

The annual meeting dealt this year with the preparation for the Theatre Training forum 2009 to be organised with PEARLE* and the activities in the social dialogue committee. Affiliates also exchange on collective bargaining and conditions in live performance.

Live Performance European Social Dialogue Committee Plenary Session, Brussels, 20 June 2008

The Secretariats reported on the joint meeting with Odile Quintin on the organization of the cultural platforms. The social partners are encouraged to play an active role in the work of the platforms. DG Justice gave a presentation on the US visa waiver programme and discussed the situation of performers and other workers. Social partners insisted with the Commission that the current situation is discriminatory and urged the Commission to tackle the issue. The Committee further discussed FIA' health and safety guidelines and discussed possible future activities in this field.

EURO-MEI Meeting with French Sports Unions and Federations and with EASE, Paris, 8 July

The UNI general secretary, UNI-Europa regional secretary, UNI MEI director and the person working with sports from UNI-Europa met together for three separate meetings with relevant people in the sector in France. The first was with the players' associations. The second with UNI affiliates representing sports. And the third with representatives of EASE together with the players' federations. The purpose was to exchange information on social dialogue and to better understand how collective bargaining takes place at the players' level in France.

Consultation on Crisis in European Public Broadcasting, Brussels, 4 September

Following the Management Committee in June a working group meeting on PSB was organized in Brussels. The group discussed ways forward to address the situation in France and to respond to the Commission's plan to review the state aid rules in PSB. The group decided to launch several actions during the autumn based on a resolution to be adopted at the EURO-MEI EC meeting in Paris (see above).

Preparation for Colombia Media Union Organizing Project, Bogota, Medellin, 17-19 September

Meetings were held with a wide variety of professional and other groups close to unions and/or the labour movement in Colombia to consider how to help the re-launching of trade unions or at least some kind of organization in the media sector. Most unions have been wiped out by repression or neglect in recent years in our sector. It was decided to hold two same re-organisational meetings sponsored by UNI MEI early in 2009 – one for broadcasting workers and one for film production workers.

Working Group Live Performance European Social Dialogue, Brussels, 25 September

The working group focused on the evaluation of the enlargement project and discussed the possibility of a follow-up project. The working group agreed to make health and safety a standing item on the agenda of the committee and the unions agreed to come forward with concrete proposals for future activities in this field.

Preparation Meeting, Sports Project, Paris, 25-26 September

Preparations were made for EURO-MEI/ EASE conference on contracts to be held in London in December 2008.

Second Administrative Meeting and International Consultation in CWUSA/UNI MEI/TEME/SASK South Africa Organizing Project, Johannesburg and Cape Town, 7-9 October

UNI MEI director and TEME representative Olli Vesada had meetings with groups of technicians in both Johannesburg and Cape Town, organized by CWUSA.

Working Group Audiovisual European Social Dialogue, Brussels, 10 October

The working group discussed again the working papers on equal opportunities and training. It was agreed to launch an ad hoc working group on training which look at two professions (journalist and sound or camera operator) as a test for future joint actions. Further employers agreed to discuss the Commission initiative on work-life balance.

FES-VERDI-UNI MEI Seminar for Film Workers' Organisation from Eastern Europe, Prague, 13-14 October

Following-up on an informal encounter between IATSE, BECTU, FAF and VERDI with colleagues from Eastern European film workers' organization during the UNI MEI General Assembly 2007, UNI MEI organised together with VERDI and with the support of the Friedrich Ebert Stiftung two days seminar. The event brought together

representatives of BECTU (UK), SSFV (Switzerland), VERDI (Germany) and film workers from Eastern Europe: Czech Film Makers Association (FITES), Polish Film Makers Association (SFP), Romania Film Workers Union (SINDimago) and the Slovenian Freelance Union in Culture (SUKI). The seminar provided the opportunity to exchange on conditions in production, representation of workers and social dialogue. The meeting underlined that organizing remains a huge challenge and pro-union workers fear repression from employers and battle with anti-union attitude of colleagues.

UNI MEI/LO-TCO English-speaking African Broadcasting Workers' Conference, Windhoek, Namibia, 14-16 October

Some thirty broadcasting trade union representatives from about a dozen English-speaking countries took part in this three-day conference held by UNI MEI and supported by the Swedish LO/TCO. The emphasis was on changing technology (Africa has started the process of switching to digitalisation), organizing and collective bargaining. The group visited the Namibia Broadcasting Company's operations and was received by NBC general manager. Mauritius participated in a UNI MEI event for the first time – very actively so, sending one of their top broadcasting engineers. It was proposed that the next meeting of the group be held in Malawi or in Uganda – though Nigeria made a strong appeal for a UNI MEI programme to help them. The acting secretary for UNI-Africa took part in a UNI MEI conference for the first time.

UNI MEI/FES Arabic Speaking Broadcasting Workers' Conference, Cairo, 17-19 November 2008

This event, hosted by the Egyptian Media Union, brought together representatives of some dozen North African and Middle Eastern Arabic speaking countries' broadcasting unions. Subjects covered included new technology in the sector, changing ownership and structure and their effects on employment, equal opportunity in broadcasting and health and safety issues. The group visited the studios of Egyptian national broadcasting company.

PANARTES Film Technicians' (FITEC) Conference, Buenos Aires, 26-27 November 2008

As part of a new three-year project sponsored by FNV of the Netherlands this meeting identified the current issues of film production unions in Latin America, especially considering where unions might be organised over the given period. Strong unions existed in Argentina, Mexico and Brazil – and to some extent in Chile. It was proposed to seek to organise workers particularly in the Andean countries, in Paraguay and Uruguay. Under the name FITEC the group was recognised by MERCOSUR as representative in the sector and an interlocutor for issues involving film and technicians.

Day of Action in Support of Public Broadcasting Workers at France Télévision, Paris, 27 November 2008

EURO-MEI sent delegation to day of action organised by French affiliates and organised solidarity activities in other EU Member States

EU Audiovisual Social Dialogue Committee, Plenary Session, Brussels, 28 November 2008

Social partners agreed to launch an ad hoc working group on training to develop a joint project for journalists and technicians in 2009. Further a first consultation on the Commission initiative on work-life balance took place.

EURO-MEI/EASE Conference on Standard Sports Contracts, London, 8-9 December 2008

This was one of the biggest meetings to date of the EURO-MEI/EASE project aimed at establishing official social dialogue in the sports in Europe. The London meeting heard presentations of two major reports prepared for the occasion, one focusing on professional athletes, the other on commercial leisure sports operations. It was found that the two sub-sectors overlapped to a larger degree than expected. The workers' representatives and the employers agreed to a rather detailed list of issues which should be legitimate subjects for bargaining in the sector.

Plenary Session Cultural Forum, Brussels, 1 December 2008

Draft recommendation to DG Education and Culture on future European Culture Policy reviewed and adopted.

EU Live Performance Social Dialogue Committee, Plenary Session, Brussels, 15 December 2008

Evaluation of the enlargement project and consideration of a follow-up project were focus of the session. Further it was agreed to make health and safety a standing item on the agenda of the committee and the unions agreed to come forward with concrete proposals for future activities in this field.

Planning Conference for India Safety in Film Project, Bangalore, India, 19-21 January 2009

This meeting was organised by UNI staff in India and brought together representatives of several state level film production unions in the country, together with representatives of FNV, to consider a proposal for a major project in health and safety in the film industry in India. A formal application was drawn up after the meeting and submitted to FNV in the Netherlands.

***EURO-MEI Commercial Broadcasting Seminar, Berlin, 21-22 February 2009
Berlin***

Works council and union representatives from European commercial broadcasters exchanged on challenges to the sector and practices of information and consultation in companies. As a result of the seminar a permanent working group on commercial working group will be set-up at European level to facilitate exchange of information and cooperation.

UNI MEI PANARTES Film Production Technicians' Seminar, Bogotá, Colombia, 23-24 February 2009

Taking advantage of an LO/TCO project on broadcasting taking place the same week, this meeting brought together people working in film in Colombia to discuss how they might organise, if not into a union (due to the dangerous climate in the country) at least into some kind professional association for the time being. Representatives of technicians, writers, directors and even some producers took part. It was agreed for the time being to work on certain issues within CICA, the existing actors' union, in part for safety reasons.

UNI MEI PANARTES/LO-TCO Broadcasting Technicians' Seminar, Bogotá, Colombia, 26-27 February 2009

This meeting was called by UNI MEI and supported by LO-TCO to consider the possibility of relaunching some sort of organisational effort in the broadcasting sector where none has existed since UNI MEI affiliate ACOTV was crushed several years ago. PANARTES President Horatio Arreceygor and Gerardo Gonzales of SAT

Argentina also took part. The head of the local journalists' association said it would be easy to organising a broadcasting workers' union if the purpose was to get a few more leaders killed. It was thought better to try to set up some sort of on-going meetings on technical issues which at least could keep networks going.

UNI MEI PANARTES Caribbean Broadcasting Workers' Conference, Bridgetown, Barbados, 10-12 March 2009

Some thirty five broadcasting trade unionists from the Caribbean region took part in this conference. They were from 10 islands plus Guyana and Belize. This was only the third time ever that broadcasting events had been held in the region (previous ones were in Trinidad-Tabago and Guyana). The groups mostly have two distinguishing characteristics: most vibrant parts of larger general unions on their island (unusual in that in most parts of the world broadcasting unions often lose most of their character and drive when part of larger groups). Second, an unusually large part of the leadership and participants in these meetings were women.

EURO-MEI –PEARLE* Seminar on Training and Social Dialogue, Milan, 13-14 March 2009

Affiliates of PEARLE* and EURO-MEI reviewed cooperation in the field of training and discussed future priorities to be taken up by the social dialogue committee.

UNI MEI/LO-TCO Malaysia/Indonesia Broadcasting Workers' Organising Project, Kuala Lumpur, 24-26 March 2009

This is more an on-going project than an event, though an important workshop was held in Kuala Lumpur to bring it together. The process is a result of the fact that Channel Three in KL, which has long had a strong union and a mature relationship with management, has recently bought up most of the other commercial channels in the city. This has created the opportunity for the expansion of unionism in the sector. At the same time in Jakarta UNI-affiliated Aspek has successfully unionised more than 3,000 broadcasting workers since UNI MEI first got active there a few years ago. And a number of other channels in both places have workers interested in organising. Since the languages in Malaysia and Indonesia are mutually understandable it was decided to carry out this project simultaneously in one group. The March meeting focused not only on organising but on collective bargaining – which in turn is one of the most effective organising tools.

EURO-MEI/EASE Conference on Health and Safety in Sports, Lisbon, 1-2 April 2009

As part of the on-going process to establish social dialogue in the sports sector in Europe this conference was held jointly between EURO-MEI and EASE, the sports employers' association, to identify what are the major health and safety issues in the sector and how can athletes and other employees work together with employers to deal with them. A major study on health and safety in the sector carried out by a Dutch research group was the basis of discussion. A wide ranging common document on which are the major issues was agreed to by the two sides. The pre-social dialogue in sports is divided into three parts: professional sports, "volunteer" or publicly supported sports and commercial leisure activities. It was agreed at this meeting that when the formal social dialogue is established that it will be broken up most of the time into these three sub-groups.

EU Social Dialogue Life Performance, Plenary Session, Brussels, 3 April 2009

Social partners agree to launch joint work on risk assessment in life performance in cooperation with European health & safety agency and adopt joint position on

European year of creation and innovation. The Committee evaluates positively the Theatre Training Forum.

PANARTES National Film Technicians' Seminar (FITEC), Sao Paulo, Brazil, 3-4 April 2009

Film technicians mainly from Sao Paulo and Rio were the basis of this seminar – with a few technicians from other cities in Brazil and some from nearby countries as well. As a national seminar the emphasis was on what are the issues of main concern to Brazilian technicians. Of course issues of how to organise and represent freelance and independent workers predominated.

EURO-MEI Creators' Seminar, Madrid, 6-7 April 2009

UNI affiliates as well as representatives from sister organisations such FIA, FIM and IFJ assessed challenges to creators' rights due to technological change and globalisation.

UNI MEI/SINDCINE/TEME/SASK Film Workers' Organising Meetings, Brasilia, Brazil, 27-29 April 2009

This "event" was actually a series of activities and actions in Brasilia in late April carried out as part of the on-going organising campaign of SINDCINE, the Sao Paulo film technicians' union to organise technicians in other south Brazil cities. This month the actions were in the federal capital, Brasilia. The week's events began with SINDCINE presenting its contract from Sao Paulo to the producers' association of the federal district as the basis to start negotiations for a collective agreement for that area. The next day the leaders of an organising committee for the city met with SINDCINE, UNI MEI, TEME (the Finnish media union) and SASK (the Finnish labour solidarity group) to review how organising was progressing there. Finally, on the evening of 29 April a general assembly of local technicians interested in building the union met – 60 in all, a substantial part of the most active technicians in the city.

EURO-MEI/EASE Informal Social Dialogue Meeting, Brussels, 27 May 2009

As the social dialogue between EURO-MEI and EASE in sports is not yet established it was decided to hold a meeting "as if" there were a formal and official structure already. The subjects discussed were a review by commission representatives and the European Sports Office on issues current in European institutions in regard to sports plus a review of the main themes EURO-MEI and EASE are carrying out in other events (see above) – such as sports contracts and health and safety in sport.

EURO-MEI Seminar on Film Production, Rome, 7-8 June 2009

Affiliates in film production gathered and exchanged on working conditions and collective bargaining. Further workshops provide for exchange on organise in new areas such as original production for Internet and video games.

EU Audiovisual Social Dialogue: Plenary Session, Brussels, 15 June 2009

The Committee discussed two possible future joint projects, one on training and on enlargement. The Committee mandated EBU and UNI MEI to elaborate project proposals for the deadline of 1 September. Further the unions presented a paper on piracy in response to a first proposal submitted earlier in the year. The Committee also exchanged on equality between men and women. It was agreed that the unions will present a paper proposing possible joint actions.

PANARTES Technicians National Seminar (FITEC project), Lima, Peru, 18-19 June 2009

Just as the FITEC project of UNI MEI PANARTES (sponsored by FNV) was getting off the ground the majority of the film production technicians in Lima, Peru, decided to set up a local associations of technicians. Roly Santos, coordinator for the FITEC project, met with some 50 local technicians for two days to help this group get established.

PANARTES FEDALA Writers and Directors Seminar, Bogotá, Colombia, 24-25 June 2009

Given the very dangerous trade union situation in Colombia UNI MEI and FEDALA (the writers'/directors', most of whose members are in UNI MEI) held a meeting with top creators in Bogotá to see how professionals might come together on a number of subjects without at this time actually forming a union. It was decided to concentrate on getting intellectual property rights for creators established by law and practice in the country; a noble goal in itself this could be the basis for more steps in organising these groups later. Top writers and directors from Bogotá enthusiastically took part in this event.

Asia/Pacific Film Production Workers' Seminar, Seoul, Korea, 2-4 July 2009

The relatively new but extremely active film workers' union of Korea hosted this event which was organised by UNI MEI, with help from UNI-APRO and from the ILO. The event got widespread coverage in local media. The focus for the Koreans was on getting rights for freelance workers comparable to those in Western industrialised countries. UNI MEI President Heinrich Bleicher-Nagelsmann spoke on how social security was extended to contingent media and arts workers in Germany. Some 50 film workers from most countries on the Asian Rim took part in the event – including a Beijing based director. Most reported strong growth in the media and production sector, though continuing problems to organise. Problems notwithstanding, it was impressive to see how many unions and guilds of writers, directors and/or technicians have emerged and took part in this event compared with the first activities of UNI MEI in the sector in the region just a few years ago.

UNI MEI/FEDALA Broadcasting Workers' Conference, Ulan Baatar, Mongolia, 7-9 July 2009

Representatives from virtually all the major TV channels in the capital city of Mongolia participated in this conference which was held just off the main square beside the parliament building. As one of a small number of UNI sectoral events ever to be held in the country the conference drew interest from much of the labour movement in general and from the national media. For several years Mongolian broadcasting workers had been among the most active and expressive of all participants in UNI MEI's Asia/Pacific broadcasting activities. Though the situation is not perfect Mongolia is something of a model among former communist countries in Asia both in its democratic development in media trade unionism and in the emergence of pluralistic media in the region. In the opening, UNI MEI Director Jim Wilson noted that "those who think that Mongolia is someone marginal in the overall scheme of industrial democracy in Asia are simply demonstrating their ignorance of how things have evolved." Though the event was mainly a national one the Japanese broadcasting unions sent representation and Japanese democratic experience in the media drew a great deal of attention from local participants.

UNI MEI/FES Consultative Council of Cultural Workers' Unions of CIS Countries, 25-27 September 2009

The seminar carried out for affiliates and unions of the Consultative Council of CIS countries aimed at identifying the most prominent felt needs of workers in the new commercial audiovisual operations (broadcasting, film, TV and video production). In several workshop sessions, participants developed a strategy for organizing in these sectors around "decent work" issues and discusses how step up further cooperation of unions on via UNI MEI and CCCWU.

EU Social Dialogue Live Performance, Working Group, Brussels, 15 October 2009

The working group looked at national experience with respect to risk assessment policies in several countries. It also discussed a draft action plan on training.

Broadcasting Conference for French Speaking Unions in Africa, Abidjan, 3-5 November 2009

Unions from eight countries attended the conference to exchange over the perspectives of broadcasting in Africa. The country reports presented by each delegation underlined enormous differences among the various national broadcasting industries. The event gave the opportunity to focus on Ivory Coast. Further, a workshop on collective bargaining provided for an exchange of experience.

UNI MEI Working Group on Intellectual Property, London 8-9 November 2009

The working group was set-up by the UNI MEI Executive Committee in order to elaborate a campaign against digital theft or "piracy". The working group discussed a list of principles UNI MEI should underline in its campaign and worked on a first draft for a campaign statement. The campaign was launched in January 2010.

EU Social Dialogue Live Performance, Plenary Session, Brussels, 9 November 2009

Social partners agreed to launch joint work on risk assessment in life performance in cooperation with European health & safety agency and adopt joint position on European year of creation and innovation. The Committee evaluates positively the Theatre Training Forum.

FEDALA and FITEC Workshops, Rio de Janeiro, 26-28 November 2009

Parallel seminars for the Latin American writers and directors, FEDALA and the film technicians, FITEC brought together 50 unions, guilds, associations and collecting societies from all over the region. The two groups focussed their work on the promotion of standards in the industry and regional cooperation. The declarations adopted state that the further development of regional cooperation as a key tool to promote standards in the industry.

EU Audiovisual Social Dialogue: Plenary Session, Brussels, 4 December 2009

Social partners adopt work programme for 2010 and agree to launch negotiations for the adoption of a framework of actions on equality between men and women. The Committee adopts a joint position on digital theft. A renewed project approach for a pilot on training (journalists and technicians is approved).

Project Steering Committee Meeting, Equality Behind Stage and Screen, Brussels 15 January 2010

The Committee reviewed the progress on the survey on equality, finalised the format and agenda for the seminar.

Project Steering Committee Meeting, Promoting Social Dialogue in the Audiovisual Sector in New EU Member States, Brussels 15 January 2010

The Secretariat of EBU, CEPI, FIA, FIM, IFJ and UNI MEI undertook the planning for the national roundtables on social dialogue in Bulgaria, Czech Republic, Hungary, Romania, Slovakia and Slovenia and for the Regional Seminar to be held in Sofia, 30 September- 1 October 2010.

EU Social Dialogue Live Performance, Working Group, Brussels, 25 January 2010

The working group adopted the final version of the work programme 2010. It exchange of views on theatre technicians training on the basis of the updated action plan worked out by the secretariats. The group initiated a discussion on skills anticipation in the live performance sector and the development of European collaboration around this issue. Social partners gave updated each other on the financial crisis and its impact on the live performance sector in various member states.

EAEA – PEARLE Seminar on Social Dialogue in Southern Europe, Dubrovnik, 26-27 February 2010

The conference took place in the framework of a project funded by the European Commission, which aims at promoting national social dialogue in Southern Europe. The project also produced a report on the state of social dialogue in live performance based on interviews carried out in 12 countries. A draft report was presented at the conference. Participants exchanged on the challenges for the life performance sector in the midst of a global financial crisis. Employer and union representatives alike underlined that in the present economic context, the financing of the performing arts must be guaranteed to provide for a genuine and sustainable environment for the sector and boost further growth and employment. In their final declaration European social partners called on the European Union to encourage governments to create favourable conditions for an autonomous bi-lateral social dialogue in the countries of Southern Europe and urged national governments to encourage and allow management and labour to organise, in particular as regards employers' in the public live performance sector and freelance/self-employed workers.

EU Audiovisual Social Dialogue: Working Group, Brussels, 10 March 2010

The working group focussed on the work regarding the elaboration of the framework of actions on equality and elaborated a working schedule and format in order to facilitate the possible adoption of a text by the end of 2010. A presentation on the sector skills council project of the European was given and assessed.

Seminar: Equality Behind Screen and Stage, Strasbourg, 26-27 March 2010

The seminar brought together close to 50 participants from all corners of Europe. As a preparation to the seminar, EURO-MEI conducted a survey on gender equality among its affiliates, and the results of this survey were presented in the seminar. The participants exchanged their views on issues like equal pay, work-life balance and the portrayal of women in the media. The seminar allowed taking stock of the current situation of women working in media and life performance and within the unions in the different countries represented. Participants also exchanged on best practices.

FITEC Workshop, Peru, 8-9 April 2010

This national workshop focussed on the development of film workers representations in Peru. Representatives from the Latin American film technicians attended to discuss and share experience with their colleagues. The workshop resulted in the establishment of the union SIA to represent the interests of the workers in audiovisual production.

EU Social Dialogue Live Performance, Working Group, Brussels, 26 April 2010

The working group assessed the seminar on social dialogue in Southern Europe and the progress made by the working group on risk assessment. A presentation on the survey on social dialogue in Southern Europe was presented. Presentation on the sector skills council was given and social partners discussed the potential benefits to the live performance committee.

UNI MEI Mission to Argentina, Buenos Aires, 28 April – 2 May 2010

The HoD and the PANARTES President's office met to work on the preparation of the PANARTES General Assembly 2010. Consultations with DAC, SAL, SATSAID, SICA and SUTEP on priorities in Argentina and the region took place. UNI Americas President Ruben Cortina participated in this exchange and highlighted the importance of the sector. The HoD participated and addressed the UNI Americas Acto de 1 Mayo.

EU Social Dialogue Audiovisual, Working Group on Equality, Brussels, 17 June 2010

The working group discussed its purpose and planned the work ahead.

EU Social Dialogue Audiovisual, Plenary Session, Brussels, 18 June 2010

The social partners reviewed the latest progress regarding the project Promoting Social Dialogue in the Audiovisual Sector in New EU Member States. The committee heard presentations on the different aspects of equal opportunities, as well as an EC report on the what the EC is currently doing to combat piracy and what kind of developments are taking place in EU member states.

EURO-MEI Commercial Broadcasting Working Group, Brussels, 19 June 2010

This working group was established by the EURO-MEI to step-up cooperation and joint actions in Europe in this important part of the audiovisual industry. This first meeting brought together members of the Management and Executive Committee and discussed priorities for the future work. Relations with ACT and its members, their involvement in the EU social dialogue, transnational cooperation in multinational companies, organising and training are key issues the working group will focus on.

WIPO Standing Committee on Copyright, Geneva 21 – 25 June 2010

The Committee had on its agenda the topics of protection of broadcasting organisations, protection of audiovisual performances, and limitations and exceptions concerning people with print disabilities. Most progress was made on the last topic. Concerning the other two topics, the Committee agreed to have further consultations during the autumn in order to make progress in the next meeting in November.

UNI Mission to India, 11-18 July 2010

The PO visited India together with the Head of SCORE and UNI Apro Regional Secretary. Meetings took place on 12-18 July with the ILC and several affiliates in Delhi, Bangalore and Mumbai. The health and safety project was discussed together with FNV. Further, a meeting took place with Member of Parliament Deepa Dasmunsi to discuss copyright and piracy issues, among other things.

FITEC Seminar, Buenos Aires, 27-29 August

The seminar focussed on the future of FITEC's agenda and developed priorities for each organisation national and for all regionally. The Presidents of UNI Americas and PANARTES as well as the head of UNI SCORE participated in the seminar.

Seminar on Self-employed, Finland, 21 September 2010

The PO participated in and addressed a seminar on self-employed in Finland. The seminar was organised by TEME together with other cultural sector unions. The

seminar reviewed the situation of the self-employed in Finland and on the European level, and discussed a union approach to the developments.

Campaign on EU Parliament Report on Copyright Protection, Spring - September 2010

UNI MEI's actions within the global campaign against digital theft launched in January focussed at the EU discussions over improving the protection of intellectual property. UNI MEI run a very intense campaign targeting the new European Parliament, which brought forward own initiative report in February 2010 on that issue. The secretariat and members of the UNI MEI IP working group met with leaders, staff and members of all major political groups in the European Parliament. The joint actions with FIA and FIM targeted in particular the Socialist group. Coordination with other European organisation representing creators lead to a joint statement, which was delivered to all Members of the European Parliament before the vote on the report. The report in support of initiative at national and European level to improve the protection of intellectual property was adopted by a very small majority at the plenary session in September.

EU Social Dialogue Audiovisual, Working Groups, Brussels, 20-21 September 2010

The working group heard a presentation from the EC on recent developments regarding self-employed workers and exchanged views on the topic with the EC. The EC presented also the Audiovisual Media Services Directive.

UNI APRO – IFJ Seminar on Organising in the Media in the Asia Pacific, Bali, 28-30 September 2010

This first joint seminar of IFJ and UNI in the Asia Pacific region provided training and exchange on organising among affiliates of IFJ, UNI Graphical & Packaging and UNI MEI. It also aimed at discussing the prospect for closer cooperation between IFJ and UNI in the region. The participants adopted a joint declaration calling for joint action to build strong unions by encouraging more formal cooperation between IFJ Asia-Pacific and the UNI Asia-Pacific Regional Office and to support continuing discussions between the IFJ Asia-Pacific Steering Committee and UNI on formalising an alliance and its structure.

Seminar on Social Dialogue in the Audiovisual Sector, Sofia, 30 September – 1 October 2010

The European social partners organised a seminar in Sofia in the context of the project Promoting Social Dialogue in the Audiovisual Sector in New EU Member States. Participants of the conference exchanged on the challenges the audiovisual sector is facing all over Europe as well as on the current relationship between employers and workers in different countries. Also experiences and ideas were exchanged on how to start building social dialogue, which gave the participants good tools to use in their efforts at national level.

UNI MEI Mission to Indonesia, Hong Kong and Malaysia, 1-8 October 2010

The HoD in cooperation with the UNI APRO offices carried out a series of meetings and seminars in Indonesia, Hong Kong and Malaysia. The meetings in Jakarta, Indonesia on 1 and 2 October focussed on the further development of the broadcasting unions affiliated to ASPEK and cooperation with FES. Actions to enhance the organising and collective bargaining capacities of affiliates were discussed as well as the implementation of the ANTARA GFA. Meetings in Hong Kong on 4 and 5 October served to take stock of the situation of union representation and organising in Disneyland Hong Kong and to discuss with the union and UNI DOC Hong Kong the possibilities to launch a UNI-led organising campaign. A meeting

between union representatives, UNI DOC HK and the HoD with the Director of Human Resources Disneyland tackled union access, cooperation between Disneyland Management, the union and UNI. Proposals for joint actions were made by management to hold joint seminars on health and safety and to continue dialogue over several other possible actions. A organising workshop attended by 20 representatives from film and TV unions and associations was held in Kuala Lumpur on 7 and 8 October. Meetings with FES Malaysia, the Asia Pacific Institute for Broadcasting Development, AIBD and the Asia Pacific Broadcasting Union, ABU were also organised. The meetings with AIBD and ABU aimed at discussing possible cooperation between UNI and the organisations and resulted in agreement to continue relationship and discuss further possibilities of cooperation.

EU Social Dialogue Live Performance, Plenary Session, Brussels, 6 October 2010

The social partners reviewed the progress of the sub-group on risk assessment. The final report of the project Social Dialogue in Southern Europe was presented after which the Committee discussed possibilities to continue its work on this issue. The Committee heard presentations from the EC and discussed the issue of mobility of workers, especially concerning visas and work permits.

EURO-MEI Theatre Technicians Meeting, Brussels, 7 October 2010

The meeting took place to review the situation of theatres and theatre unions in different countries. The participants discussed latest developments and exchanged ideas on a new MEI project concerning theatre workers.

GUF Quality Public Service Conference, Geneva, 12-14 October 2010

The Council of Global Unions organised a conference with the purpose of underlining the importance of quality public services. The conference is a starting point for a campaign for quality public services, and the future work towards this goal for the GUFs involved is outlined in the Charter and Action Plan which were presented in the conference.

Global meeting on emerging copyright licensing modalities, WIPO, Geneva, 4-5 November 2010

The meeting reviewed the current state of copyright regulation and the different options for licensing. Speakers represented Harvard Law School, Paramount Pictures and EBU, to name a few. Conclusions of the meeting stated that the current copyright system is too complicated and cannot function in the digital World. Development of online markets is severely hindered by licensing problems, and there is a need for multiterritorial licenses. WIPO stated it is happy to lead the reformation of copyright.

The WIPO Advisory Committee on Enforcement was established in 2003. It is advisory by nature so it has no competence for binding decisions. The Committee heard presentations on topics such as media piracy in emerging economies, and understanding consumer attitudes on counterfeiting and piracy. It was proposed that the Advisory Committee do a study on all current initiatives regarding IP enforcement and building respect for IP. Also, it was proposed that the Advisory Committee should move beyond dogmatic positions and identify practical actions.

EU Social Dialogue Live Performance, Working Group, Brussels, 10 December 2010

The social partners discussed the possibility of starting work on a skills council for the sector. Regarding the work of the sub-group on risk-assessment the social partners discussed the work of the European Agency for Safety and Health at Work and whether it would be possible to build on the risk-assessment tool the Agency has

developed. The committee adopted a joint statement titled “The Contribution of the culture to the fight against poverty and social exclusion”.

Project planning meeting UNI-IFJ, Label MARS, Paris, 14 December 2010

UNI MEI affiliate F3C (France), UNI MEI and UNI Africa have been working together with the International Federation of Journalists on a joint project in the media sector in Africa. This project includes the launching of a social responsibility label, MARS, for media companies who fulfil the criteria. The meeting focused on the content of a survey which can be used to gather and review information from the media companies.

Project meeting, Promoting Transnational Cooperation in Multinational Multimedia Companies, Paris, 15 December 2010

In the meeting the steering committee discussed the content of the project and focused the targets. The steering committee discussed in detail the upcoming seminar and the practicalities.

Project planning meeting UNI-IFJ, Label MARS, Dakar, 20-21 January 2011

UNI Africa affiliates met with IFJ Africa and FAJ in Dakar to discuss and plan a campaign to ensure decent working condition to media workers in Africa and to organize these workers, as well as to develop the label MARS. A steering committee was established to lead the work further.

Quality Public Services follow-up meeting, Ferney-Voltaire, 17 February 2011

Following the QPS conference in October 2010 the working group met to discuss further actions. Participating Global Union Federations decided to launch a campaign to promote quality public services. PSI would lead the activities.

EU Social Dialogue Live Performance, Working Group, Brussels, 4 April 2011

The committee heard presentations on mobility, such as the PRACTICS project that has developed mobility info points in four countries which provide legal and other advice to workers in the cultural sector. The Commission informed the committee of an upcoming representativeness study that will review the representativeness of the organisations.

Project seminar, Promoting Transnational Cooperation in Multinational Multimedia Companies, Barcelona, 7-9 April 2011

The seminar was the main activity of the project and took place in Barcelona in April. The results of the survey thus far were presented as well as the renewed EWC Directive. Working group sessions focused on negotiating an EWC agreement, the functioning of EWCs and the coordination of UNI europa sectors. The seminar adopted a declaration stating the UNI MEI and UNI europa Graphical will continue their joint work on this topic.

Meeting on Planeta, Barcelona, 9 April 2011

The Spanish unions discussed the setting-up of an EWC at Planeta. Current situation and best ways forward were reviewed, and future actions were outlined.

WIPO, Open-ended Consultations on the Protection of Audiovisual Performances, Geneva, 13-14 April 2011

The WIPO organised additional consultations to make progress on the treaty on the protection of audiovisual performances. There is consensus within the membership of WIPO on most of the issues, and the main outstanding issue is the transfer of rights. A

few countries agreed to work jointly on a compromise proposal to move the negotiations forward.

WIPO, Informal Consultations on the Protection of Broadcasting Organisations, Geneva, 14-15 April 2011

The focus of these consultations were the objectives and the specific scope of the treaty, as well as clarification of the object of protection. It was agreed that the Chair of the meeting compiled the outstanding issues into a new document to be discussed in the next Standing Committee on Copyright and Related Rights.

Project seminar, Self-employment, Ljubljana, 17-19 May 2011

The focus of the seminar was reaching the self-employed. Participants discussed several topics in working groups, such as the challenges of identifying the target groups when it comes to the self-employed and which concrete measures are needed to reach them.

EU Social Dialogue Live Performance, Working Group, Brussels, 9 June 2011

Under the topic of training and skills, the social partners heard a presentation on the joint ESCO project of DG EMPL and DG EAC. It is part of the flagship initiative of "An agenda for new skills and jobs" and concerns a taxonomy for European skills/competencies, qualifications and occupations. The committee discussed the progress of the sub-group on risk assessment and agreed to review the work in the next meeting. The European Agency for Safety and Health at Work presented its campaign on risk prevention called "Better health and safety at work through prevention" – leadership by management and worker involvement.

Standing Committee on Copyright and Related Rights, WIPO, Geneva, 15-24 June 2011

Regarding the treaty on audiovisual performances, the member states reached consensus on the final outstanding issue, the transfer of rights. The Committee agreed that the Member States should recommend to the General Assembly that the General Assembly resume the suspended 2000 Diplomatic Conference to finalize the treaty. Work on the broadcasting treaty did not progress greatly, but the will to conclude the treaty was expressed once again.

Project follow-up meeting, Promoting Transnational Cooperation in Multinational Multimedia Companies, Brussels, 17 June 2011

The steering committee met to discuss and evaluate the project. Based on the declaration adopted in Barcelona, the steering committee discussed ways to continue the cooperation of UNI MEI and UNI europa Graphical on this topic. It was agreed that the steering committee will continue as a working group which will look into strengthening cooperation between the two sectors. It was agreed that the working group will look into the possibility of a project application for another joint project.

Project planning meeting, Capacity-building of Trade Unions in the Live Performance Sector across the EU, Paris, 6 July 2011

The project steering committee met to discuss the details of the project. Practicalities related to the national workshops were discussed and decided, as well as the outline of the content of these workshops.

Project steering committee meeting, Capacity-building of Trade Unions in the Live Performance Sector across the EU, Brussels, 26 September 2011

The steering committee reviewed the progress that had been made on the national workshops. Dates for the workshops were decided, and the content and running of the workshops were discussed in detail.

EU Social Dialogue Live Performance, Steering Group, Brussels, 27 September 2011

Following earlier discussions on the risk assessment sub-group the social partners agreed to shift the focus from risk assessment to health and safety more generally. It was agreed that topics for future work would be discussed in the plenary. Regarding capacity building, PEARLE informed the committee that they had applied for project funding for their own project on the topic. The committee agreed that joint work on capacity building could be continued from 2013 onwards. The committee discussed the possibility of taking up gender equality, using the Framework of Action from the Audiovisual social dialogue committee as a model. This will be discussed further in the plenary.

Health and safety seminar, Mumbai, 17-18 November 2011

Following the FNV-funded project on health and safety in the film sector in India we organised an all-India health and safety seminar in Mumbai in November. Almost all regions were represented. The seminar focused on the specific health and safety issues of film workers in India, with reports from the different unions. A handbook on health and safety which was prepared by the project coordinator was presented and distributed to the participating unions.

Representation and Other Activities

2007

20 October	Meeting of International Arts and Entertainment Alliance, Madrid, Dir., Dep. Dir.
24 October	Annual Meeting of International News Safety Institute, Berlin, Dir.
29 October- 1 Nov.	Global Conference of "Play the Game" (Sports media and issues activists), Reykjavik, Iceland, Dir.
12-14 November	IAWG (international screenwriters' group) Conference and meetings with Canadian affiliates, Montreal, Dep. Dir.
10-11 December	GUF's Conference on Organising, Washington, D.C., representatives from US affiliates.

2008

15-16 January	Council of Global Unions Meeting, Brussels, Dir.
21 January	Planning Meeting for London Olympics (BECTU, etc.), London, Dep. Dir.
18 March	Meeting with Jim McKee, International Federation of Cultural Diversity (Canada), Brussels, Dep. Dir.
18 April	WGA Consultation with French Unions, Paris, Dep. Dir.
26-30 April	Consultations, DGA, IATSE and WGA-W, Los Angeles, UNI GS, Dep. Dir.
29-30 April	EU Slovenian Presidency Conference on Creative Industries, Ljubljana, Pierre Vantorre, F3C-CFDT, April.
8 May	Meeting with Walter Palmer, EU Athletes, Brussels, Dir., Dep. Dir., M. Oorsprong.
9-10 May	BECTU Annual Conference, Liverpool, Dep. Dir.
19 May	Meeting with MWASA (South Africa Broadcasting Union), Johannesburg, Dir.
10 June	ACOD Meeting, Vilvoord, Belgium, Dep. Dir, M. Kerki.
12 June	EC Consultation on Copyright, Brussels, Dep. Dir.
16 June	Consultation with WGA representatives regarding global agreements, Brussels, H. Bleicher-Nagelsmann, Dir., Dep. Dir.

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Representation and Other Activities, 2007 - 2011



23 June	UK Federation of Entertainment Unions European Group, London, Dep. Dir.
3 July	Meeting with International Video Federation, IVF, Brussels, Dep. Dir.
7-8 July	EU French Presidency Seminar on Film Production, Paris Dept. Asst.
17-18 July	EU French Presidency Seminar on Public Service Broadcasting, Strasbourg, William Maunier, SNRT-CGT.
16 July	Meeting with representatives of IMAGO (Cinematographers' international group), Brussels, Dir.
8 September	Consultation with Jay Roth, Kathy Garmezzy, DGA, London, Dir., Dep. Dir.
16 September	Meeting with Janine Lorente, SACD, Paris, Dep. Dir.
22-23 September	WIPO General Assemblies, Geneva, Dep. Dir.
September – October	Series of meetings of European Cultural Platform working groups, Brussels, Dep. Dir., Dept. Asst.
1-3 October	International Federation of Musicians, Congress, Johannesburg, South Africa, Dir.
4-5 October	Meetings with South African producers' associations, Johannesburg and Cape Town, Dir.
24-27 October	International Federation of Actors, Congress, Marrakech, Morocco, H. Bleicher-Nagelsmann, Dir.
28 October	International Arts and Entertainment Alliance, Marrakech,, H. Bleicher-Nagelsmann, Dir.
30 October	Discussions with Visiting South African Trade Unionists (ACTSA organized), Brussels, Dir., Dep. Dir.
10-14 November	International Affiliation of Writers' Guilds Annual Meeting, Auckland, New Zealand, Dep. Dir.
18-20 November	FITERT (Broadcasting Workers of Brazil) Congress, Campo Grande, Brazil, Dir.
6 November	EFJ Working Group on Public Service Broadcasting, Brussels, Dep. Dir.
24 November	UNI europa Executive Committee Meeting, Brussels, Heinrich Bleicher-Nagelsmann
24-25 November	WIPO Conference on Future of Intellectual Property Rights In Europe, Brussels, Dep. Asst.

2009

8 January	Hearing on State Aid in Public Service Broadcasting, Brussels, Dep. Dir.
9-10 February	Global Unions Council Annual Meeting , Brussels, Dir., Dep. Dir.
26 February	Cultural Platform: Working Group on Mobility, Brussels, Dep. Dir.
4 March	UNI europa Management Committee Meeting, Brussels, Françoise Chazaud.
March	Cultural Platform: Plenary Session, Brussels, Dep. Dir.
23 March	NBC-Universal consultation with ETUC on intellectual property, Brussels, Dep. Dir.
26 March	Group Planeta Meeting, Barcelona, Dep. Dir.
1 April	Consultation with EASE on Sports Project, Lisbon, Dir., M. Oorsprong.
22 April	Consultation with IVF, Brussels, Dep. Dir.
24-25 April	BECTU Annual Conference, Bournemouth, Marc Kerki, Dep. Dir.
27 April	Meeting with Brasilia producers' association, Brasilia, Dir.
28 April	Consultation with EBU and IFJ, Brussels, Dep. Dir.
19 May	EU Audiovisual Social Dialogue Committee Secretariats Meeting, Brussels, Dep. Dir.
26 May	Meeting with EU Athletes Association and EASE leaders, Brussels, Dir.
1 June	Cultural Platform: Plenary Session, Brussels, Dep. Dir.
2-3 June	UNI europa Executive Committee Meeting, Brussels, Juan Martinez, Françoise Chazaud, Pierre Vantorre, Heinrich Bleicher-Nagelsmann.
7 July	EU Commission Working Group on Illegal Up and Downloading, Brussels, UNI europa RS.
27-31 July	IATSE Convention, Orlando, Dep. Dir.
28 August	Project Meeting, Southern Europe, Brussels, HoD.
11 September	EU Commission Working Group on Illegal Up and Downloading, Brussels, HoD.
14 September	Project Meeting, Southern Europe, Brussels, HoD, DA.

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Representation and Other Activities, 2007 - 2011



28-30 September	EU Cultural Forum, Brussels, HoD
12 October	DGA UK Members Meeting, London, HoD
13 October	IAESDO Meeting, London, HoD
22 October	Meeting with Clark Herman and Philippe Hardouin on Piracy, Brussels, HoD
28 October	UNI Europa Management Committee, William Maunier, HoD
2-5 November	IAWG Meeting, Athens, HoD
2-5 November	UNI MEI Broadcasting Seminar, Ivory Coast, J.Wilson, DA
3-4 November	Interviews with Greek Unions on Social Dialogue in Life Performance, Athens, HoD
3 November	Meeting with POSPERT, Athens, HoD
10-11 November	UNI World Executive Board, Nyon, Heinrich Bleicher Nagelsmann, Matt Loeb, HoD
24-25 November	Meetings with Brazilian Affiliates in Film and Broadcasting, Rio de Janeiro, Jim Wilson, HoD
3 December	Meeting with EBU and IFJ on Training Project, William Maunier, Pierre Vantorre, HoD
15 – 17 December	Interviews with Slovenian Unions on Social Dialogue in Life Performance, Ljubljana, HoD

2010

11 January	Meeting with IDHE, Paris, HoD
14 January	Working Group on the Quality Public Services Conference, Nyon, HoD
18 – 21 January	UNI Global staff Meeting, Nyon, Hanna Harvima, Policy Officer (PO), DA, HoD
3 February	EU Commission Working Group on Illegal Up and Downloading, Brussels, HoD
9 February	IAEA Meeting, Paris, Heinrich Bleicher Nagelsmann, PO, HoD
18 February	Project meeting with PEARLE, Brussels, PO, HoD
22 February	Meeting with MEP Marielle Gallo, Brussels, HoD, PO
23 February	Working Group on the Quality Public Services Conference, Nyon, PO
	Meeting with EBU office on modernisation of copyright in the EU, HoD

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Representation and Other Activities, 2007 - 2011



3 March	EU Commission Working Group on Illegal Up and Downloading, Brussels, PO
4 March	UNI Europa Management Committee Meeting, Brussels, William Maunier, PO, HoD
12 March	Meeting with the office of MEP Françoise Castex, Brussels, PO
13 March	European Meeting of FIM, Madrid, HoD
16-17 March	Launch of Report on Economic Impact of Piracy at European Parliament, William Maunier, Martin Spence, Juan Martinez, Carlos Ponce, HoD
22-23 March	UNI APRO Executive Committee and meeting with affiliates, Singapore, HoD
24 – 25 March	Mission to Malaysia: GFA with Prima Media and meetings with affiliates, HoD
24 March	Meeting with Mercedes Echerer, EU XXL Films, Brussels, PO
12-14 April	SLC-CGIL Congress, Bari, HoD
13 April	Meeting with MEP Antonio Masip Hidalgo, PO
14 April	EU Commission Working Group on Illegal Up and Downloading, Brussels, PO
15 April	European Writers' Council Conference on authors' rights in the digital world, Brussels, PO
23 April	Public Hearing at the EU Commission on the Governance of Collective Rights Management in the EU, Brussels, 23 April, HoD, PO
27 April	Meeting with Frazer Clarke, Socialist Group in the European Parliament, Brussels, HoD, PO
	Meeting with the office of MEP Jiří MAŠTÁLKA, Brussels, HoD, PO
	Meeting with MEP Bernhard Rapkay, Brussels, HoD, PO
28 April	Meeting with Nicole Schultze, A. Silvestro Sprl Intellectual Property and Media Law, Brussels, PO
3 May	UNI SCORE Solidarity Support Organisations' Forum 2010, Nyon, PO
4-5 May	UNI Management Committee, Nyon, Heinrich Bleicher-Nagelsmann, HoD, PO
5 May	Meeting with WIPO / C. Trevor Clarke, Richard Owens, Carole Croella, Geneva, Heinrich Bleicher-Nagelsmann, HoD, PO

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Representation and Other Activities, 2007 - 2011



4-7 May	EU XXL Film Festival, Krems and Vienna, Cordula Bauermeister
7 May	Meeting with MEP Weber on Gallo Report, Paris, Françoise Chazaud, HoD
11 May	Meeting with MEP Hughes on Gallo Report, Brussels, HoD
12 May	Meeting with MEP Berlinguer on Gallo Report, Brussels, HoD
15 May	BECTU Annual Conference, Bournemouth, PO
18 May	Meeting with MEP Castex, Trautman and Honeyball on Gallo Report, Strasbourg, HoD
19-20 May	National Round Table on Social Dialogue in AV Sector in Bulgaria, Sofia, HoD
24-27 May	Mission to US: Consultation with affiliates, Gerry Morrissey (BECTU), HoD
2-3 June	Global Reporting Initiative, Working group for Media Sector Supplement, Paris, PO
3 June	Meeting with Cabinet Barnier, Directorate General Internal Market, European Commission on independent workers, Brussels, HoD
15 June	Consultation with FIA, FIM, CEPI and FIAPF on Piracy, Brussels, HoD
16 June	Meeting with SASK, Nyon, PO
30 June	UNI SCORE Communicators' Forum, Nyon, PO
1 July	EU Commission Working Group on Illegal Up and Downloading, Brussels, HoD
13 – 14 July	Meeting with MPAA on Piracy, New York, Jay Roth, Kathy Garmezzy (DGA), Matt Loeb, Scott Harbinson (IATSE), HoD
31 July	Meeting with Creators Organisation on Gallo Report, Brussels, HoD
1 August	Meetings with representatives of ALDE (Liberals) and Greens in European Parliament, Brussels, HoD
26 August	Working Group on the Quality Public Services Conference, London, PO
8 September	Meetings with President of S & D (Socialist Group) group and other Members of European Parliament Strasbourg, HoD
	National Round Table on Social Dialogue in AV Sector in Ljubljana, Slovenia, PO
10 September	EU Commission Working Group on Illegal Up and Downloading, Brussels, HoD

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Representation and Other Activities, 2007 - 2011



15 September	Working Group on the Quality Public Services Conference, Ferney-Voltaire, PO
15-16 September	Meeting with President of GUE (Group of United European Left) and other Members of the European Parliament, Brussels, HoD
12 October	Meeting with Stefaan Ceupens, DG Employment, European Commission, Brussels, HoD
14 October	EU Commission Working Group on Illegal Up and Downloading, Brussels, HoD
25 October	Consultation with FIA, FIM, CEPI and FIAPF on Copyright protection, Brussels, HoD
26 October	Consultation with SAA – European Association of Audiovisual Collecting Societies on EU Copyright Agenda, Brussels, HoD
9 December	UNI europa Management Committee, Brussels, PO
<u>2011</u>	
26 January	Sector Skills Council meeting with the Commission, Brussels, PO
1 March	MEDIA Intergroup hearing on press freedom, Brussels, PO
6 July	Meeting with the ILO on freelancers and competition rules, Paris, PO
24 October	Meeting with FNAS, Fonds National d'Activités Sociales des entreprises artistiques et culturelles, Brussels, PO