

EBU

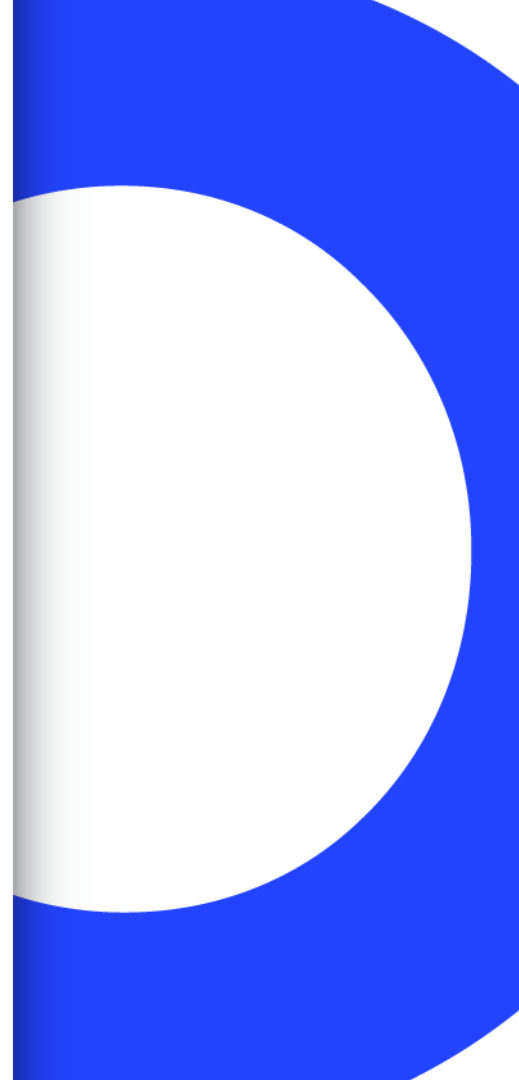
OPERATING EUROVISION AND EURORADIO



PROMOTING SOCIAL DIALOGUE IN THE EU AUDIOVISUAL SECTOR

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EBU

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PROMOTING SOCIAL DIALOGUE IN THE AUDIOVISUAL SECTOR

- ❑ **EUROPEAN BROADCASTING UNION (EBU)**
- ❑ **SECTOR SOCIAL DIALOGUE COMMITTEES**
- ❑ **AUDIOVISUAL SECTOR**
- ❑ **AUDIOVISUAL SECTOR SDC**
- ❑ **'CAPACITY BUILDING' PROJECTS**
- ❑ **PREREQUISITES FOR SOCIAL DIALOGUE**



EBU

The world's foremost alliance of
Public Service Media (PSM)

Advocates and promotes PSM values

Technical expertise and innovation

Operates Eurovision and Euroradio

Negotiate rights for sports events

And runs an annual song contest!



SECTOR SDC



An instrument of EU social policy at sector level.

There are over 40 sector SDCs which cover 145 million workers.

Have authority to produce joint texts, declarations and agreements.

Complement national practices of Industrial Relations – not replace them.

AUDIOVISUAL SECTOR

Employs over 1.25 million.

Special role in protection
of fundamental freedoms.

Role of PSB is 'to serve the
public – not the state'.

Social dialogue can support
these vital roles.

Comprises both public and
commercial organisations.



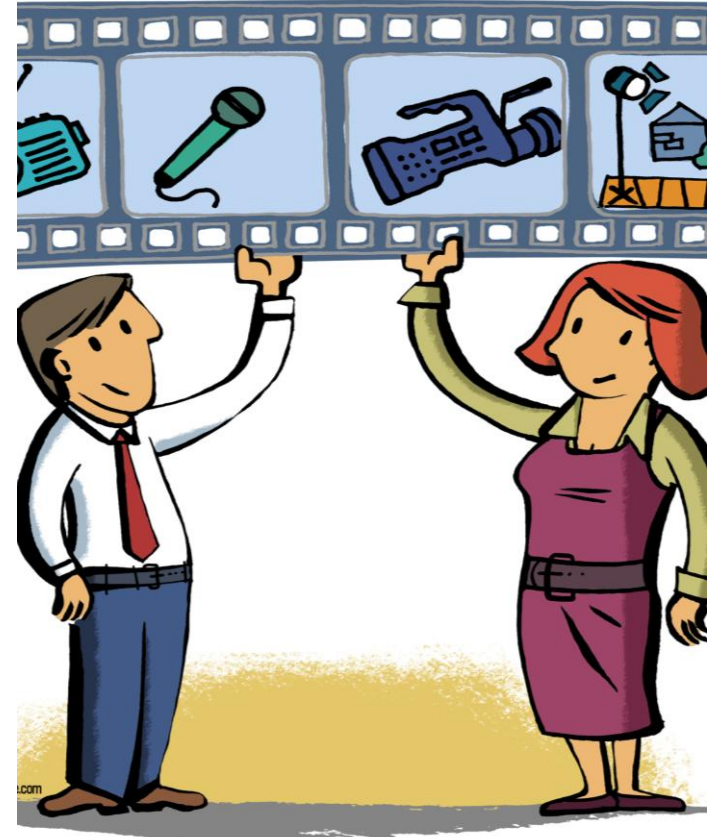
AUDIOVISUAL SECTOR SOCIAL DIALOGUE COMMITTEE (AVSDC)

The AVSDC was established in 2004

It holds 3 meetings a year in Brussels;
second highest sector SDC attendance;
up to 50% attendees from new MS

Employers engaged in radio, television
and film production in public and independent
sectors: EBU, CEPI, FIAPF, AER, ACT

Over 12500 enterprises from <10 workers
to > 25000.



AUDIOVISUAL SECTOR SOCIAL DIALOGUE COMMITTEE (AVSDC)



The 4 trade union confederations are Uni-Mei, EFJ, FIA and FIM, which jointly represent over 330,000 workers.

Currently working on 2 main projects:
Changes in contractual relationships/
Labour Market Analysis; and
Establishing a Sector Skills Council.

Ongoing interest in Diversity and Equality;
special expertise in Gender Portrayal.

Have conducted 3 'capacity building' projects

AVSDC CAPACITY BUILDING PROJECTS

Conferences:

- Prague 2008
- Sofia 2010
- Tallinn 2012

Lessons:

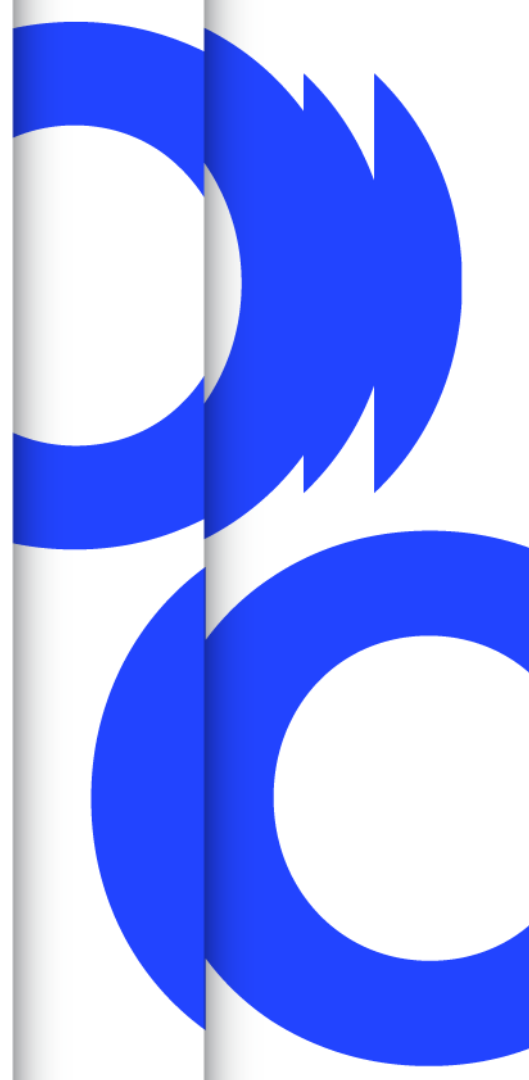
- Celebrate the diversity of IR across the EU;
- There is 'no one best model' of IR;
- EU Governance is a mystery to all!



PREREQUISITES FOR SOCIAL DIALOGUE

1. What can national governments do to support successful social dialogue?

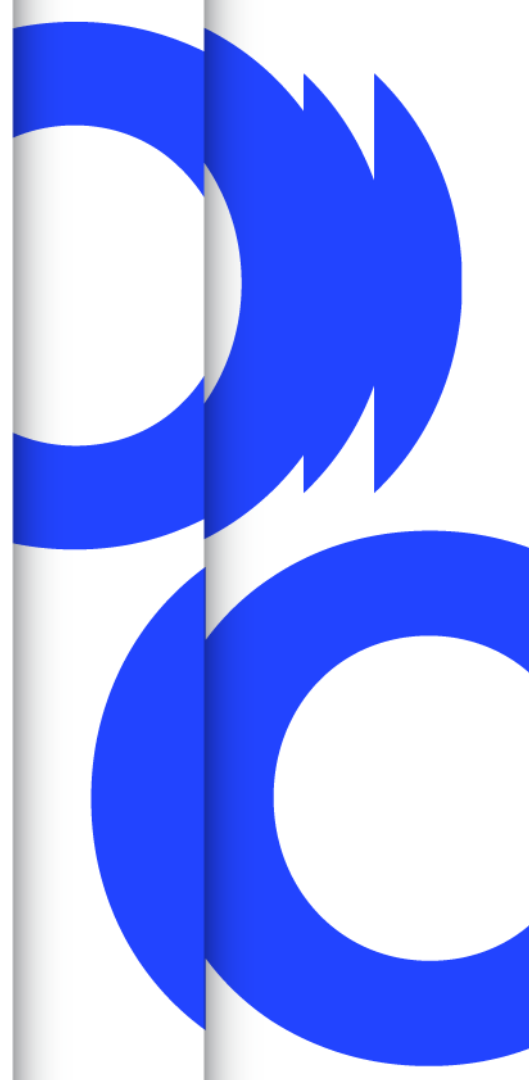
- Give employers and trade unions the freedom and independence to jointly initiate social dialogue and be real partners in bi-partite and tri-partite social dialogue;
- Encourage and allow employers and labour to organise and enable conditions for autonomous social dialogue
- Ensure the public sector has the necessary funding to allow the provision of a respected and valued service



PREREQUISITES FOR SOCIAL DIALOGUE

2. What can employers and trade unions do to support successful social dialogue?

- Allow for the establishment of a regular dialogue with colleagues from different European countries to exchange and consider best practices and discuss themes of common interest and importance;
- Where applicable and relevant, assist governments in setting up an independent social dialogue (bi-partite and tri-partite);
- Develop strategies with national employers and trade unions or employers' organisations to develop an independent bi-lateral social dialogue at establishment, sector, national levels as appropriate.



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THANK YOU FOR YOUR ATTENTION