



ARTSCENICO OPEN FORUM  
#6 26.06.2024 18:00 CET  
via ZOOM online

Concept / Framework  
Working Conditions in dialogue



The working conditions in the film industry are characterized by enormous economic pressure, leading to excessively long working hours and poor conditions. This often results in burnout and health problems for filmmakers. Additionally, there is a lack of affordable childcare, unpaid overtime is common, and union support is often weak. The situation is similar throughout Europe

There should be a simple formula: Good working conditions create satisfied filmmakers, who in turn produce better products, leading to more viewers and higher revenues, making producers happier, who then promote good working conditions.

In reality, however, the power dynamics in the industry are imbalanced, with productions holding more power. Even though producers often claim that labor laws and safety standards are adhered to, violations of these standards still occur. Increasing demands amid shrinking budgets are often cited as the main cause of poor working conditions. Fewer films with higher budgets could theoretically help, but this would likely benefit only the big players and not necessarily lead to better working conditions.

It is necessary to break the vicious cycle that has long existed in the film industry and primarily benefits the major clients of the industry. Could help a universal Code of Conduct to change the structures? But its implementation and enforceability remains questionable.

IMAGO has long been advocating for a Europe-wide 10-hour workday to comply with EU regulations. The 2021 initiative TIME 4 REST by UNI highlighted in a survey the global problems in the film and television industry, such as excessively long working hours, inadequate rest periods, and disregard for basic safety requirements. Three years later, the question remains how / if the situation has changed.

The discussion about working conditions in the film industry often lacks balance, with complaints coming mainly from those overwhelmed by work while newcomers romanticize the industry without understanding its realities. The employers are increasingly being urged to prioritize the health and well-being of filmmakers, aligning with social sustainability principles seen in other industries. However, achieving social justice and fairness in the film industry requires collective effort and awareness of the systemic issues at play.



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It's essential for everyone involved to adopt responsible behavior and understand the interconnectedness of actions, influences, and solutions. Addressing issues like abuse of power and toxic work environments necessitates systemic changes that involve all stakeholders.

Given the global nature of the industry, combating these challenges effectively requires action at both national and European levels, emphasizing the need for alignment across borders.

17:30		Opening intern		Warm up guests / Tec issues
18:00	3'	Welcome	Maximilian Lange	Welcome guests & speakers; short Introduction ARTSCENICO
18:03	5'	Opening	Sonja Klaus	Introduction to the subject & topics
18.08	30'	IMAGO Survey	Kurt Brazda	Analyse of the first IMAGO survey to working ocnditions.
18:38	30'	UNI and Time4rest	Johannes Studinger	What's UNI, What's Time4rest? Other UNI initiatives
19:18	20'	Dialogue and Q & A	Sonja Klaus	Q&A with attendants and guests
19: 38	3'	Closing	Maximilian Lange	Thanks to guests and attendants; Next Open Forum