

Collective Bargaining for Atypical Workers in the Live Performance and Audiovisual Sectors

8 – 9 September 2015
Jurys Inn Custom House Dublin
Kindly hosted by National Union of Journalists (Ireland)

Tuesday 8 September 2015

- 09:00 – 09:20 Registration
- 09:20 – 09:30 Opening speech: **Andy Smith** President of the National Union of Journalists
- Introduction
- **Seamus Dooley**, Irish Secretary, National Union of Journalists
 - **Yuk Lan Wong**, policy and project officer, European Federation of Journalists
- 09:30 – 10:00 Keynote speech
- Patricia King**, General Secretary, Irish Congress of Trade Unions (ICTU)
- Q&A
- Chair: **Gerry Curran**, Chairman of Irish Executive Council of National Union of Journalists
- 10:00 – 11:30 **Collective bargaining for atypical workers in the media and cultural sector: state of play, trends and approaches**
- This session should take stock in general terms of where trade unions stand in their efforts to include atypical workers in collective bargaining. It will include presentations of each of the partners in terms of trends in their sector highlighting successes and obstacles. Themes which could be addressed could include :
- Approaches to collective bargaining with a focus on including self-employed workers in collective bargaining)
 - Negotiating outcomes and their effectiveness (non-discrimination, equal pay for equal work, shifting atypical work contracts to direct and permanent employment)
 - Legal barriers
- **Isabella Biletta**, Eurofound, Ireland
 - **Valentin Döring**, Ver.di, Germany
 - **Ben Jones**, British Musicians' Union, UK
 - **Denys Fouqueray**, SFA, France
- Chair: **Johannes Studinger**, head of UNI-MEI
- Q & A

11:30 – 11:45

Coffee break

11:45 – 13:00

Collective bargaining and competition law: Are fundamental social rights under threat?

This session will introduce the specific issue of competition law in relation to atypical workers and aim to put the subject in context giving a general outlook of the trends in Europe. The session would address approaches national legal cases involving competition law and collective bargaining.

- **Hans Jørgen Dybro**, Program manager and political consultant, Danish Journalists' Union, Denmark
- **Caspar de Kieffe**, FNV KIEM, Netherlands
- **John Hendy**, Queen's Counsel, UK
- **Barbara Surdykowska**, NSZZ Solidarność, Poland

Chair: **Dearbhal Murphy**, FIA

Q & A

13:00 – 14:00

Lunch

14:00 – 15:30

Protecting fundamental social and labour rights under EU law

What are the international fundamental social rights standards applicable to atypical workers? How do we ensure that the EU complies with these standards notably in the light of the EU Charter of Fundamental Rights?

This session will reflect on collective bargaining and fundamental rights for atypical workers building on the ILO's international obligations, and EU law along with the Charter for fundamental rights.

- **Karen Curtis**, Deputy Director International Labour Organisation, Switzerland
- **Mark Bell**, Regius professor of law, Trinity College Dublin, Ireland
- **Séamus Dooley**, Irish Secretary, National Union of Journalists

Chair: **John Toner**, Freelance Organiser, National Union of Journalists, Ireland

Q & A

15:30 – 15:45

Coffee break

15:45 – 17:00

Collective bargaining for atypical workers: Meeting the challenges for the future

This session would reflect on advocacy, union campaigns and strategic litigation approaches that could be undertaken to ensure that the social rights of atypical workers and the right to collective bargaining can be protected.

- **Gerry Morrissey**, President of UNI-MEI, BECTU, UK
- **Toralf Sandåker**, freelance journalist, Norwegian Journalists' Union, Norway
- **Manfred Kloiber**, freelance journalist ver.di, Germany

Chair: **Yuk Lan Wong**

Q & A

17:00 – 17:30

Concluding remarks

19 :30

Dinner

Wednesday 9 September 2015

09:00 – 12:00

Concluding Session for Trade Union delegates

Participants will take stock of the discussion in Day I and come up with strategies in order to allow unions in the sector to progress the agenda of atypical workers further

This session will in particular focus on organisational change, advocacy planning at both national and European levels and strategic litigation with a view for short-and-medium term planning.

12:00

Departure of participants



This workshop is hosted by the National Union of Journalists in Ireland with the financial support from the European Commission, DG Employment, Social Affairs and Inclusion.

