

23rd FIA CONGRESS
NOVEMBER 12 - 15, 2025
BIRMINGHAM, UK



FIA 23rd CONGRESS RESOLUTIONS



FIA CONGRESS RESOLUTION N. 1 ON THE MODERNISATION OF THE FIA AFFILIATION PROCEDURE

WHEREAS the procedures for admitting new members to our federation are slow and formal, reflecting the era of postal registered mail;

WHEREAS digital communications enable new applications to be processed with greater flexibility and speed, while respecting the Executive Committee's prerogatives in these matters,

THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Approves the following amendments to the FIA Constitution:

Art. 7 - Processing of membership application

The Secretariat shall, within ~~a month~~ two weeks of receiving an application for affiliation together with all the documents and information referred to in art. 6, §§ 2 and 3, or one month during the summer period, circulate to the affiliated unions the application and give them the information referred to in art. 6, § 3. The Rules of the union applying shall be sent to any affiliated union that so requests the Secretariat.

It shall be an absolute obligation upon affiliated unions wishing to express their position regarding the affiliation to do so ~~make known to the Secretariat~~ within ~~twelve~~ six weeks after the circulation ~~their attitude to the application for affiliation.~~

Art. 8 - Admission of new members

If no objection has been lodged, the Executive Committee shall declare the admission of the union making application at its next meeting or following an electronic or virtual consultation if no in-person meeting of this body is scheduled within two months after the end of the consultation. If one or more objections are lodged, the Executive Committee shall decide whether the new member may be admitted. A union refused admission has the right to appeal to the next Congress.

An acceptance may, by discretion of the Executive Committee, be rescinded if it should be found that the acceptance was obtained through misrepresentation by the applying union. It may also be deferred if an affiliated union was unable to raise a bona-fide objection in the specified time through failure to receive, or delay in receiving, information on the application.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 2 ON THE ALIGNMENT OF THE FIA CONSTITUTION WITH THE CURRENT MEMBERSHIP DUES SYSTEM

WHEREAS the FIA Congress adopted a new membership dues system in 2008, which has been in use ever since and has removed many exceptions and case-by-case arbitrary treatments;

WHEREAS it is not necessary to include a detailed description of the federation's dues system in the Constitution, but it is important to eliminate a few lingering inconsistencies in its Article 30;

WHEREAS this is particularly the case with respect to the authority granted to the FIA Presidium, under the current system, to adjust annual dues in line with inflation and budgeted costs on the basis of a permanent mandate by Congress (whereas the FIA Constitution still only states that annual dues shall be determined by Congress);

WHEREAS this is also the case with respect to the authority granted to the FIA Presidium, under the current system, to consider occasional requests for a reduction of dues each year, with affiliates having the right to appeal to the FIA Executive Committee if they deem the decision unfair (whereas the Constitution still grants this authority to the Executive Committee);

WHEREAS the FIA Executive Committee, meeting in Auckland in 2024, has noted that the current system only requires any increases beyond the 4% annual cap to be reported to the Executive at the earliest opportunity — a prerogative it deems excessive, despite this being an integral part of the dues system approved by Congress in 2008,

THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Approves the following amendments to the FIA Constitution, addressing these inconsistencies, while limiting the seemingly unrestricted prerogatives of the FIA Presidium with respect to the determination of annual dues:

Art. 30 - Affiliation fees

Annual dues to the Federation shall be determined by the Congress and remain in force until changed by any subsequent Congress. The FIA Presidium may adjust these dues annually to account for inflation and projected costs. (REBALANCING) Annual adjustments in excess of 4% shall however be subject to the Executive Committee' prior approval. (END OF REBALANCING)

~~The Executive Committee~~ FIA Presidium shall study any requests by an affiliated union for a reduction of its annual dues. Providing the accompanying documents are considered to justify it, the Presidium ~~Executive Committee~~ shall have the authority to grant the request. The period of each reduction may not be longer than one year. All financial decisions taken by the Presidium may be appealed by affiliates to the Executive Committee.

In exceptional circumstances, the FIA Presidium ~~Executive Committee~~ may grant a reduction of the annual dues to the Federation without an explicit request from an affiliated union. Affiliates that can

afford to do so are invited to contribute a larger sum.

If any further sums are required to promote the objects of the Federation and to cover the costs of its administration, the Executive Committee shall have the authority to make appropriate recommendations to affiliated unions.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 3 ON THE PROMOTION OF DIVERSITY AND INCLUSION IN FIA'S GOVERNING BODIES

WHEREAS the 2021 FIA Congress Resolution 18 called on the Presidium, with input from the Global Diversity Working Group, to review FIA's rules and practices to enhance inclusion in leadership and consider possible constitutional amendments;

WHEREAS the resolution also urged the FIA Executive Committee to take steps to promote diversity, equality, and inclusion across all FIA leadership structures;

WHEREAS this review highlighted the challenges of adopting prescriptive measures due to differing legal frameworks, limited resources among affiliates, and varying societal contexts across regions;

WHEREAS membership in the Executive Committee is determined by country representation, limiting the impact of constitutional balancing factors at that level;

WHEREAS promoting diversity and inclusion through aspirational principles in the Constitution, combined with ongoing encouragement to affiliates, offers a more practical and effective approach;

WHEREAS the composition of the Presidium makes it a suitable body to be informed, as far as possible, by the Federation's commitment to diversity and inclusion, while recognizing that not all nuances may be represented simultaneously and satisfactorily in such a small body at all times,

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THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Agrees, with the unanimous support of the FIA Presidium, Executive Committee, and Global Diversity Working Group, that an aspirational rather than prescriptive approach to diversity and inclusion best suits the Federation;

Approves the following amendments to the FIA Constitution:

Art. 3 – Aims, objects and principles

§3: The Federation shall not discriminate on the basis of sex, race, colour, ethnic or social origin, genetic features, religion or belief, political opinion, membership of a national minority, disability, age, sexual orientation, gender identity or expression. (NEW) It shall promote diversity and inclusion in the composition of its governing bodies, commissions and working groups.

Art. 22 - Nominations for the Presidium and the Executive Committee

§ 3 (NEW) When tendering nominations for the FIA Presidium, all affiliates shall be mindful of diversity and inclusion. When also intending to nominate candidates drawn from their own organisation, they will consider, if possible, nominating several candidates, equally commended to serve in this body, if such additional nominations may serve to advance inclusion and diversity in the federation.

§ 4 (NEW) The Commission on Credentials and Elections will draw up a provisional list of candidates following receipt of these nominations, taking into account the various “balancing factors” referred to in art. 24, § 2 of the Constitution.

Art. 24 – Terms and conditions of office

§ 2 The Executive Committee and Presidium shall as far as possible reflect the geographical, linguistic and socio-political structure of the Federation. In their composition, proper balance shall be sought between continuity and renewal. (NEW) The composition of the Presidium shall strive to reflect the federation’s commitment to diversity and inclusion.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 4 ON UPHOLDING CULTURE, DIVERSITY, AND DEMOCRATIC FREEDOMS AGAINST THE THREATS OF AUTHORITARIAN, REACTIONARY, ANTI-DEMOCRATIC IDEOLOGIES AND FORCES NETWORKING AROUND THE WORLD

WHEREAS culture—and the artists at its core—plays a vital role in fostering democracy, diversity, equality, and inclusion, including by enabling a critical reflection on society;

WHEREAS the rise of globally networked, authoritarian, reactionary ideologies promoting hatred and division in society and at all levels of government is a matter of deep concern, as it contributes to societal polarization and poses a direct risk to an open, diverse and humanistic society;

WHEREAS these forces are initiating a fundamental shift in cultural policy, marked by public declarations and legislative actions, undermining freedom of expression, attacking diversity in the arts, and drastically reducing resources for those who sustain cultural diversity and pluralism;

WHEREAS this disturbing trend is likely to intensify in the coming years, with serious implications for artists, performers, and all cultural workers - also threatening to the wider communities from which many artists and creatives come, or with which many are identified;

WHEREAS history teaches us the vital importance of confronting these ideologies and political forces wherever they emerge, and the consequences of failing to do so must not be forgotten;

WHEREAS union members and representatives must be equipped with the tools, authority, and solidarity necessary to resist these threats effectively and to uphold artistic freedom, diversity, and democratic principles,

THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Affirms that the fight against these forces and ideologies is a trade union issue, not only a political one;

Recalls the important work the Federation has historically undertaken in this regard and underlines the continued need for action today;

Acknowledges that these forces and ideologies pose a serious threat to the Federation's work and that of its affiliates in promoting and extending diversity in our industries.

BE IT FURTHER RESOLVED that FIA shall:

Facilitate, through a dedicated working group, the sharing of information and experiences relating to attacks on artistic freedom and fundamental human rights by these forces and ideologies, as well as threats to diversity and inclusion in the arts and among cultural workers, and strategies for countering them;

Support and encourage its affiliates, and the artists they represent, in resisting these forces and ideologies, by any means possible;

Collaborate actively with sister federations UNI MEI, FIM and IFJ, as well as with the broader trade union movement, in addressing these shared challenges;

Develop joint training sessions and workshops tailored to equip affiliates and their members with the knowledge, tools, and resilience necessary to protect artistic freedom, cultural diversity, and democratic values in their respective countries.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 5 ON EXPANDING FIA'S WORK TO SUPPORT PERFORMERS AND CREATIVE WORKERS FACING CONFLICT OR OPPRESSION

WHEREAS international solidarity work is fundamental to the aims, objects and principles of the International Federation of Actors. It is necessary to guarantee the rights of artistic and creative workers wherever they are engaged, including decent working conditions, safety protections, economic and moral intellectual property, free expression and the right not to face discrimination. It underpins the safeguarding and development of the arts everywhere.

RECOGNISING that FIA has undertaken exceptional long-term solidarity work in setting up a vital emergency fund to contribute to post-war reconstruction and provide financial assistance for material needs via the Ukrainian Cultural Workers' Union.

WHEREAS, since this work was begun, we have seen the tragic emergence of further conflicts in the Democratic Republic of Congo, Palestine, Syria and Sudan, which have had devastating impacts on the lives of artistic and cultural workers and their communities,

THEREFORE, BE IT RESOLVED that the FIA 23rd Congress of the International federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Will build on FIA's Ukraine Emergency Fund, by establishing a General Fund to support the material wellbeing of artists, and trade union development in other areas affected by conflict and post-war recovery. Contributions to this General Fund shall be entirely voluntary on the part of contributors, and mandatory FIA dues and assessments will not be used to fund the General Fund. This fund shall not prejudice the establishment of emergency or other assistance funds dedicated to specific emergencies or disasters.

BE IT FURTHER RESOLVED that:

*FIA will support affiliates to build capacity to address issues of international solidarity and campaign together internationally on solidarity issues, and
FIA will work with organisations across Africa and the Global South to ensure that artists and creative workers are better represented in the federation, including through new affiliations with artistic and cultural unions.*

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 6 ON REARMAMENT, FUNDING CUTS AND CULTURE

WHEREAS the cultural and creative sectors are often the first to face funding cuts, especially in times of economic and fiscal crisis and growing military spending, directly affecting the world of culture and the freedom of artistic expression;

WHEREAS these cuts result in the erosion of the democratic space and civic dialogue, limiting the conditions necessary for the arts and creative expressions to thrive in an open society;

WHEREAS increased arms and defence spending, whilst they may be justified, should never affect culture;

WHEREAS sustained and increased public investment in culture strengthens democracy by building resilience, advancing inclusion and reinforcing public trust in democratic institutions,

—
THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Firmly opposes continued deprioritisation of cultural budgets at all levels and reaffirms the essential role of the arts and culture in fostering peace, dialogue, and critical thought;

BE IT FURTHER RESOLVED that:

FIA and its affiliates commit to defending freedom of artistic expression and to advocating for sustained and increased public support for the cultural sector as a pillar of democratic and peaceful societies.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 7 ON THE PROTECTION OF PERFORMERS AGAINST ABUSIVE USE OF ARTIFICIAL INTELLIGENCE

WHEREAS the training and development of artificial intelligence foundational and fine-tuned AI models has involved the industrial-scale theft of rights-protected performances and personal data, including our member's voices and/or appearances.

WHEREAS these models make it increasingly possible to generate digital replicas of our performers without their knowledge and consent and that in many countries copyright and data protection laws are not being adequately adapted, upheld or enforced in this fast-changing technological landscape, challenging the ability of performers to protect their interests.

WHEREAS these developments raise urgent concerns regarding transparency, informed consent and fair remuneration, both with respect to what is ingested by AI (input) and what is generated by it (output).

WHEREAS performers across the globe, regardless of the recognisability of their voice or appearance, deserve protection from unauthorised or exploitative use of their likenesses, voices, performance characteristics or artistic contributions.

WHEREAS the global nature of both AI technologies and the entertainment industry requires a coordinated, international response to these challenges, and

WHEREAS several FIA affiliates have made significant progress in establishing and promoting principles for AI use that respect performers' rights while acknowledging the role of AI in the creative industries,

THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA) meeting in Birmingham, UK, on November 12 to 15, 2025:

Affirms that the right to informed consent regarding the use of a performer's likeness, voice or performance characteristics for all AI applications, from the early stages of ingestion to the generation of content, is a fundamental principle that should be respected in all jurisdictions and that all performers, regardless of the recognisability of their appearance or voice, should have the same level of protection against AI exploitation.

Further affirms that all AI-generated content, including when purposed to localise content, should be clearly labelled to ensure transparency and maintain trust with audiences.

BE IT FURTHER RESOLVED that:

FIA and its affiliates commit to a coordinated, international response to these technologies, drawing on industrial, legal and legislative tools to promote an international architecture built on transparent

disclosure, as well as the principles of consent and fair remuneration for when performers' contributions and personal data are used for AI training or generation;

FIA and its affiliates uphold the central role of collective bargaining, where it is sufficiently established, as the ideal model by which AI governance, regulation and licensing frameworks might be developed to protect performers and other workers in the entertainment sector;

FIA upholds the role of international treaties in providing an appropriate legal foundation, upon which such an AI regulatory architecture must be established;

FIA continues to collect, document and share best practices related to AI governance in order to promote learning and solidarity across the performer community worldwide.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 8 ON THE PROMOTION OF A UNITED AND STRONG REPRESENTATION OF THE CREATIVE SECTOR IN AI-RELATED POLICYMAKING

WHEREAS creative workers across the broader cultural sector - including actors, dancers, choreographers, designers, writers, visual artists and many others - are directly affected by the rise of generative AI technologies that can replicate and replace their work;

WHEREAS, in the face of unprecedented lobbying by the tech industry, a unified and coordinated approach by the creative sector is essential for effectively influencing AI policy, whether at national, regional or global level;

WHEREAS at present, creative workers and their respective representative organisations are investing significant time in similar activities, but often with a narrow focus on their own constituencies;

WHEREAS, despite occasional divergent views these organisations share many fundamental principles rooted in respect for human artistry and often also similar goals;

THEREFORE, BE IT RESOLVED by 23rd Congress of the International Federation of Actors (FIA) meeting in Birmingham, UK, on November 12 to 15, 2025:

That FIA commits to promoting the broadest and most substantive unity within the creative sector on AI policy at all possible levels, including by initiating and facilitating consultations and cooperation with other representative bodies defending aligned interests within the creative sector, with a view to formulating joint positions, policy documents or recommendations conveying the sector's common concerns and interests;

That FIA strengthens its AI advocacy by coordinating and/or contributing to joint lobbying activities with other representative organizations within the creative sector, engaging with policymakers at all levels wherever possible;

That FIA encourages affiliates to do the same at national level, where appropriate and in accordance with their capacities.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 9 ON THE EXTENSION OF TEXT AND DATA MINING EXCEPTIONS TO GENERATIVE AI

WHEREAS legal exceptions to copyright and neighbouring rights—when applied to generative artificial intelligence (AI)—fundamentally undermine performers’ ability to withhold authorization for the use of their performances in AI training or generation;

WHEREAS such exceptions erode the rights and income of creators, and expose the creative sector to unfair competition from AI systems that exploit protected works without adequate authorisation or compensation;

WHEREAS these exceptions take different legal forms across jurisdictions, but are most commonly framed as Text and Data Mining (TDM) exceptions. Increasingly, these are either explicitly or implicitly extended to enable the training of generative AI models—often under lobbying pressure from technology companies seeking to access vast amounts of protected content without consent or payment;

WHEREAS even where TDM exceptions allow rightsholders to opt out by reserving their rights, such mechanisms are often unclear, inconsistently applied, and ultimately ineffective—especially in the absence of robust legal obligations requiring AI developers and deployers to disclose and ensure full transparency about the training data used;

WHEREAS serious legal concerns exist as to whether opt-out mechanisms comply with the Berne Convention, particularly the prohibition on formalities and the requirements of the three-step test, which mandates that any exception be limited to certain special cases; not conflict with the normal exploitation of the work, and not unreasonably prejudice the legitimate interests of the rightsholder;

WHEREAS these concerns are gaining traction in the European Union, where the 2019 EU Copyright Directive (Directive EU/2019/790) introduced a commercial TDM exception with a flawed rights reservation mechanism, which has since been extended under the EU AI Act to cover general-purpose AI systems, including generative AI,

THEREFORE, BE IT RESOLVED by the 23rd Congress of the International Federation of Actors (FIA) meeting in Birmingham, UK, on November 12 to 15, 2025:

That FIA and its affiliates shall strongly oppose, by all available means, the unauthorized and uncompensated use of performers’ content for AI training under any exception—including TDM—which is not strictly limited to non-commercial, scientific research purposes;

That FIA shall advocate for stronger data protection enforcement in the field of AI, and campaign for regulation tackling deepfakes by granting individuals exclusive rights and enforceable protections over their own personal features;

That FIA shall explore the feasibility of initiating or supporting legal action within the European Union to challenge the extension of the Article 4 TDM exception under Directive EU/2019/790, on the grounds that it fails to conform to international copyright treaties, including the Berne Convention;

That FIA shall seek to coordinate this effort in collaboration with a broad coalition of other rights-holder organisations from across the European creative sector, with the aim of jointly financing, coordinating, and strategically managing any such legal proceedings in order to maximise impact and reduce financial risk.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 10 ON FAIR PRACTICES FOR SELF-TAPING AUDITIONS

WHEREAS, self-taping has become a primary method for casting performers in many countries, creating both opportunities and challenges;

WHEREAS, self-taping has in many cases improved the accessibility of auditioning to performers with disabilities;

WHEREAS, self-taping can provide opportunities for more performers to be considered for each role due to the diminished logistical challenges of initial in-person auditions, which when implemented correctly may give broader access to roles for performers who have traditionally often been excluded from consideration;

WHEREAS, self-taping makes long-distance auditioning possible, without the costs and time of travelling;

WHEREAS, past FIA Executive Committee meetings in Istanbul and Auckland identified concerns regarding self-taping practices including safety considerations, mental health implications, unreasonable turnaround times, data protection issues and potential discrimination;

WHEREAS, equitable access to professional opportunities is a core value of FIA and its affiliates;

WHEREAS, several FIA affiliates have successfully bargained, established, or begun developing guidelines for fair self-taping practices that balance the needs of productions with the well-being of performers;

WHEREAS FIA affiliates affirm that self-tapes constitute an extra burden of labour that has, in many cases, unilaterally and unceremoniously been placed on the shoulders of artists as a result of the Covid-19 pandemic ; and

WHEREAS FIA affiliates should strongly encourage producers and casting directors to recognize the additional time, labour and cost undertaken by artists in creating and submitting self-tapes, which may include the purchase or rental of additional equipment, or the use of an audition facility and reader and the acquisition of technical skills such as video and sound editing, except as otherwise prohibited by collective bargaining agreements or applicable law,

THEREFORE BE IT RESOLVED, that the FIA 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, on November 12 to 15, 2025:

Encourages all FIA affiliates to establish binding or precatory rules, guidelines, or statements of principle that ensure safe, equitable, and fair treatment of performers in connection with self-taped auditions;

BE IT FURTHER RESOLVED, that such guidance should:

Encourage reasonable timeframes for self-tape preparation that respect performers' need for adequate preparation and personal boundaries;

Encourage reasonable timeframes for acknowledgement of receipt of self-tapes and feedback to the performer, whether positive or negative;

Promote the principle that technical quality of self-tapes should not supersede the quality of performance, and that performers should not be disadvantaged by lack of access to professional-grade equipment;

Support the development of inclusive self-taping practices that do not discriminate based on, without limitation, age, technical ability, economic resources, or any accessibility requirements a performer may have;

Support the principle that no Artificial Intelligence (AI) systems, algorithms, or similar tools may be used for casting decision-making and that human judgment and discretion from the casting director and creative team shall be exclusively responsible for selecting performers.

Require, when feasible, that performers have alternative options to self-taping auditions, including in person auditions or live virtual auditions, among others, in light of the creative value of interactive exchange.

Clearly address the issue of nudity requirements, establishing the basic principle that nudity or sexual intimacy should not be required in self-tapes.

Set out a clear, agreed practice regarding storage and usage of self-tapes within a data-protection framework, ensuring that these will not be retained and stored beyond a reasonable deadline where the audition does not lead to engagement and that they should in no circumstances be used as data for training of AI models.

FINALLY, BE IT ALSO RESOLVED that:

FIA will facilitate the sharing of best practices regarding self-taping guidelines among its affiliates to encourage their wider adoption and promote greater consistency in approach while respecting local contexts.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 11 ON SUPPORTING INTIMACY COORDINATION GLOBALLY

WHEREAS, scenes involving intimacy, nudity, simulated sex, sexual violence, and hyperexposed work present unique challenges and vulnerabilities for performers;

WHEREAS, the FIA Survey on Intimacy Professionals reveals that intimacy coordination is still an emerging practice, with only 32% of respondents indicating it is common practice in their country;

WHEREAS, performers worldwide deserve consistent protections and professional support when performing intimate content;

WHEREAS, various approaches to intimacy coordination have been developed in different regions, including the widely recognized "five pillars" framework of Context, Consent, Communication, Choreography, and Closure;

WHEREAS, intimacy coordination has proven effective in creating safer working environments while enhancing the artistic quality of intimate scenes,

THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Recognizes the value of intimacy coordination as an important resource for protecting performers in scenes involving intimacy, nudity, and simulated sexual content.

BE IT FURTHER RESOLVED:

That FIA encourages the adoption of core principles for intimacy work across all jurisdictions, while respecting cultural variations in implementation;

That FIA supports efforts to develop appropriate training and certification pathways for intimacy professionals that prioritize performer safety and welfare;

That FIA will continue to gather and share resources regarding best practices in intimacy coordination among its affiliates, building on the survey work already completed.

BE IT FINALLY RESOLVED:

That FIA recognizes the particular importance of intimacy coordination for protecting young performers and other vulnerable groups, and supports additional safeguards in these contexts.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 12 ON THE RECOGNITION OF OCCUPATIONAL DISEASES AFFECTING ARTISTS

WHEREAS the intermittent nature of artistic professions leads many artists to conceal their injuries to avoid being considered unreliable, thereby hindering the recognition of these ailments and access to necessary medical treatment;

WHEREAS the inclusion of ailments affecting artists in the official list of occupational diseases recognized at the state level remains a significant challenge for trade unions;

WHEREAS international standards on occupational diseases provide an important model for improving recognition and protection for artists at the state level and enable their unions to advocate effectively for the recognition and treatment of occupational diseases;

WHEREAS FIA has been actively working on issues related to prevention and occupational health to support its affiliated unions,

—
THEREFORE, BE IT RESOLVED by the FIA 23rd Congress of the International federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025, that:

FIA will continue to prioritise and strengthen its work on occupational health and the prevention of occupational diseases affecting artists;

FIA will facilitate the exchange of information about challenges and solutions across countries, with a view to providing affiliated unions with tools to enhance their advocacy efforts at the state level.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 13 ON THE CONVENING OF A 3RD FIA WORLD CONFERENCE ON LIVE PERFORMANCE

WHEREAS the live performance sector remains a vital pillar of the cultural and creative industries, encompassing a wide spectrum of artistic disciplines—including theatre, dance, opera, circus, and puppetry, among others—that play a central role in shaping cultural identity, promoting artistic freedom, and fostering diversity of expression.

WHEREAS this sector is not only culturally indispensable but also economically significant, providing sustainable employment for a substantial number of professional performers around the world, and representing a primary field of jurisdiction for the majority of FIA affiliates, thereby serving as a powerful point of connection and shared purpose within the Federation.

WHEREAS the live performance sector and its artists are facing mounting challenges, including but not limited to threats to freedom of artistic expression; underrepresentation and systemic barriers to diversity, equity, and inclusion; shrinking public funding and investment in the performing arts; increasing restrictions on international mobility for artists; the erosion of permanent employment and downward pressures on wages and paid rehearsals; limited access to social security and fundamental labour protections; the disruptive impact of digital technologies and artificial intelligence on the nature of live artistic work and performers' rights; limited access to training, lifelong learning, skills development, and career transition opportunities essential to the sustainability of a professional life in the arts.

RECALLING that FIA has previously convened two highly successful international conferences dedicated to live performance—in Lisbon (1999) and Dublin (2015)—which provided affiliates with invaluable opportunities to exchange experiences, analyse global trends, share organising and bargaining strategies, and strengthen their resolve to improve working conditions and social protections for live performers, including in a cross-border work environment,

THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors, meeting in Birmingham, United Kingdom, from November 12 to 15, 2025:

Mandates the FIA Secretariat to convene a 3rd FIA World Conference on Live Performance, to be held in Zagreb, Croatia, in 2027, in collaboration with HDDU.

BE IT FURTHER RESOLVED that the Congress authorises the FIA Secretariat to:

Develop a preliminary budget for the event, allocate financial resources to it in consultation with the FIA Presidium and in collaboration with HDDU, the proponents of this motion and the FIA Live Performance working group.

Actively pursue external sponsorship opportunities in Croatia with the support of HDDU, while encouraging contributions from interested affiliates to support broad, inclusive, and representative participation from all regions.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 14 ON TARIFFS, IMPORT QUOTAS AND OTHER MARKET ACCESS RESTRICTIONS ON THE TRADE OF ENTERTAINMENT PRODUCTIONS OVER NATIONAL BORDERS

EXPRESSING serious concern with respect to existing trade tariffs or import quotas on the import of overseas entertainment productions, or other market access restrictions.

RECOGNISING that these actions are not reflective of the international, collaborative nature of contemporary entertainment production, which often relies on labour from many different countries, and operates production and supply chains across multiple borders.

RECOGNISING the dangers inherent with conflating such measures with public subsidies, the latter of which are essential to building thriving film and television industries in countries across the world.

WHEREAS Congress notes its real concern about the impact of tariffs, import quotas, or other market access restrictions on our industries globally, and that when our industries flourish anywhere, they flourish everywhere,

THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Expresses its deepest concern about the imposition of, and the impacts of the threat of imposition of tariffs upon imported creative works by any country, as well as import quotas on intellectual property or audiovisual works and other market access restrictions, while steadfastly supporting public subsidy to domestic productions.

BE IT FURTHER RESOLVED that:

FIA will collate research on the impacts and implications of potential tariffs and current and potential import quotas on intellectual property or audiovisual works, as well as other market access restrictions, on entertainment productions, with an emphasis on the effects on a thriving industry worldwide and the fundamental importance of public subsidy thereto.

FIA will support affiliates where they advocate against such measures, and in ensuring that performers are not threatened by proposals in ongoing trade talks.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 15 ON CULTURAL AND LABOUR RIGHTS IN THE AUDIOVISUAL AND PERFORMING ARTS SECTORS

WHEREAS cultural and labour rights are fundamental to the sustainability and dignity of work in the audiovisual and performing arts sectors and that public funding and policies that enable artists to create and citizens to access cultural spaces are crucial to our democracies;

WHEREAS such achievements have largely been the result of sustained and collective trade union struggles;

WHEREAS these rights are vulnerable to shifts in government and policy, which can create uncertainty and jeopardise hard-fought gains;

WHEREAS that the situation across Latin America is uneven, with some countries making progress in consolidating cultural and labour rights, while others are experiencing stagnation, setbacks, or even deliberate attacks on these hard-won protections for performers,

THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Reaffirms its mission to support and defend all struggles aimed at protecting both acquired rights and those yet to be achieved in the audiovisual and performing arts sectors;

Maintains and promotes opportunities for training, knowledge-sharing, and in-person meetings across Latin America, enabling affiliates to develop and implement campaigns and tools to advance new rights at regional and global level.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 16 ON THE WORSENING CHALLENGES FACED BY PERFORMERS AND THEIR UNIONS IN BRAZIL

WHEREAS most artists and technicians in Brazil can no longer sustain themselves solely through their profession and are compelled to seek other forms of income for survival - a precarious situation often worsened by gender, racial inequalities especially outside of urban centres;

WHEREAS FIA's affiliates in the country frequently detect irresponsible and illegal practices regarding the engagement of children and adolescent in our industry;

WHEREAS artists and technicians in Brazil are increasingly required or "encouraged" to register as individual micro-enterprises, a practice that strips them of labour protections and transforms them into self-employed 'atypical' workers under exploitative conditions;

WHEREAS Brazilian artist unions face a relentless campaigns of media discreditation and SATED-SP was fined R\$1.78 million by the Administrative Council for Economic Defence (CADE) for publishing minimum wage guidelines for voice actors;

WHEREAS a 2018 labour reform ended compulsory union contributions and effectively suspended the entitlement of unions to collect from promoters a 10% levy on the gross value of contracts with foreign artists, as provided in Article 25 of Law 6.533/78, further weakening the financial sustainability of these unions;

WHEREAS the Ministry of Labour and Employment has long forfeited its supervisory role, effectively normalising poor practices in employment and labour relations in the sector, while the Ministry of Culture supports a growing number of associations and organisations that are anti-union and that claim to speak on behalf of the artists and technicians, making a lot of noise without real substance,

THEREFORE, BE IT RESOLVED that 23rd Congress of the International Federation of Actors, meeting in Birmingham on November 12 to 15, 2025:

Urges the Brazilian Government, including its Ministries of Culture and Labor, to take immediate and concrete measures to restore and protect the labour rights of performers and technicians, ensuring decent working conditions and fair treatment across the country;

Denounces the inappropriate use of competition law enforcement by CADE against union wage guidelines, and to call for recognition of unions' legitimate role in defending labour conditions;

Demands a halt to illegal practices involving child and adolescent labour in the cultural sector and to call for a rigorous and uniform enforcement of existing protections;

Reaffirms the right of artists and technicians to unionise and negotiate collectively, in accordance with ILO Conventions 87 and 98, and Article 23 of the Universal Declaration of Human Rights;

BE IT FURTHER RESOLVED:

That FIA shall contribute to bring an international experience and best practice to a seminar/webinar, to be held in Brazil under the responsibility and initiative of its affiliates in the country, to promote best practices and help raise awareness on these critical issues.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 17 ON INTERNATIONAL SOLIDARITY

WHEREAS in every country, the rights of workers in general, and artists in particular, to take collective action are under attack from conservative, neoliberal policies on an unprecedented scale;

WHEREAS competition between countries is being strengthened by the homogenization of the cultural market driven by the development of generative artificial intelligence and by global distribution platforms;

WHEREAS the combination of these two factors will accelerate a phenomenon of social dumping that already exists,

—
THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Urges its members to raise the awareness of their activists and members on international issues as much as possible;

Urges each union to inform its members of strikes and other industrial actions initiated by sister unions in other countries, where they are made aware of them, in particular through FIA, or by means of direct exchanges, especially as regards neighbouring countries or countries speaking the same language. The aim is to encourage their members to refuse commitments that would, or could, weaken such strikes or industrial actions;

Seeks to develop and strengthen joint actions on an international scale (common dates for strikes, demonstrations, campaigns on social networks...).

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 18 ON PROTECTING PERFORMERS AGAINST CONTRACTUAL PROVISIONS THAT VIOLATE THEIR FUNDAMENTAL HUMAN RIGHTS AND INTERNATIONAL LABOUR ORGANISATION (ILO) RESOLUTIONS

WHEREAS Article 23(4) of the Universal Declaration of Human Rights guarantees the rights of workers to belong to trade unions to protect their livelihoods;

WHEREAS the International Labour Organisation (ILO) resolution on Freedom of Association, articulated by Conventions 87 and 98, ensures the rights of workers to freely form and join organizations to protect their interests;

RECALLING the situation of performers in South Africa, whereby Section 23(2) of the Bill of Rights, as enshrined in the South African Constitution, guarantees workers' rights to form and join a trade union; Whereas, the South African creative sector remains unregulated, with domestic Labour Laws offering performers no protection, collective bargaining rights, or social security; Whereas, producer bodies and streaming platforms active in South Africa have seen fit to include such contractual provisions as to expressly deny performers these fundamental rights on signing of contracts;

WHEREAS such contractual provisions arise not only in South Africa, but remain a major problem in many countries where no strong minimum provisions have been achieved in collective bargaining,

—
THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Affirms the right of performers to be protected under international declarations, treaties, and resolutions;

Condemns predatory practices that deny performers' rights to protections under international declarations and resolutions;

Encourages government support for amendments to domestic labour laws that bring necessary protections to performers consistent with global best practices;

Resolves that FIA will continue to support and facilitate the technical advancement of affiliates to develop the skills necessary to engage in collective bargaining processes;

Resolves that FIA will continue to promote solidarity with affiliates that are engaged in efforts to introduce labour protection and collective bargaining rights in the interests of sustainable, fair, and equitable industry practices.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 19 ON STRENGTHENING THE BARGAINING POSITION OF SHORT-TERM EMPLOYEES AND SELF-EMPLOYED WORKERS TO SECURE FAIR COMPENSATION FOR SHORT-TERM AND FLEXIBLE WORK ARRANGEMENTS

WHEREAS both employees and self-employed workers across a wide range of sectors worldwide, particularly in the cultural and creative industries, increasingly face flexible contract formats consisting of short-term or intermittent assignments or engagements;

WHEREAS this is certainly the case for many performers in both live performance and audiovisual;

WHEREAS working and being available for work in such intermittent and flexible arrangements shifts risks and hidden costs from the engager to the worker, including an increase in unpaid work /non-billable hours (such as promotion, preparation, meetings, logistics and follow-up work) with the overall proportion of such invisible and unpaid work increasing as contracts become smaller;

WHEREAS these hidden costs are often not reflected in rates of pay earned by such short-term and flexible workers and that this in turn results in reduced effective earnings and greater income insecurity;

WHEREAS the development and application of a 'flexible working surcharge' – i.e.: a rate adjustment or percentage-based surcharge, correlated to the length and frequency of work engagements – can be a fair mechanism to structurally compensate for these costs and correct market imbalances; as can other mechanisms which recognize and address the issue in a systemic way;

WHEREAS, while some countries have collective agreements or regulatory arrangements addressing these issues, many member unions and their freelancer and self-employed members lack access to such agreements or to the data and tools needed to raise awareness and negotiate them;

THEREFORE, BE IT RESOLVED by the 23rd Congress of the International Federation of Actors, meeting in Birmingham on November 12 to 15, 2025:

To include in the Federation's priorities for the coming Congress period an activity aimed at supporting member organisations to promote fair pay arrangements that allow for additional compensation for short-term or small-scale contracts;

To implement this by:

- a. Conducting an international survey among members of existing collective agreements or statutory provisions that implement fairness mechanisms in relation to flexible work arrangements;*

- b. Developing and sharing research, guidance, and calculation models that can help member unions substantiate a claim or develop advocacy for the implementation of such mechanisms in their national context;*
- c. Promoting knowledge exchange and capacity-building between member organisations with experience in such arrangements and those seeking to implement them;*

To report on the progress of these actions to the FIA Executive Committee.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 20 ON ACCESS TO THE PERFORMING ARTS AND ENTERTAINMENT INDUSTRIES

RECOGNISING that the exploitative terms and conditions promulgated by many engagers across the performing arts and entertainment industries internationally ensure that most artistic and creative workers remain highly precarious.

RECOGNISING that seeking and engaging in work in our industries can often come at significant cost to the worker, including paying for inclusion in casting directories, agent fees or audition fees at drama schools, for example. These costs increase barriers to accessing industry work.

REGRETTING that alongside industry terms and the high costs imposed on workers, repeated cuts to social security protections and the rising costs of housing, as well of basic goods in many countries, add to the severe material pressures on those seeking to make a living from work in the performing arts and entertainment.

RECOGNISING that these conditions operate as barriers to accessing work in the industry, especially for those who come from working-class backgrounds, do not have material privileges, or who suffer societal discrimination and oppression. This, in turn, diminishes the scope of stories reflected in our cultural lives, gradually ensuring that only those from privileged backgrounds are on our stages and screens,

THEREFORE, BE IT RESOLVED that the FIA 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Recognises that there continue to be significant barriers to accessing work in our industry, and that these mirror broader inequalities in our society, including class, race and gender oppression.

BE IT FURTHER RESOLVED that:

FIA seeks to support and coordinate campaigning where unnecessary costs of entry into our industries exist.

FIA seeks to defend and extend the public provision of essential goods and services, as well as address the issue of inadequate pay and precarious working conditions, as the foundational structure of support for the performing arts and entertainment workforce, and a means of widening access to industry work.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 21 ON ADVANCING DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY ACROSS THE GLOBAL ENTERTAINMENT INDUSTRY

WHEREAS, diversity, equity, inclusion, and accessibility (DEIA) are fundamental to upholding the rights and dignity of all performers regardless of race, ethnicity, gender, sexual orientation, disability, age, socioeconomic status, or other characteristics;

WHEREAS, despite progress made in recent years, performers from underrepresented and marginalized communities continue to face systemic barriers to equal opportunity, fair representation, and equitable compensation across the global entertainment industry;

WHEREAS, recent political developments, particularly in the United States, have led to targeted efforts to undermine DEIA programs and initiatives, threatening the progress achieved and potentially reversing important gains;

WHEREAS, FIA has consistently recognized that artistic expression and cultural representation benefit from the full participation of diverse voices and perspectives;

WHEREAS, numerous research studies confirm that productions with diverse participation both in front of and behind the camera achieve greater artistic resonance and economic success,

THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Affirms its unwavering commitment to advancing diversity, equity, inclusion, and accessibility throughout the global entertainment industry as core principles that strengthen both artistic expression and labor protections.

BE IT FURTHER RESOLVED:

That FIA condemns any governmental or institutional attacks on DEIA initiatives and encourages its affiliates to actively resist rollbacks of policies designed to create more equitable and inclusive working environments;

That FIA encourages all affiliates to advocate for and implement concrete DEIA measures within their own organizations, including but not limited to:

- *Developing targeted outreach programs to identify and support performers from underrepresented communities;*
- *Creating mentorship opportunities that address historical disparities in access to professional networks;*

- *Establishing governance structures that ensure diverse representation in leadership positions;*
- *Collecting and analyzing demographic data to track progress and identify areas requiring additional attention;*

That FIA supports the adoption of transparent hiring practices, equitable casting processes, and production environments free from discrimination and harassment;

That FIA acknowledges the intersectionality of identities and encourages approaches that address the unique challenges faced by performers with multiple marginalized identities.

BE IT FINALLY RESOLVED:

That FIA will continue to provide resources, facilitate knowledge sharing, and promote solidarity among its affiliates in their efforts to create a more diverse, equitable, inclusive, and accessible entertainment industry that truly reflects the global community it serves and entertains.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 22 ON UPHOLDING THE WORK OF FIA FUTURE NOW

WHEREAS the vital and interdependent relationship between young workers and trade unions, and acknowledging that young performers – often among the most vulnerable workers – require robust trade union protection, just as unions depend on young members to counteract the global trend of de-unionisation;

WHEREAS the 22nd FIA Congress adopted a resolution establishing a Young Members' Group to advise the Executive Committee on issues affecting young performers across the Federation;

WHEREAS this group, now known as FIA Future Now, has since convened regularly to address the specific challenges faced by young performers, share best practices from their unions, and provide valuable resources – such as webinars – on young members' engagement and their working conditions.

WHEREAS FIA Future Now has adopted a mission statement with clear objectives: to organise young workers in the industry, encourage active participation of young members in trade unions, prioritize the diverse range of issues face by young workers – including those specific to child performers – at both national and international levels, and build an effective international network of young union activists for mutual support;

WHEREAS that FIA Future Now has also served as an incubator for young trade union activists, offering a safe space and essential tools to develop the skills necessary for advancing their national and international union journey, including through training and mentoring opportunities;

—
THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025, that:

FIA will continue to support the efforts of its Young Members' Group and ensure that the Federation and its members take every opportunity to promote its work to help renew its membership and make it as geographically representative as possible;

FIA will promote better representation of young members in the Federation's activities and decision-making bodies by encouraging FIA affiliates to include young members in delegations to meetings and as contributors to FIA's working groups; and to support – where possible - the participation of young members who would otherwise be unable to attend;

FIA will centre the issues faced by young members within the Federation's policies and strategic priorities, including by creating regular opportunities for exchanges between FIA Future Now members and the Executive Committee and enabling this body to carry motions to the FIA Congress on their behalf.

BE IT FURTHER RESOLVED that:

FIA will expand training opportunities for young members, including structured initiatives such as the FIA Future Now mentoring programme, to enable them to acquire the skills and knowledge necessary to become effective trade union leaders;

FIA will conduct, with the full support of FIA Future Now, an international survey to collect data on union activism, as well as, the working conditions and industry entry experiences of young performers, and to develop recommendations based on the survey's findings.

Birmingham, November 15, 2025

FIA CONGRESS RESOLUTION N. 23 ON RESTORING THE DIGNITY, VISIBILITY AND PROMINENCE OF SENIOR ARTISTS

WHEREAS senior artists — with their experience, memory, and creative force — deserve to be valued, respected, and granted a dignified and visible place in contemporary cultural creation;

WHEREAS the performing arts represent life in all its facets, including the realities of ageing, and many artists, past a certain stage in their careers, are too often denied work opportunities, depriving millions of older people of the chance to see themselves reflected on screens and stages;

WHEREAS women in particular, who, depending on the country, may be regarded as “seniors” from the age of 50, are especially under-represented on screens and on stage,

—
THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Declares that the exclusion of senior performers is not only unfair, but a loss for art, culture, and society as a whole;

Advocates for the full recognition of senior artists as active creators — not merely as custodians of the past — and for their right to interpret narratives that dignify later life, beyond stereotypes of illness, dependence, or caricature.

BE IT FURTHER RESOLVED that:

FIA and its affiliates, as part of their commitment to diversity and inclusion, shall encourage industry practices that also promote creative opportunities for senior performers and ensure their participation in leadership roles. This includes fostering inclusive calls, productions, and spaces that value their contributions across all aspects of the artistic process, and supporting intergenerational dialogue where collaboration between younger and older artists is creative, fair, and equitable;

FIA and its affiliates shall also promote cultural policies that provide funding and structural support for groups led by, or working with and around, senior performers.

FIA and its affiliates shall begin statistical data collection in each country to measure the underrepresentation of seniors, particularly women; they shall conduct campaigns to promote not only employment for all, but also their visibility.

FIA and its affiliates shall support efforts to advocate for a United Nations Year of the Senior Artist.

Birmingham, November 15, 2025

FIA CONGRESS EMERGENCY RESOLUTION N. 1 AGAINST THE POSTPONEMENT OF THE IMPLEMENTATION OF THE EUROPEAN REGULATION ON ARTIFICIAL INTELLIGENCE (AI ACT)

WHEREAS information published by the [Financial Times](#) on 7 November 2025 indicates that the European Commission intends to present, on 19 November, a set of measures aimed at simplifying the Artificial Intelligence Act;

WHEREAS the European Commission plans to grant a temporary suspension of the obligations applicable to providers of generative AI models, in order to allow them to adapt their practices without disrupting the market;

WHEREAS the draft measures also foresee postponing until August 2027 the application of fines associated with non-compliance with the new transparency obligations imposed on AI developers and users, in order to “allow sufficient time for economic actors to adapt”;

WHEREAS this proposed “simplification” would result in a substantial delay in the implementation of the EU Artificial Intelligence Act;

WHEREAS these so-called simplification measures are reportedly being considered following pressure from the U.S. administration, supported by major technology companies;

WHEREAS FIA has consistently emphasised that the current Regulation fails to provide sufficient protection for performers’ right, their legitimate interests and their continued ability to work,

— —

THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, United Kingdom, from 12 to 15 November 2025:

Declares its opposition to any measure that would lessen the obligations of providers of generative AI models under the EU AI Act, as well as to any measure that would postpone its effective implementation, including the application of fines in cases of non-compliance with the transparency obligations imposed on AI developers and users;

Requests that FIA and its affiliates—particularly those active within the European Union—communicate this opposition to the Commission and to the Member States, and remain vigilant and mobilized against any initiative that could further weaken this regulation.

BE IT FURTHER RESOLVED that:

FIA and its affiliates will continue to work to strengthen the rights and interests of performers in the face of the threats posed by generative artificial intelligence to their rights and professions, and will seek the broadest possible cooperation on this matter with other representative organizations in the cultural and creative sector, especially within the EU.

Birmingham, November 15, 2025

FIA CONGRESS EMERGENCY RESOLUTION N. 2 ON SOLIDARITY WITH THE SLC-CGIL MOBILISATION IN ITALY

WHEREAS the Italian Government's 2026 budget bill significantly reduces funding for the cultural and entertainment sector, thereby jeopardizing employment stability.

WHEREAS substantial cuts have been introduced in the cinema and audiovisual sector, and no adequate financial resources have been allocated to theatres and opera foundations, preventing the renewal of long-expired collective bargaining agreements, even to ensure basic inflation recovery.

WHEREAS the budget provides no income-support measures for intermittent and precarious entertainment workers, who will face heightened risks of unemployment as a result of these restrictive policies.

WHEREAS the CGIL has called a general strike on 12 December in opposition to a budget law that fails to invest in healthcare, education, and culture, while allocating significant resources to military spending;

WHEREAS this budget law is inequitable, progressively favoring those who already have more rather than supporting the most vulnerable;

—
THEREFORE, BE IT RESOLVED that the FIA 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, on November 12 to 15, 2025:

Expresses its solidarity with the claims and demands of entertainment workers and fully supports the mobilization initiatives promoted by SLC-CGIL, recognizing their commitment to solidarity and to the promotion of culture.

Endorses SLC-CGIL's call on the Italian Government to reverse this harmful course and to invest meaningfully in culture and the performing arts, ensuring the protection and rights of all workers in the sector.

Birmingham, November 15, 2025

FIA CONGRESS EMERGENCY RESOLUTION N. 3 ON SUPPORTING THE WORK IN NORWAY TO STRENGTHEN SUPPORTING STRUCTURES FOR THE INDEPENDENT DANCE AND THEATRE FIELD

WHEREAS the Norwegian Government's proposed national budget for 2026 includes a 12% reduction in funding for Skuespiller- og danseralliansen (SKUDA), the Alliance for Actors and Dancers, a measure that would significantly weaken a vital stabilizing structure for performers in Norway; and

WHEREAS this reduction is proposed simultaneously with a welcome increase in funding for the independent dance field, including additional support for 10 regional dance centres and the dance training organisation PRODA, intended to strengthen production, dissemination, and professional development; and

WHEREAS this increase follows a revision to Norway's National Defence and Emergency Plan, which recognizes the arts as a vital component of societal resilience and emphasizes the need for stability in the cultural sector to maintain normal activity in times of crisis; and

WHEREAS the government's intended strengthening of the independent arts field is gravely undermined if the proposed cuts to the Alliance are not reversed, risking a net weakening of the dance and theatre sectors; and

WHEREAS work in the Norwegian dance and acting fields is mostly either temporary employment or other unregulated forms of independent work, with up to 90% of dance production being project-based; and

WHEREAS SKUDA plays an essential role in providing stable employment and continuity between projects, yet remains undersized relative to need, turning access to its benefits into a scarce resource; and

WHEREAS the Norwegian unions have long advocated for expanding the Alliance to meet the real needs of the workforce; and

WHEREAS the role of the arts in national defence and emergency preparedness, including the necessity of strong support structures, is a matter of international concern and relevance;

THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from 12–15 November 2025,

Affirms that a strengthened and well-supported dance and theatre sector is essential to a healthy and resilient society in both peace and crisis.

BE IT FURTHER RESOLVED that:

FIA recognizes that robust infrastructure and income-stabilizing measures for independent artists form an important component of national preparedness and resilience strategies; and that

FIA expresses its strong support for Skuespiller- og danseralliansen (SKUDA) as a vital stabilizing structure for dancers and actors in Norway and endorses the efforts of the Norwegian Dancers

Union and the Norwegian Actors' Equity Association to reverse the proposed 2026 funding cuts, urging the Norwegian Government to restore and strengthen the Alliance's budget.

Birmingham, November 15, 2025

FIA CONGRESS EMERGENCY RESOLUTION N. 4 ABOUT SUPPORTING THE EXTRAORDINARY SERVICE OF VLADIMIR KAMEN AND EXTENDING THE FIA CONGRESS' DEEPEST WISHES FOR HIS RECOVERY

WHEREAS Vladimir Kamen has, over many years, demonstrated exceptional dedication, commitment, and service to the International Federation of Actors (FIA), including through his long-standing contributions to the Eurasian group, his work on the FIA Presidium and the Commission on Finance, and his leadership and solidarity across the Federation;

WHEREAS his professionalism, generosity, and unwavering engagement have strengthened FIA's collective work, reinforced its governance, and contributed significantly to the cohesion of affiliates across regions;

WHEREAS the Congress has been informed of the serious health challenges he is currently facing,

—
THEREFORE, BE IT RESOLVED that the 23rd Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:

Expresses its profound appreciation for the extraordinary commitment, service, and leadership that Vladimir Kamen has brought to the Federation throughout his many years of involvement;

Extends its deepest wishes for his full and speedy recovery, and expresses solidarity with him, his family, and his colleagues at this difficult time;

Mandates the FIA Secretariat to transmit this resolution to Vladimir Kamen on behalf of the entire Congress, including all affiliates represented, as a reflection of our collective esteem and support.

Birmingham, November 15, 2025