

**Symposium on Information Technologies in the  
Media and Entertainment Industries: Their Impact  
Impact on Employment, Working Conditions and  
Labour-management Relations**

Geneva  
28 February-3 March 2000

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**Conclusions on information technologies  
in the media and entertainment industries**

The Symposium on Information Technologies in the Media and Entertainment Industries: Their Impact on Employment, Working Conditions and Labour-management Relations,

Having met in Geneva from 28 February to 3 March 2000,

Recognizing that the new information and communication technologies are revolutionizing the media and entertainment sector, are accelerating the globalization process, and are opening new avenues for employment, and

Recognizing that, important as these changes are in a rapidly changing world of work, the human being still remains the centre of these changes;

Adopts this third day of March 2000 the following conclusions:

The ILO should:

- (a) undertake research on best practices and funding options for training in different regions and countries, and promote training and retraining in the use of information technologies by the social partners and learning institutions;
- (b) undertake initiatives, using the Internet among other means, to promote better safety and health practices, with special regard to workers<sup>1</sup> involved in hazardous occupations, through research, information, publication, advice and training;

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<sup>1</sup> Wherever the word “workers” is utilized in this text, it refers to female and male workers, keeping in mind the provisions of the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and the Workers with Family Responsibilities Convention, 1981 (No. 156).

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- (c) encourage and support employers and workers' representatives<sup>2</sup> in this sector to:
- engage in social dialogue at the sectoral level, and when called for, use the ILO at the national, regional and international levels, especially with regard to the introduction of technological change;
  - increase participation of workers' and employers' organizations in social dialogue;
  - identify impediments to the development of workers' and employers' organizations and collective bargaining; and
  - enhance cooperation with organizations in related media and entertainment industries;
- (d) organize a series of meetings at national or (sub)regional level on social dialogue, as a means to resolve issues arising from the application of information technology, and on other topics relevant to the sector; and establish – subject to the approval of the ILO Governing Body – a small tripartite expert group to hold meetings at the international level to discuss developments in the media and entertainment sector, including issues relating to corporate actions affecting levels of employment;
- (e) cooperate at the international level, within the scope of its mandate, in efforts to promote action to protect copyright and related rights;
- (f) undertake research on:
- contractual arrangements and social security coverage for workers other than those in continuing employment;
  - the employment of women in the media and entertainment industries; and
  - child performers;
- (g) identify statistical sources and indicators of relevance to the sector, disaggregated by gender and age, including general patterns, impact, obstacles and work opportunities that the new technologies have demonstrated at the national level;

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<sup>2</sup> Throughout this text, the term “workers’ representatives” is used as defined in Article 3 of the Workers’ Representatives Convention, 1971 (No. 135), which reads as follows: “For the purpose of this Convention the term ‘workers’ representatives’ means persons who are recognized as such under national law or practice, whether they are: (a) trade union representatives, namely representatives designated or elected by trade unions or by the members of such unions; or (b) elected representatives, namely representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognized as the exclusive prerogative of trade unions in the country concerned.”

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- (h) facilitate the access of developing countries to the new information technology, particularly through the provision of technical assistance in training and advanced training.

In addition the ILO should examine the possibility of convening:

- a tripartite meeting of the graphical industry on the challenges of the new economy for that industry; and
  - a tripartite meeting on the evolution of the information and communication industries and its impact.
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