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Factsheet for case **DE-2020-13/649**

Audio-visual sector: first collective agreement on short time working

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Country	Germany, applies nationwide
Time period	Temporary, 25 March 2020 - 31 December 2020
Type	Bipartite collective agreement
Category	Employment protection and retention – Income support for people in employment (e.g. short-time work)
Case created	15 April 2020 (updated 05 May 2020)

Background information

On 19 March, the main employer organisation of the audiovisual sector together with sectoral business organisations and business organisations of advertisement companies published a statement saying that due to the upcoming COVID-19 lockdown and to travel restrictions the advertisement sector faces the strongest crisis ever and that due to this the production of commercial movies and TV-productions will come under strong strain. The authors, nevertheless, agree to the lockdowns; they recommend to postpone commercial movie and TV productions and to show strong solidarity within the sector for safeguarding the sectoral supply chains and networks. One week later, the main private employer organisation, the Produzentenallianz (producers' alliance), reached an agreement with the United Services Union, ver.di, and the occupational trade union of actors, BFFS, which for the first time stipulates that the employers shall apply short time working.

Content of measure

On 24 March 2020 the Produzentenallianz (producers' alliance), ver.di and BFFS reached an agreement that for the first time regulates the use of short time working in the movie and TV film production business. It is an addition to the existing framework collective agreement and specifies the use of short time work in case of disruptions or stoppages of movie productions. In light of the upcoming challenges, it was reached in great hurry and approved by the organisations the same evening; it came into force the next day, on 25 March. The agreement lasts until 31 December but can be cancelled by either side by 30 June 2020 (two weeks

announcement period).

It is a supplement to the framework collective agreement already in place and specifies the use of short time work in case of disruptions and stoppages of movie production:

- Actors employed on fixed term contract for the duration of the movie production shall in these cases not be dismissed but be employed on short time work and continue to work after the end of the short time work period.
- On top of the standard short time work allowance (60% of net monthly income for workers without children, 67% for those with children) employers shall pay an extra for reaching up to 90% of the wage level of the collective wage agreement for actors or up to 100% of the agreed wage level of managerial staff the minimum (the agreed wage is expected to be lower than the actual wage) or up to the income threshold for social security contribution assessments the maximum. The federal employment agency will pay the social security contributions.

Use of measure

The main broadcasting stations immediately signed the agreement and said they will apply it. The agreement does not have to be applied by companies which are not members of the Produzentenallianz (producers' alliance).

Actors, target groups and funding

Actors	Target groups	Funding
Social partners jointly	Employees	Employer National funds

Social partners

Role of social partners	Agreed (outcome)
Form of involvement	Other

Agreed by the Produzentenallianz and the trade unions Vereinte Dienstleistungsgewerkschaft (ver.di) and the Bundesverband Film- und Fernsehschauspieler (BFFS) in cooperation. Members have to apply the agreement; other employers may choose to do so.

Sectors and occupations

This case is sector-specific.

Economic area	Sector (NACE level 2)
R - Arts, Entertainment And Recreation	R90 Creative, arts and entertainment activities

This case is occupation-specific.

Occupation (ISCO level 2)
Legal, social and cultural professionals

Sources

- 26 March 2020: Kurzarbeit.Tarifvertrag