

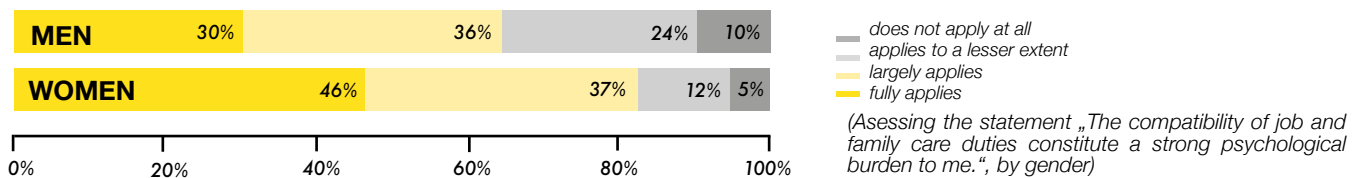
## CENTRAL STUDY RESULTS: COMPATIBILITY OF WORK AND CARE RESPONSIBILITIES FOR FILM PROFESSIONALS

status quo and action perspectives

Filmmaking: 'be available – be flexible'

### BIG CHALLENGES

Approx. 85% of people questioned experienced the organisation of care as a very/rather big challenge.



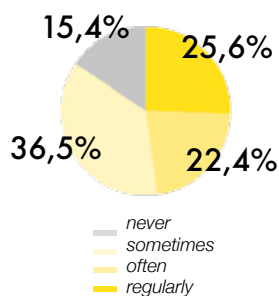
### COMPATIBILITY COMPLICATING WORKING CONDITIONS

the compatibility complications with following working conditions are significant within the film industry:

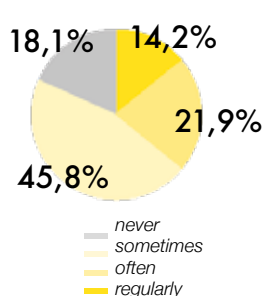
>80% state that they work at least „sometimes“ more than 60hrs a week and have less than 11hrs rest between work days.

>60% state to have, „not very planable“ or „not at all planable“ working hours.

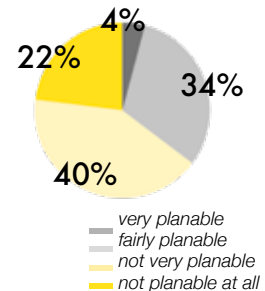
Work weeks with more than 60 hrs per week



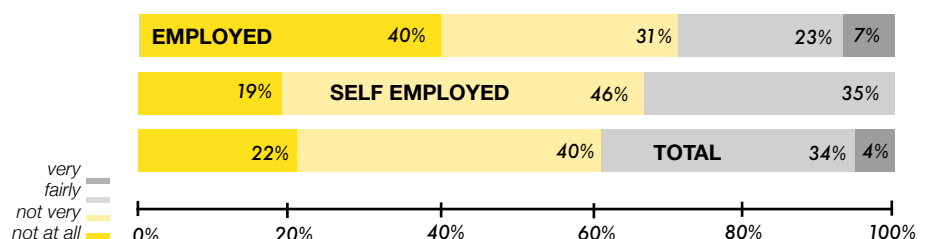
Rest period less than 11 hrs per day



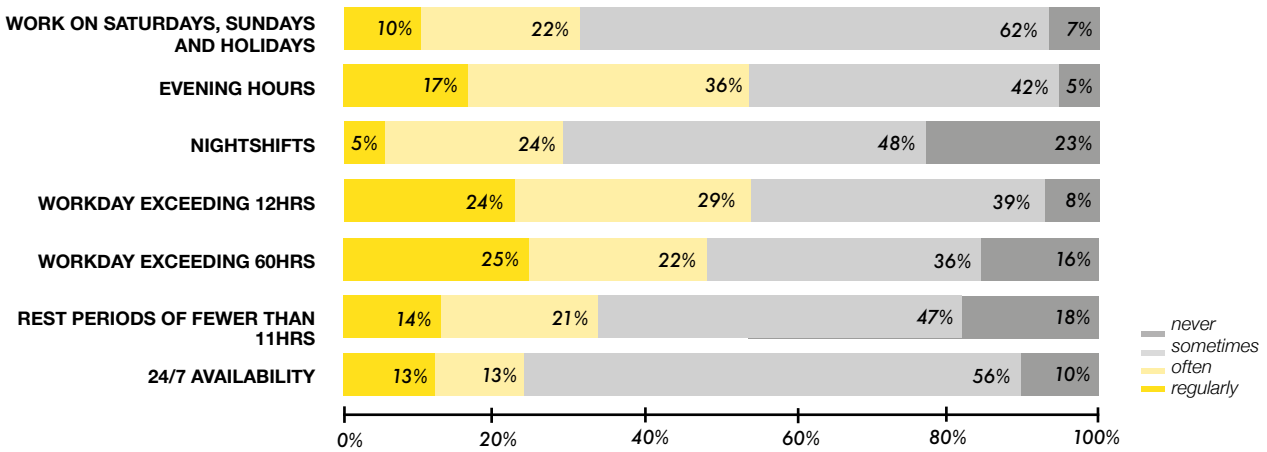
How planable and predictable are your working hours?



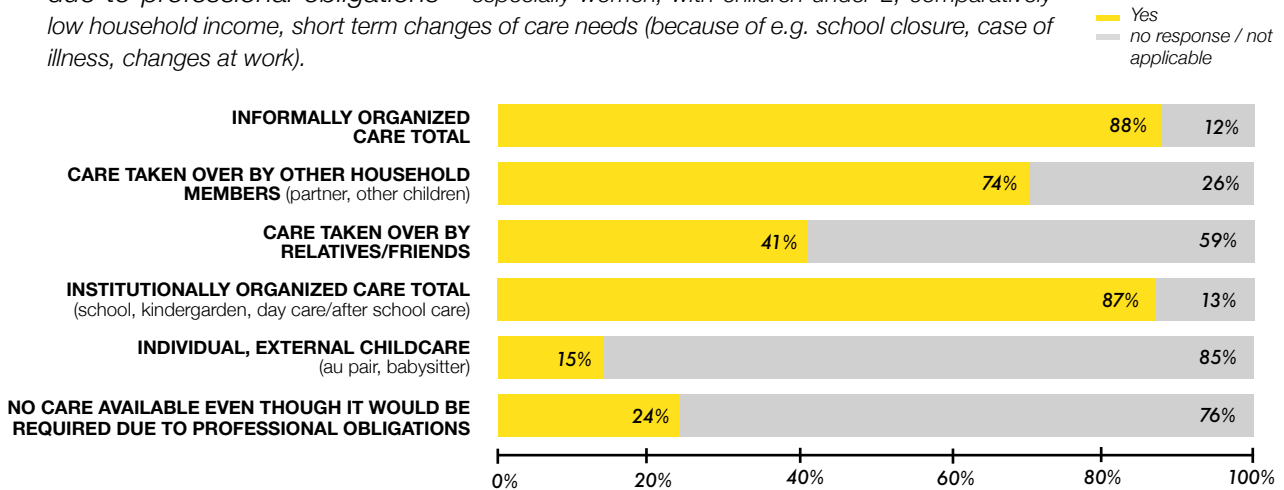
Adjustment of work hours around family care responsibilities is hardly possible: 70% answered „not very“ or „not at all“



— Working time patterns that are incompatible with family life and care giving



— Gaps in care: **24%** stated that they experienced situations they have experienced situations in which care was unavailable, despite the need for it, due to professional obligations – especially women, with children under 2, comparatively low household income, short term changes of care needs (because of e.g. school closure, case of illness, changes at work).



## CENTRAL FINDINGS & MAIN MEASURES

**MALE BREADWINNER & FEMALE HOMEWORKER IS STILL THE OVERRIDING PERCEPTION OF ROLES: MOTHERS STATED SIGNIFICANTLY HIGHER PSYCHOLOGICAL STRESS THAN FATHERS**

**THIS OFTEN LEADS TO PROFESSIONAL DISADVANTAGES FOR MOTHERS**

### 1. REDUCING WORKING HOURS

- Long work days and weeks are difficult to reconcile with personal life and especially with care responsibilities
- „Always on“ expectation disadvantages those with private responsibilities
- Deciding between a job and the family leads to a reproduction of gender-specific inequalities

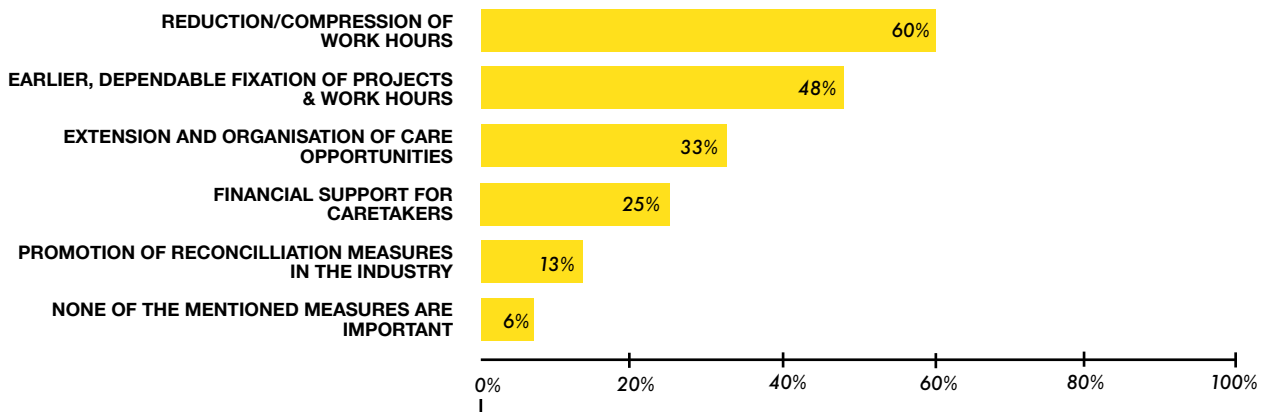
### 2. PLANNING

- Changing situations and the inability to make plans leads to significant problems in organising care and
- makes planning private/family activities impossible

### 3. FINANCIAL AND/OR STRUCTURAL SUPPORT

- Being „always on“ for work requires that opportunities for care must also be „always available“
- It is necessary to draw on a wide range of care options ->
- Reliance on networks of informal care persons or financial resources for external care

## MAIN MEASURES ACCORDING TO ONLINE-SURVEY



In addition to the „most important“ measures there are various additional needs, depending on the employment and care situation, which is why a mix of measures to suit working conditions and childcare opportunities is necessary.

## APPROACHES FOR ACTION, DEVELOPED IN THREE FOCUS GROUPS WITH EXPERTS FROM THE INDUSTRY:

1. **VOUCHER MODEL** (based on the „voluntary allowance by the employer for childcare“, up to EUR 1,000 per child per year, tax free) for employment relationships in the film industry.

2. **POOL** of trustworthy and **FLEXIBLE BABYSITTERS** or cooperations with established institutions for **FLEXIBLE SHORT-TERM CARE**

3. **REDUCTION IN WORKING HOURS** to 50 hrs per week; on the agenda of negotiations on the collective bargaining agreement.

4. **SHARED JOBS** as an option for employees with care responsibilities, an awareness campaign and information through models, role models, prognoses and advantages for productions and employees.

5. **AWARENESS CAMPAIGN** and a dedicated **WEBSITE** as a point of contact and source of information for productions and employees on measures and childcare providers

6. **AWARDS** or **CERTIFICATES OF EXCELLENCE** for „**FAMILY-FRIENDLY PRODUCTION**“

7. **SUMMER CAMP** for children of filmmakers in Vienna as an affordable and flexible offer, if possible, in cooperation with other areas of the cultural sector.

8. For permanent working hours of more than 40 hrs a week reintroduction of **TAX DEDUCTIBILITY OF CHILDCARE COSTS**.

9. **LEGAL RIGHT TO CHILDCARE**

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