



ETHICAL Animation & VFX CHARTER

The VFX and Animation industries are full of creative, tech-savvy professionals, who love their craft. It is an exciting, fast-moving industry, but - sometimes - it also has features that are not found in industries that are sustainable, and fair towards their workers.

Animation and VFX workers should be treated with respect. Good employers that value their workforce provide a series of employee benefits and our sector should be no different.

This Charter outlines our goals as a union and what we feel needs addressing. We want to work with employers to improve our industry. We believe that there is nothing in here that any good employer would not sign up to, and it is something that the majority of workers in our industry can get behind.



the Animation &
VFX union

WE ARE LOOKING FOR EMPLOYERS AND OTHER INDUSTRY BODIES TO SIGN UP TO THIS BASIC CHARTER THAT RESPECTS OUR INDUSTRY. WHERE NECESSARY, THE ANIMATION & VFX UNION WILL ENCOURAGE WORKERS IN THE INDUSTRY TO STICK TOGETHER TO ACHIEVE THESE AIMS.

Fair Pay

Gender Pay Equal pay for equal work. We will work to get rid of the gender pay gap.

Paid Overtime Nobody should have to work for free. We will work towards an end to unpaid overtime. Workers should be paid for each and every hour that they work.

Fair Industry Rates We will work towards a framework of minimum base rates of pay to ensure no one is taken advantage of.

Social Justice & Sustainability

Diversity and Inclusion Nobody should be discriminated against in our industry. Working with all stakeholders in Animation and VFX, we strive for a diverse, fair, inclusive industry.

Bullying and Harassment Nobody should feel bullied or be harassed at work. We call for zero tolerance of bullying and harassment in the workplace.

Green Policies We all need to take responsibility for our planet. We will press for a more sustainable industry with a goal of Net Zero Carbon to protect the environment.

Trade Union Friendly Companies thrive with an empowered workforce. We will work together to establish a healthy, partnership between employers and employees. A union-friendly workplace is a necessary part of this relationship.

Respectful Employers

Credits - Everyone who has worked on a project deserves recognition. Significant percentages of Animation and VFX credits get regularly cut completely. We must work together to change this.

Welfare Fund - Strengthening our safety net. Workers in our industry are freelancers and are sometimes exceptionally exposed during difficult life-events. We will campaign for an industry wide welfare fund.

Protecting Welfare of Workers The working day should be designed around the health and safety of the workers as well as the employers. Breaks should be protected. Desks and monitors should be designed to minimise workplace injuries. Food should be provided for people working late in the office.

Freelance Protections

Job Security - Too many of the industry's risks are placed on the workers. Short-term contracts with a lack of job stability and security should not be the norm in VFX and Animation. We should all work towards more secure and predictable contracts of employment.

Fair Sick Pay and Maternity Rights - Legal minimums are not enough. Animation and VFX workers should be given the kind of fair sick-pay and maternity benefits that good employers routinely provide.

Pension Rights Helping workers to plan for their futures. Many Animation and VFX workers only receive bare legal minimums that start over with each new job. Animation and VFX workers should receive above minimum employer-contribution pension payments from day one and they should be portable across facilities.

