



BECTU

a sector of Prospect



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#eyeshalfshut

Diversify or die!

A culture of low pay, long hours and a lack of inclusive facilities are driving damaging inequality in the film and TV industry. This disproportionately affects women and people from low income backgrounds or those with caring responsibilities

YOU DON'T HAVE TO BE RICH TO WORK HERE... BUT IT HELPS

The film and TV industry relies hugely on precariously employed runners, trainees and junior department members. They are often expected to live in London, have a car at their disposal and work very long days – regularly breaking the legal 11-hour 'daily turnaround'.

With workers usually employed on fixed-term contracts that pay little more than the minimum wage, it's not surprising many don't survive entry level in this industry. Writer and broadcaster Danny Leigh said:

“Film is mostly lawless... filled with opaque hiring practices and internships for those whose bills are paid by other means”¹

The result is huge under-representation of people from low-income backgrounds.

DROP-OUT RATES

Surveys confirm what everyone in the industry already knows. We do a very good job attracting an equal number of women and men at entry level – entry-level courses and training show an almost perfect 50/50 gender split.

But the assault course of long, family-unfriendly hours means only 15.8% of first assistant directors, 9.8% of camera department and 14% of TV drama directors are female.²

CAPACITY PROBLEMS

This is almost inexplicable in an industry facing a huge capacity problem. Pinewood, Leavesden and Shepperton are all expanding rapidly with a new studio being developed in Dagenham. More and more high-end TV productions are being shot in the UK alongside blockbusters like Star Wars and the Fantastic Beasts franchise. Long hours culture is driving away talent and skills that could meet the needs of this industry's rapid growth.

DIVERSITY IS GOOD FOR THE BOTTOM LINE

BECTU is calling for all sectors of the UK film and TV industry to come together to address the long-hours culture that is driving this damaging inequality in the film and TV industry.

Other successful industry sectors have acted on this. McKinsey advises its clients that:

“Companies in the top quartile for gender diversity are 15 percent more likely to have financial returns above their respective national industry medians”³

WE NEED:

- greater investment in management
- real steps to ensure that the UK film and TV industry can win the global race to the top in capacity, skills and the levels of diversity that all industries need to survive.

WHAT YOU CAN DO

- Visit the Eyes Half Shut website: <http://bit.ly/eyeshalfshut>
- Sign the petition: <http://bit.ly/eyes-petition>
- Follow us on Twitter **#eyeshalfshut**
- Pass this leaflet on to a manager or influencer.

1. <http://bit.ly/danny-leigh>

2. <http://bit.ly/stephen-follows>

3. <http://bit.ly/mckinsey-on-diversity>

