

CALL FOR APPLICATIONS:

Research, consultations and technical support for the creation of a gender pay gap calculator for audiovisual productions

UNI Europa - media, entertainment and arts (EURO-MEI) is looking for an expert to conduct research and consultations, as well as to offer **technical support** in order to develop a **‘gender pay gap calculator’ for audiovisual productions**.

The activity is implemented in the context of a European project co-funded by the European Union, piloted by EURO-MEI and implemented in partnership by a group of European and national organisations: the International Federation of Actors (FIA), the International Federation of Musicians (FIM), the European Women’s Audiovisual Network (EWA), the Collectif 50/50 (France), Ver.di (Germany) and IADT (Ireland). The project entitled *‘Supporting trade unions in their actions to promote gender equality and inclusion in the European audiovisual sector’* has been kicked off in January 2026 and will run till end of June 2028.

The European Union has adopted in 2023 a Directive aimed at promoting pay transparency and at closing the gender pay gap. The Directive introduces mandatory gender pay gap reporting for companies of 100+ employees. It also imposes on all employers across EU Member States pre-employment pay transparency obligations and employee information rights to data on pay, as well as a ban on pay secrecy clauses.

Breaking opacity around pay is a must in the European audiovisual industry, as it is in other sectors of our economies. The nature of the audiovisual production industry, composed by a high volume of small, independent companies that contract large group of workers – most of them solo-self-employed – for a limited period of time each time an audiovisual production is being created, makes it however challenging to use traditional gender pay gap reporting policies and tools to achieve more pay transparency. The need to adjust existing tools or create specific ones has therefore emerged, leading the project partners to commission this feasibility study with the aim of potentially creating a ‘gender pay gap calculator’ especially for audiovisual productions.

The individual expert or company to be selected to implement to activities covered by this call will be contracted by EURO-MEI on a freelance basis between end of April 2026 and March 2028. The value of the contract is up to EUR 26 500 €, - all taxes and duties included. The value of the contract is also expected to cover the travel costs of the expert to project meetings in Brussels (April 2026) and Berlin (February 2027 and 2028).

Application letters with a detailed CV and service offer should be submitted by Thursday 9 April 2026 COB by email to daphne.tepper@uniglobalunion.org. Interviews with short listed candidates will be carried out online during the week of 13 April 2026.

The successful candidate should be available in person or online on 28 April 2026 to participate in the first expert’s group consultation meeting. Two other meetings to be organised in presence in Berlin in February 2027 and February 2028 will request the in person participation of the expert.

The rest of the work will be fully remote, and the exact dates of the commitments may vary depending on the project's needs, based on regular reviews and agreements between the expert and EURO-MEI.

The Expert's main tasks will include

- Participating in the experts' group consultation meetings to take place in a hybrid format from Brussels on 28 April 2026 and in presence in Berlin in February 2027 and February 2028 (exact dates to be confirmed);
- Agreeing/reviewing/adjusting the methodology of the tasks covered by the call with EURO-MEI during online coordination calls to be organized regularly in the course of the contract;
- Undertaking a feasibility study on the creation of a 'gender pay gap calculator' for audiovisual productions. The study should look at responding to the following questions : How to achieve pay transparency in the context of audiovisual production? Which information to be collected and at which stage of a production? Could a gender pay gap calculator be used and, if so, could existing ones be adjusted or should a new one be created from scratch?
- Drafting a report that outlines the methodology of the feasibility study, its key findings and recommendations ;
- If the recommendation of the feasibility study is positive, creating a 'gender pay gap calculator' for audiovisual productions (from scratch or adapting an existing tool) and drafting an accompanying document with instructions on how to use the tool;
- If the recommendation of the feasibility study is negative, developing alternative tools or a dedicated strategy to promote pay transparency in audiovisual production;
- Presenting the results of the activities (the conclusions of the study and the calculator or the alternative tools developed) during the closing public events of the project (one in person in Berlin in February 2028 and one online).

All tasks will be carried out with the support of the project coordinator (EURO-MEI) and the project steering group composed of the different partners of the project. A detailed work plan will be agreed with the selected expert at the start of the period of activities.

Required experience includes:

- Detailed technical knowledge and experience of pay transparency and gender pay gap reporting ;
- Experience of the use/development of gender pay gap calculators;

The successful applicant is likely to have:

- Experience of European project work and/or working in a European or international context;
- Knowledge of the audiovisual production sector;

- Experience of work with social partner organisations (trade unions and employers) at national or international level;
- Proven drafting ability in English.

The successful applicant must be ready and able to:

- Carry out the required research and review work on their own initiative according to the methodology and timetable agreed;
- Carry out their own administrative work;
- Work on their own and with the project coordinators and members of the project steering committee as required.

Location: The expert will work remotely. The expert should be established in one of the EU Member States.