



Why is Job-sharing important?

- Fast turnaround commissions mean TV talent teams rely on people they know for efficiency and comfort leading to a lack of diversity.
- Long hours, remote locations and financial insecurity are unsustainable and contribute to burn out in our crews.
- OFCOM has highlighted the lack of flexible work as a reason that so many talented people feel forced to leave the TV industry.
- Freelancers are the life blood of the television industry, yet they are being excluded when it comes to flexible working initiatives.

The people, the product, and our ability to tell meaningful stories all suffer. The industry as a whole suffers.

Job-sharing is about:

- Retaining extraordinary, experienced talent
- Creating access in an industry for under-represented groups
- Opening up career progression opportunities
- Addressing gender pay-gap disparity
- Easing people through a mental health crisis by providing a kinder way of working, which is so much more important and necessary in the current TV downturn.

“In an industry where production does not stop and there are no part-time jobs, we believe job-sharing is the most practical solution to retaining the best talent.”SMTJ