



**Technical meeting on the future of work  
in the arts and entertainment sector**  
Geneva, Switzerland, 13-17 February 2023

**Réunion technique sur l'avenir du travail  
dans le secteur des arts et du divertissement**  
Genève, Suisse, 13-17 février 2023

**Reunión técnica sobre el futuro del trabajo  
en el sector de las artes y el entretenimiento**  
Ginebra, Suiza, 13-17 de febrero de 2023

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**Final list of participants**  
**Liste finale des participants**  
**Lista final de participantes**

17 February 2023



## Chairperson Président Presidente

Mr Henrik Munthe

Senior Adviser, The Confederation of Norwegian Enterprise  
(NHO)

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SECTORAL POLICIES DEPARTMENT  
DÉPARTEMENT DES POLITIQUES SECTORIALES  
DEPARTAMENTO DE POLÍTICAS SECTORIALES

**Governments representatives and advisers  
Representants des gouvernements et conseillers techniques  
Representantes de los gobiernos y consejeros técnicos**

**ALGERIA ALGÉRIE ARGELIA**

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**BELGIUM BELGIQUE BÉLGICA**

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**BOTSWANA**

Mr Michael Sean Koorapetse Labour Attaché, Permanent Mission of Botswana to the United Nations, Geneva

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**SECTORAL POLICIES DEPARTMENT  
DÉPARTEMENT DES POLITIQUES SECTORIALES  
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## **BRAZIL BRÉSIL BRASIL**

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## **DOMINICAN REPUBLIC RÉPUBLIQUE DOMINICAINE REPÚBLICA DOMINICANA**

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**SECTORAL POLICIES DEPARTMENT  
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SECTORAL POLICIES DEPARTMENT  
DÉPARTEMENT DES POLITIQUES SECTORIALES  
DEPARTAMENTO DE POLÍTICAS SECTORIALES

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**NIGERIA NIGÉRIA NIGERIA**

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## POLAND POLOGNE POLONIA

Mr Kacper Soltykiewicz      Legal Counsellor, Department of Copyright Law and Film,  
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## SOMALIA SOMALIE SOMALIA

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## SPAIN ESPAGNE ESPAÑA

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[Adviser / Conseiller technique / Consejero técnico](#)

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## SWEDEN SUÈDE SUECIA

Ms Naiti del Sante      Head of section, Ministry of Employment  
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Mr Stefan Ahlenius      Senior Adviser, The Swedish Arts Grants Committee

## TOGO

M. Kokou Monkli      Directeur Régional des Arts et de la Culture de la Région des  
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## TUNISIA TUNISIE TÚNEZ

Mme Salwa Abdelkhalek      Directrice Générale, Centre International de Tunis pour  
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## TÜRKIYE

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## ZAMBIA ZAMBIE ZAMBIA

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## ZIMBABWE

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Ms Charity Manuhwa Deputy Director Arts and Culture, Ministry of Youth, sport, Arts  
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**Governments observers  
Gouvernements observateurs  
Gobiernos observadores**

**AUSTRALIA AUSTRALIE AUSTRALIA**

Ms Alison Durbin	Minister-Counsellor (Labour), Permanent Mission of Australia to the United Nations, Geneva
Ms Georgie McClean	Executive Director for Development and Strategic Partnerships, Australia Council
Ms Léa Giacomelli	Acting Assistant Director, International, Office for the Arts
Ms Sarah Campbell	Senior Policy Officer, Digital Games and Business Development, Australian Screen Industries Branch, Office for the Arts
Ms Kelsey Guthrie-Jones	Policy Officer (Labour), Permanent Mission of Australia to the United Nations, Geneva

**BARBADOS BARBADE BARBADOS**

H.E. Mr Matthew Wilson	Permanent Representative, Permanent Mission of Barbados to the United Nations, Geneva
Mr Dwaine Inniss	First Secretary, Permanent Mission of Barbados to the United Nations, Geneva

**CROATIA CROATIE CROACIA**

Ms Tena Rilovic	Minister Counsellor, Permanent Mission of the Republic of Croatia to the United Nations, Geneva
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**DEMOCRATIC REPUBLIC OF THE CONGO  
RÉPUBLIQUE DÉMOCRATIQUE DU CONGO  
REPÚBLICA DEMOCRÁTICA DEL CONGO**

M. Socrate Célestin Nsiku Wa Nsiku	Président, Commission Permanente Education, Formation, Travail et Emploi
M. Célestin Dimandja Eluy'a Kondo	Vice-président, Commission Permanente Education, Formation, Travail et Emploi
M. Pierre Omengenge Osanga	Président, Commission permanente Santé, Affaires Sociales et Culturelles
M. André Yoka Lye	Membre, Commission Permanente santé Affaires Sociales et Culturelles

**GERMANY ALLEMAGNE ALEMANIA**

Mr Zdenko Grobensi	Assistant counsellor and Legal Advisor, Permanent Mission of the Federal Republic of Germany to the United Nations, Geneva
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**HONDURAS**

Ms Andrea Nuila Herrmannsdorfer	Ministra Consejera, Misión Permanente de Honduras ante las Naciones Unidas, Ginebra
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**MALAYSIA MALAISIE MALASIA**

Ms Noor Arzila Binti Ariffin	Labour Attaché, Permanent Mission of Malaysia to the United Nations, Geneva
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**MEXICO MEXIQUE MÉXICO**

Sra. Sara Luna Camacho	Primera Secretaria encargada de asuntos laborales, Misión Permanente del México ante las Naciones Unidas, Ginebra
Sr. José Antonio Hernández Vega	Asesor, Misión Permanente del México ante las Naciones Unidas, Ginebra

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**SECTORAL POLICIES DEPARTMENT  
DÉPARTEMENT DES POLITIQUES SECTORIALES  
DEPARTAMENTO DE POLÍTICAS SECTORIALES**

## PAKISTAN PAKISTAN PAKISTÁN

H.E. Mr Khalil-ur-Rahman Hashmi	Ambassador, Permanent Representative, Permanent Mission of the Islamic Republic of Pakistan to the United Nations, Geneva
Mr Zaman Mehdi	Ambassador, Deputy Permanent Representative, Permanent Mission of the Islamic Republic of Pakistan to the United Nations, Geneva
Mr Sumair Gul	First Secretary – II, Permanent Mission of the Islamic Republic of Pakistan to the United Nations, Geneva
Mr Umair Khalid	Second Secretary-II, Permanent Mission of the Islamic Republic of Pakistan to the United Nations, Geneva

## PANAMA PANAMA PANAMÁ

H.E. Mr Cesar A. Gomez Ruiloba	Embajador, Misión Permanente de Panamá ante las Naciones Unidas, Ginebra
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## PORTUGAL

Ms Manuela Paixão	Services Director, Direção de Serviços de Estratégia, Planeamento e Avaliação Culturais (GEPAC)
Mr Filipe Nunes	Counsellor, Permanent Mission of Portugal to the United Nations, Geneva

## THAILAND THAÏLANDE TAILANDIA

Ms Angkana Techagomai	Minister Counsellor (Labour), Labour Section, Permanent Mission of Thailand to the United Nations, Geneva
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**Employers' representatives and advisers**  
**Représentants des employeurs et conseillers techniques**  
**Representantes de los empleadores y consejeros técnicos**

Mr Samuel Nana Elegba	Chief Human Resources Officer, The Multimedia Group, Ghana Employers Association
Sr. Juan José Diaz Mirón	Vice-president labor and employment commission, Confederación de Cámaras Industriales de los Estados Unidos Mexicanos (CONCAMIN)
Ms Shay Minster	Director, Workplace Relations, Live Performance Australia, Workplace Relations, Australian Chamber of Commerce and Industry
Ms Ilka Maria Schmalbauch	Head of Legal Affairs, International, Deutscher Bühnenverein (BDA)
Mr Savkovic Bosko	Secretary General, Serbian Association of Employers (SAE)
Ms Laura Chapman Rubbo	Senior Advisor, United States Council for International Business
M. Clauvis Agossou	Secrétaire Général Adjoint, Bureau Exécutif du Conseil Nationale du Patronat (CNP – Bénin)
Mme Wilfridine Aholoukpe Koukoui	Conseil National du Patronat du Benin

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**Employers' secretariat**  
**Sécretariat des employeurs**  
**Secretariado de los empleadores**

Mr Luis Rodrigo Morales

Senior adviser, International Organization of Employers (IOE)

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SECTORAL POLICIES DEPARTMENT  
DÉPARTEMENT DES POLITIQUES SECTORIALES  
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**Workers' representatives and advisers**  
**Représentants des travailleurs et conseillers techniques**  
**Representantes de los trabajadores y consejeros técnicos**

Mr Duncan Crabtree-Ireland	National Executive Director, Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA), United States of America
Ms Marie Kelly	National Executive Director, alliance of Canadian Cinema, Television and Radio Artists (ACTRA), Canada
Mr Amit Behl	General Secretary, Cine & TV Artistes' Association (CINTAA), India
Mr Esteban Monge	Secretario de Organización Técnica, Unión de trabajadores de la Música, Artistas y Afines (UTM), Costa Rica
Mr Daniel Gomes	President, Association des Métiers de la Musique du Sénégal (AMS), Sénégal
Ms Sonia Santana	President, Sindicato dos Trabalhadores na Indústria Cinematográfica e do Audiovisual dos Estados de São Paulo, Rio Grande do Sul, Mato Grosso, Mato Grosso do Sul, Goiás, Tocantins e Distrito Federal (SINDCINE), Brazil
Mr Kabir Tsanni	General Secretary, The Radio, Television, Theatre and Arts Workers' Union of Nigeria (RATTAWU), Nigeria
Mr Muhammad Khairuzzaman	President, TV3 Malaysia Employees Union (KSKSTMB), Malaysia

*Advisers / Conseillers techniques / Consejeros técnicos*

Mr Jack Devnarain	President, South African Guild of Actors (SAGA), South Africa
Mr Caspar de Kieft	General Secretary, KUNSTENBOND, Netherlands
Mr John Smith	President, International Federation of Musicians (FIM), United Kingdom
Mr Beat Santschi	Central Secretary, Swiss Musicians' Union (SMV-USDAM), Switzerland

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Ms Sophie Bollich	President, Union Nationale des Syndicats d'Artistes Musiciens (SNAM), France
Ms Philippa Childs	Head, Broadcasting Entertainment, Communications and Theatre Union (BECTU), United Kingdom
Mr William Maunier	General Secretary, Syndicat National de la Radiodiffusion, de la Télévision et de l'Audiovisuel (SNRT-CGT), France
Mr Miguel Paniagua	General Secretary, Sindicato Único de Trabajadores Espectáculo Público (SUTEP), Argentina

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**Workers' observers**  
**Observateurs des travailleurs**  
**Observadores de los trabajadores**

Ms Carlynn De Wal-Smith	General Secretary, South African Guild of Actors (SAGA), South Africa
Mr Jorge Aguirre	International Affairs and Spanish Language Manager, Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA), United States of America
Ms Pamela Greenwalt	Chief Communications and Marketing Officer, Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA), United States of America
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Ms Argyro Kaparou	President, Greek Singers' Union (ETE), Greece
Ms Dearbhal Murphy	Deputy General Secretary, International Federation of Actors (FIA), Belgium
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Ms Gabrielle Carteris	President, International Federation of Actors (FIA), United States of America
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Ms Anne Kokkinn	Vice-President, Norsk Skuespillerforbund (NSF), Norway
Mr Jörg Löwer	Head of Communications, Vereinigung deutscher Opern-und Tanzensembles (VDO), Germany
Mr Darshan Jariwalla	Vice-President, India Cine & TV Artistes' Association (CINTAA), India
Ms Lynda Rooke	President, Equity, United Kingdom

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Mr Tom Peters	Policy Officer, Equity, United Kingdom
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Mr Thomas Dayan	Deputy General Secretary, International Federation of Musicians (FIM), France
Ms Naomi Pohl	President, Musicians Union (MU), United Kingdom
Mr Dave Webster	Head of International, Musicians Union (MU), United Kingdom
Mr José Luis Azaretto Rossi	President, Federación Uruguaya de Músicos (FUDEM), Uruguay
Mr Alioune Dieng	Director of Legal Affairs, Confederation of Independent Trade Unions of Senegal, Senegal
Ms Adriana Pella	Directora, Sindicato Único de Trabajadores del Espectáculo Público y Afines de la República Argentina (SUTEP), Argentina
Mr John Lewis	International Vice President, The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada (IATSE), Canada
Ms Hanna Harvima	Policy Director, International Arts and Entertainment Alliance (UNI MEI), Switzerland
Mr Leonard Paduret	President, Trade Union Federation for Culture and Massmedia of Romania (FAIR-MEDIASIND), Romania
Mr Benjamin Gudaku Tyavkase	Assistant General Secretary, The Radio, Television, Theatre and Arts Workers' Union of Nigeria (RATTAWU), Nigeria
Ms Cristinel Godinac	Executive President, Trade Union Federation for Culture and Massmedia of Romania (FAIR-MEDIASIND), Romania
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Mr Tom Myers	Digital Content Officer, UNI-Global Union (UNI), Switzerland

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SECTORAL POLICIES DEPARTMENT  
DÉPARTEMENT DES POLITIQUES SECTORIALES  
DEPARTAMENTO DE POLÍTICAS SECTORIALES

**Workers' secretariat**  
**Sécretariat des travailleurs**  
**Secretariado de los trabajadores**

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Mr Benoît Machuel	General Secretary, International Federation of Musicians (FIM), Belgium
Ms María Teresa Llanos	Assistant Director, International Trade Union Confederation (ITUC), Switzerland

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**Personnes représentantes des Nations Unies, des institutions  
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**HAUT-COMMISSARIAT DES NATIONS UNIES AUX DROITS DE L'HOMME (HCDH)  
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Ms Minjae Lee	Human Rights Officer, Economic, Social and Cultural Rights Section
Ms Janica Puisto	Human Rights Officer, Economic, Social and Cultural Rights Section

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DÉPARTEMENT DES POLITIQUES SECTORIALES  
DEPARTAMENTO DE POLÍTICAS SECTORIALES**

**UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION  
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**ORGANISATION DES NATIONS UNIES POUR L'ÉDUCATION, LA SCIENCE ET LA  
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**ORGANISATION MONDIALE DE LA PROPRIÉTÉ INTELLECTUELLE (OMPI)**  
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**SECTORAL POLICIES DEPARTMENT**  
**DÉPARTEMENT DES POLITIQUES SECTORIALES**  
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**Persons representing non-governmental international organizations**  
**Personnes représentantes d'organisations internationales non-**  
**gouvernementales**  
**Personas representantes de organizaciones internacionales no**  
**gubernamentales**

**INTERNATIONAL ORGANIZATION OF EMPLOYERS (IOE)**  
**ORGANISATION INTERNATIONALE DES EMPLOYEURS (OIE)**  
**ORGANIZACIÓN INTERNACIONAL DE EMPLEADORES (OIE)**

Mr Luis Rodrigo Morales      Senior adviser

**INTERNATIONAL TRADE UNION CONFEDERATION (ITUC)**  
**CONFÉDÉRATION SYNDICALE INTERNATIONALE (CSI)**  
**CONFEDERACIÓN SINDICAL INTERNACIONAL (CSI)**

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Ms Monica Tepfer      Legal Officer

**ORGANISATION OF AFRICAN TRADE UNION UNITY (OATUU)**  
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Mr Edmund Dapaah      Assistant Director, Research

**EUROPEAN BROADCASTING UNION (EBU)**  
**UNION EUROPÉENNE DE RADIO-TÉLÉVISION (UER)**

Mr Sasha Scott      Head of Transformation Services

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FÉDÉRATION INTERNATIONALE DES ACTEURS (FIA)**

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Ms Dearbhal Murphy                      Deputy General Secretary

**INTERNATIONAL FEDERATION OF FILM PRODUCERS' ASSOCIATIONS (FIAPF)  
FÉDÉRATION INTERNATIONALE DES ASSOCIATIONS DE PRODUCTEURS DE  
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**INTERNATIONAL FEDERATION OF MUSICIANS (FIM)  
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Mr John Smith                              President  
Mr Benoît Machuel                          General Secretary  
Mr Thomas Dayan                          Deputy General Secretary

**INTERNATIONAL ARTS AND ENTERTAINMENT ALLIANCE (IAEA)  
ALLIANCE INTERNATIONALE DU SPECTACLE ET DES ARTS (IAEA)**

Ms Gabrielle Carteris                      National Board Member and FIA President, Screen Actors Guild  
– American Federation of Television and Radio Artists (SAG-  
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**PERFORMING ARTS EMPLOYERS' ASSOCIATIONS LEAGUE EUROPE (PEARLE\*)  
LIGUE EUROPÉENNE DES ASSOCIATIONS D'EMPLOYEURS DES ARTS DU  
SPECTACLE (PEARLE\*)**

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**UNI GLOBAL UNION**

Ms Hanna Harvima                      Policy Director, UNI – Media, Entertainment and arts

Ms Leonie Guguen                      Senior Communications Manager

Mr Tom Myers                          Digital Content Officer,

Mr Johannes Studinger                      Head of Department, UNI – Media, Entertainment and arts

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**SECTORAL POLICIES DEPARTMENT  
DÉPARTEMENT DES POLITIQUES SECTORIALES  
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