



ACTORS' UNION OF TURKEY (AUT)

Set Working Principles & Best Practices

Workshop Report

The *Set Working Principles & Best Practices* Workshop, organized by the Actors' Union on January 5, 2026, at Istanbul Bilim Beyoğlu, was held with the aim of addressing, in a comprehensive manner, the structural problems actors face before, during, and after working on set, and of establishing minimum, binding, and applicable principles in response to these issues.

The workshop emerged from the need to produce a collective trade union response to long-standing problems in the sector, including precarity, excessive working hours, violations of occupational health and safety, the lack of protection for child actors, cases of discrimination and harassment, and new rights violations arising from artificial intelligence technologies.

Participants in the workshop included primarily members of the Actors' Union, as well as actors with varying levels of experience, lawyers and academics specializing in labor law, occupational health and safety experts, professionals working in the field of child rights, stakeholders, and representatives of the International Labour Organization (ILO). A total of 120 participants engaged in simultaneous discussions across 10 thematic tables focusing on different aspects of on-set working life, sharing their experiences and knowledge.

The workshop process followed a thematic table methodology. Participants evaluated violations encountered in actors' working lives through concrete examples and developed solutions in light of the existing legal framework, national legislation, and international conventions. Discussions converged on the shared conclusion that sets are, in practice, workplaces, and that actors should be recognized as workers operating under the direction and instructions of an employer. However, it was emphasized that, in practice, actors' status as workers is systematically denied, they are deprived of social security rights, and are forced into rights waivers through individual contracts.

One of the key findings highlighted during the workshop was that, although sets are legally classified as "hazardous workplaces," occupational health and safety measures are insufficiently implemented. Long and irregular working hours, night work, inadequate risk assessments, and

lack of oversight increase both physical and psychological health risks for actors. This situation leads to workplace accidents being rendered invisible and underreported, further deepening precarity in the sector.

Discussions regarding child actors revealed that, despite existing legal regulations, serious violations persist in practice, and that the principle of the “best interests of the child” is often disregarded. Issues such as children being required to work long hours, being exposed to traumatic content, and lacking adequate psychological support were among the key concerns raised. Participants emphasized the necessity of regulating the working conditions of child actors separately from those of adults, through specific and protective measures.

Another major focus of the workshop was equality in the workplace, the prohibition of discrimination, and the fight against harassment. Participants noted that treating psychological and sexual harassment as isolated incidents renders the problem invisible, and stressed the need for preventive, transparent, and institutional mechanisms. It was widely agreed that safe working environments can only be ensured through collective responsibility and union oversight.

Discussions on the use of artificial intelligence technologies in the sector drew attention to the risks of unauthorized reproduction and reuse of actors’ facial, vocal, bodily, and performance data. It was emphasized that artificial intelligence cannot replace actors’ labor, and that such technologies should only be used in ways that benefit the actor, under conditions of explicit consent, limited scope, and separate remuneration. Practices to the contrary were identified as serious violations of personality rights, copyright, and personal data protection.

As a result of the workshop, the *Set Working Principles* text was drafted, defining minimum and inalienable rights that actors cannot be compelled to waive through individual contracts. This text is not an ethical recommendation document. It has been prepared on the basis of national legislation, ILO conventions, and the decisions of international professional organizations, and constitutes a collective call for responsibility and action within the sector.

The *Set Working Principles & Best Practices* Workshop once again demonstrated that the problems faced by actors are structural rather than individual, and that solutions lie in organized struggle and union solidarity. The Actors’ Union remains committed to continuing the implementation, monitoring, and development of these principles, and to strengthening its efforts to ensure that actors can work under conditions that are dignified, safe, and equitable.

Actors’ Union
Set Working Unit
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