1.4 OUTPUT

The working groups sessions led to the creation of a first guide toward fairness in the Live music sector that is presented in the next pages : "13 Guiding Principles for Fair working Practices in Live Music".

2 13 GUIDING PRINCIPLES FOR FAIR WORKING PRACTICES IN LIVE MUSIC

Statement of Intent

This initiative aims to establish common values and guiding principles for live music towards fairness across Europe while offering resources and practical information to facilitate their application in different settings. We seek to highlight the interdependent relationship and shared objectives among artists, venues, and audiences, while supporting increased cooperation, communication and transparency to build a stronger live music eco-system for all.

The goal of this work is to create professional standards that foster a fairer, more equitable, and considerate live music environment for everyone involved. While this resource does not provide an exhaustive overview of every aspect of the sector, it serves as a foundation for adopting improved practices. We encourage each segment of the sector to utilise this resource and highlighted tools to evaluate and improve their operations, adapting relevant elements to suit their specific context.

Supporting Society

1. **Recognise the wider music ecosystem and embrace collective responsibilities:** All stakeholders in the live sector must recognize their roles within an interconnected ecosystem that spans the entire community of industry participants. This collaborative framework includes talent development, musicians and artists, managers and bookers, venues and promoters, and, critically, the audience. Foster shared commitment to support one another, ensuring that all contributions enhance the sector as a whole.

2. **Ensure sustainability in your work:** Live productions should prioritise quality and sustainability with a long-term vision. This requires:

    a. investing in people through training and talent development, preventing mental and physical overload, and using both material and intangible resources responsibly.

    b. Exploring the integration of the UN's 17 Sustainable Development Goals into organisational practices to enhance social and environmental responsibility.

3. **Prioritise workplace safety:** Make clear and decisive actions to support the physical and mental safety of all participants in the sector.

4. **Make diversity and inclusivity integral:** Diversity of all kinds should be considered across all aspects, including audience engagement, programming, personnel hiring, and artist representation. Furthermore, venues should explore innovative ways to utilise their spaces for multifunctional purposes beyond live music performances, increasing community access and engagement.

Resources to support development in these areas:
- Wellbeing Economy 101 by WEAll Scotland (1)
- The Grassroots Live Music Ecosystem by Music Venue Trust (1)
- The UN Sustainability Goals (2)
- Green Riders and Hospitality by Live DMA (2)
- OiRA Risk Assessment Tools (3)

- Music Industry Therapist Collective (3)
- Training from Sexism Free Night (4)
- Safety & security knowledge bank by Svensk Live (4)
- Safeplace Project (4)

Supporting Individuals

1. **Establish clear labour agreements:** Maintain clear labour agreements to ensure compliance with existing collective labour agreements, such as union guidelines. It is vital to uphold the established recommendations and best practices, fostering a fair and equitable workplace for all participants.
2. **Professionalism at all times:** All individuals in the industry, including companies and entrepreneurs, have the right to professional treatment and the obligation to conduct themselves professionally.
3. **Ensure fair payment and equitable distribution:** Remuneration should reflect each individual's experience as well as the time and effort they contribute. Fair payment practices not only recognize individual contributions but also promote a sustainable and motivated workforce.
4. **Support boundary setting:** Everyone has the right to define their own boundaries, which must be respected. Those experiencing inappropriate or transgressive behaviour should define those boundaries. Therefore, it is essential to engage in open dialogue that acknowledges, shares and respects these boundaries, fostering a safe and supportive work environment for all.

Resources to support development in these areas:
- Live Engagement Standard Contracts by Musicians Union (1)
- Hourly Wage guidelines by Juist is Juist (1)
- The 4 Pillars of Professionalism by the Musician's Way (2)
- Music Sector Code of Practice by Musicians Union and ISM (2)
- Fair Practice Code for Composition Commissions by Nieuw Geneco (3)
- Fair Pay in Pop Music Tool by FairPACCT (3)

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- [20 Smart Ways Managers Can Foster More Open Dialogue In The Workplace by Forbes](#) (4)
- [Undesirable Behaviour Resources by VNPF](#) (4)

Supporting the Music Ecosystem

1. **Solidarity throughout the ecosystem:** Recognise that collaboration is essential; when one part of the industry succeeds, it benefits the entire sector. Aim to distribute resources fairly throughout the chain.
2. **Act honestly, build trust:** Strive for accurate and verified information sharing. We respect our competitors and refuse to spread false or misleading information, as honest competition benefits everyone in the sector.
3. **Work with transparency:** Embrace openness and transparency as foundational elements of effective decision-making. Being transparent fosters accountability and empowers all stakeholders by sharing data, knowledge, and expertise.
4. **Act for mutual understanding:** Understanding others is only part of the equation; you must also share information about your work. Mutual understanding is crucial for business success, necessitating knowledge sharing among all parties.
5. **Be active in cooperation:** Encourage the sector ecosystem to seek collaborative opportunities, enhancing mutual understanding among all participants. By actively exploring ways to work together, we can strengthen our collective capabilities and advance the interests of the sector as a whole.

Resources to support overall development:
- [Paths to Cooperation by Live DMA](#)
- [How to Run a Grassroots Venue by Music Venue Trust](#)
- [Case Study: Collaborations of Music Estonia](#)
- [Case Study: Dutch Culture Fair Practice Code](#)
- [UK Live Music Census](#)
- [Governance Code Culture by VNPF](#)
- [How Much Does a Concert Cost by Court Circuit](#)