

MILESTONE 15

WORKING GROUP MEETING 2

PROJECT NO. 101053802 — LSE II



DISCLAIMER

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WORKING GROUP FAIR PRACTICES CODES

During the Members Day, on May 2023, Live DMA members were asked to propose topics regarding the next working groups to implement and one topic that has been chosen is the reflexion on fair practices codes for the music sector.

On 21st and 22nd of March 2024, Live DMA organised the first session of a working group about fair practices codes in Zurich. The second session is planned on 13 and 14 of June 2024 in Amsterdam.

SUMMARY

The high inflation rates allow no financial respite for the European live music scenes, since the Covid-19 restrictions had already undermined artists touring. In these tight economic times, live music performers are hit as in a front row. They suffered from limited opportunities to perform during two years, which jeopardised one of their main sources of incomes. Touring has now become more expensive and live music events have to deal with these financial constraints that harm their organisations, and as a consequence, the artists' living conditions. Beyond artistic deals and remuneration, this insecurity can also impact mental health and well-being although live music professionals also became more aware of their responsibilities in terms of inclusion and providing better working conditions for their teams.

In this context, live music professionals need to meet with their peers to provide collective solutions: how to regulate these contractual conditions in a free market? How to take into consideration the artists stature to establish a proper remuneration? From fair pay to the limited use of exclusivities or the development of inclusive riders, the live music scenes can make the most of existing tools and initiatives from peers' organisations.

The Live DMA working group will then start from existing fair practice codes to establish European standards that make sense at both European and local level to facilitate transnational circulation of artists. The Working Group is addressed to its core membership, the independent live music scenes supporting emerging artists, but also aims at

broadening the discussion with close partners from the industry to establish a large consensus towards fairer practices in the sector (The working group sessions also gather representatives from EMMA network - European Music Managers Alliance.)

Objectives

- Agree on shared issues: what do we want to change/update/improve?
- Define the framework of a fair practice code: its use, conditions to implement it etc.
- Create a consensus about the contents of the fair practice code within Live DMA membership and with relevant partners
- Address recommendations to policy makers with recommendations on support needed to implement such good practices
- Create dissemination strategy of the EU fair practice code

Moderator

Jess Partridge (She/Her) - Executive Director - European Music Managers Alliance, Founder - Sounds and Strategy

With a focus on export, talent development, funding and equality in music, Jess' work takes a variety of forms to support the international music ecosystem. As Executive Director of the European Music Managers Alliance (EMMA) and as part of the core team of the European Music Exporters Exchange (EMEE) her work focuses on supporting European Organisations to maximise their impact. As co-founder of BDT Sounds and Sounds & Strategy she consults on and implements strategy for music focused companies and organisations. With a passion for equality in music, she was responsible for setting up and developing the European project Keychange for the PRS Foundation. She's created and delivered impactful programmes for Annie Mac, British Council, Wide Days, Brighter Sound and many more. Through this work and as founder of the print magazine London in Stereo, she has shown she is a proactive and knowledgeable champion of new music, international collaboration and sustainable careers in music.

Annex 1 - Agenda

Thursday 21st March 2024

Time	Activity	
9.30 - 10.00	Arrival and coffee	Introduction
10 - 10.15	Introduction and Overview of the day.	
10.15 - 11	Group introductions	
11 - 11:30	Presentations of what works already <ul style="list-style-type: none">Those of you who said you're happy to present the solutions you've sent in, please be prepared to share	Problem mapping
11:30 - 11:45	Break	
11:45 - 12:30	Identification of needs, barriers and poor practice for each party (venue, audience, artist)	
12:30 - 1	Discussion on issues identified, voting on the most important ones	
1 - 2:30	LUNCH	
2:30 - 3	Reflection on Issues - grouping	
3 - 4:30	Solution mapping	Solution Mapping
4:30 - 5	Present the solutions	

Friday 22nd March 2024

Time	Activity	
9.30 - 10.00	Arrival and coffee / chatting	
10 - 10.30	Reflections from day one	
10.30 - 11.30	Solution sorting - what needs the most input and who from	
11:30 - 12	BREAK	
12 - 1	Solutions roundtable - discussion of whether we have covered all the key issues	
1- 2:30	LUNCH	
2:30 - 4:30	Open conversation to look at the impacts of the solutions identified and share specific experiences.	Impact mapping

Useful resources :

- [Working In the Arts](#) - registering as a professional artist in Belgium
- [Fair Paccct](#) - Working out the level of professional musician in the Netherlands
- [Support The Sound](#) - a global initiative made for and designed by clubs, promoters, and festivals to advocate for a healthy and sustainable future.
- [juistisjuist](#) - Fair practice tailored to the arts sector from The Netherlands
- [Taskforce Go!](#) - Code of Conduct from The Netherlands
- Fair Practice code from Dutch Culture
- Code of Practice from MMF NL

