



Introduction

Culture belongs to everyone. TUC Yorkshire and the Humber (TUC YH) seeks public and political support for this fifth Cultural Manifesto, which has been drafted by the TUC YH Creative and Leisure Industries Committee (CLIC).

The TUC YH 2022 Cultural Manifesto puts forward distinct policies for increased public investment in the arts and decent pay and conditions for those working in the cultural sector. Covid-19 has led to these policies being more relevant and necessary than ever. The manifesto also covers equality, regional inequalities in arts funding, and Brexit.

Article 27 of the United Nations' Declaration of Human Rights says, of culture:

- Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
- Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which they are the author.

Local and regional government

- We seek endorsement of these policies by local authorities, elected mayors and combined

authorities and Local Enterprise Partnerships (LEPs). We also call on all candidates standing for election to public office to support these policies.

■ **Defend and when possible increase local authority (LA) spending on libraries, arts, art display spaces, heritage and culture:** While LA funding has been drastically reduced, public investment in the creative and leisure industries attracts at least twice as much private sector expenditure. In this region, levels of LA investment in arts, museums and heritage vary hugely, so we call on all LAs to work towards investing at least 50p per resident per week in the sector (<https://tinyurl.com/50p-for-culture>). LAs and LEPs should seek new

and creative ways to support arts and culture such as collaborative working, shared funding, specialised business and project support, innovation and experimentation.

■ **Maintain and regularly update a comprehensive arts, heritage and culture strategy for each authority:** This should actively support live performance including the night time economy, live venues, festivals and street performers. Arts and culture must also be at the heart of regeneration. Evidence shows that Arts Council and LEP funding is more readily available where there is LA investment and a clear strategy for the sector. A comprehensive strategy is crucial to securing additional funding. In the context of devolution,

regional co-operation between LAs in developing arts, heritage and culture strategies is essential.

■ **Encourage good employment and engagement practices in arts, heritage and cultural organisations that receive public funding:** LAs should use their powers to help eradicate low pay, poor working conditions and discrimination from the sector, for employees and freelancers alike. Public funding must be contingent upon all client organisations becoming accredited Living Wage employers and formally recognising the appropriate trades unions, entering into collective bargaining in good faith, adhering to applicable trade union agreements, and fully complying with health and safety legislation. Funded arts

and cultural projects should differentiate between amateur, community and professional roles and ensure professionals are always properly remunerated.

■ **To ensure that wherever possible local public investment in the arts is spent locally, benefits local workers and local communities and meets local needs and wants:** We call on LAs to include grant conditions that promote regional casting and local rehearsals in live performance and recorded media. Local workers should be employed in the construction, development and maintenance of the cultural infrastructure and local artists should be employed in publicly

funded theatres and concert halls.

■ **Equality and education:**

We call on LAs to support the creative industries' efforts to improve the diversity of the sector's workforce. Every child and young person should have access to a strong cultural education. We are concerned that the government's science, technology, engineering, and mathematics (STEM) agenda and the English Baccalaureate (EBacc) have led to a decline in the take up of arts subjects at GCSE and A level. We call on LAs to support the education of the cultural workers of the future, and to recognise the importance of school students being able to study creative, artistic and technical subjects at GCSE when they have an aptitude or a passion for

those subjects. Curricula need to be decolonialised.

■ **Lobby Central**

Government: The government's approach to public investment in the arts is inconsistent if not contradictory. While maintaining that investment in arts, culture and heritage is important the Westminster government has threatened such investment through cuts to LA funding and the implementation of the EBacc. We call on LAs to lobby central government for increased public investment in a thriving regional creative and leisure industries sector, and to protect and enhance arts education. Lobbying should focus on investment and support for the creative and digital sectors across government departments.

Employment in the Creative and Leisure Industries

Far too often, the creative and leisure industries are blighted by poor working conditions, pay levels less than government minima, harassment and bullying, and even an expectation that professional arts practitioners should work without pay. Such practices must be eradicated.

Many workers in the sector are freelance or self-employed, with fewer legal rights than employees. Like employees however, such workers deserve decent pay and conditions and dignity and respect at work. Creative individuals should be free to choose and pursue freelance or staff career paths sure of equitable remuneration and employment rights.

Organisations and individuals employing or engaging creative individuals must:

- **implement trade union agreements to provide adequate remuneration.**

While government minima need to be rigorously enforced, Living Wage Foundation pay levels for all workers should be regarded as the minimum (<https://www.livingwage.org.uk>).

Freelances should be paid equivalent fees.

TUC YH supports Artists Union England's (AUE) Good Practice Charter. (<https://tinyurl.com/aue-gpc>)

- **recognise trades unions and encourage employees and workers to join unions.**

- **maintain high health and safety at work standards** including clear policies opposing harassment, discrimination and bullying at work with effective procedures for reporting, investigating and resolving complaints in line with ILO Convention 190.

- **uphold all employment legislation**, extend it to cover freelance and self-employed workers and strive to improve terms and conditions.

National and international issues

- **Covid-19** has severely damaged the cultural sector and live performance in particular. Too many creative workers were not eligible for government help during 2020 and 2021. Freelances, whatever their trading status, would benefit from a basic

- **support regional casting and rehearsals** to increase opportunities for local performers to be considered for and participate in work in Yorkshire and the Humber. For casting or rehearsals outside the region, travel and subsistence expenses must be paid.

TUC YH expresses solidarity with the efforts of all union campaigns to end low pay and no pay.

income guarantee. TUC YH supports Equity's Four Pillars for Recovery covering workforce protection, safe opening, protecting cultural infrastructure and equality. (<https://tinyurl.com/equity-4pillars>)

■ **Brexit:** A pan-EU visa and work permit waiver for creative professionals is essential. The government should provide touring support packages for those facing increased costs due to Brexit and urgently negotiate with the EU a single solution to transport, cabotage and other issues affecting touring. Work advertisements asking EU passport holders only to apply must be opposed. Rapid, proactive government engagement with the EU is vital. (<https://www.carryontouring.uk> <https://tinyurl.com/brexit-equity>)

■ **Public Service Broadcasting (PSB):** TUC YH opposes government plans to privatise Channel 4. Cuts to BBC funding and employment in the nations and regions

are serious concerns. No alternative to the licence fee should damage BBC output or support for the creative sector. TV Licences for all over-75s should be funded from general taxation. Maintaining the PSB remit for impartial, regulated broadcast news remains urgent. The viability of regional print and online news outlets is still uncertain. TUC YH supports the NUJ News Recovery plan. (<https://tinyurl.com/nuj-news-recovery>)

■ **TUC YH opposes the government's imposition of a catastrophic 50% funding cut to arts subjects at higher education level.**

■ **Public funding for arts and culture in the Yorkshire and the Humber region must be equitable.** When

Department for Digital, Culture, Media & Sport (DCMS) direct funding to major national cultural organisations is combined with Arts Council England funding, Londoners receive £69 per head compared with £4.58 per head elsewhere in England. This disparity must be redressed without cuts to London-based arts organisations. Arts provision in rural areas needs to be increased.

■ **Climate emergency:** TUC YH calls on arts organisations to declare a Climate Emergency. The arts' positive role in facing up to climate change needs to be supported; the negative environmental impact of cultural activities must be minimised. (<https://www.culturedeclares.org>)

■ **#FixStreaming:** royalties for performers and creators from streaming are woefully inadequate. The government needs to work with the industry and trades unions to agree an equitable, sustainable and transparent model for royalty distribution in the streaming era.

(<https://tinyurl.com/MU-fixstreaming>)

■ **Regeneration:** TUC YH values culture's role in sustaining shopping areas, supports USDAW's Retail Recovery Plan and endorses bringing closed buildings into creative use.

(<https://tinyurl.com/usdaw-retail-recovery>)

■ **All funding opportunities must be promoted to and**

accessible to grassroots organisations.

- **Business rates for creative organisations**

and venues must remain affordable.

<https://tinyurl.com/mvenm>

Culture belongs to everyone

Barriers to participation in culture on grounds of class, low income, age, disability, gender, race, ethnic or national origin, sexuality, caring responsibilities or other personal characteristics must be broken down:

- **Equality of Access:** For audiences and performers/creators, including
 - public investment to make ticket prices to live performances affordable;
 - continued 'free' access to libraries and museums;
 - affordable, convenient and reliable public transport to encourage participation.

- **Equality of Opportunity:** The growing economic

exclusion of poor and middle-income earners from the cultural industries and from participatory arts projects must be reversed.

- **Discrimination = injustice** as has been powerfully highlighted by the Black Lives Matter and Me Too movements. Creators and the media should reflect a society where people do not face discrimination under any of the protected characteristics stated in the Equality Act 2010. More must be done to encourage the broadest possible range of creative voices, venues and forms. TUC YH supports union initiatives such as

BECTU's Theatre Diversity Action Plan, Equity's Play Fair campaign and the Stage Sight campaign. (<https://tinyurl.com/bectu->

[tdap, https://tinyurl.com/equity-play-fair,](https://tinyurl.com/equity-play-fair)
<https://www.stagesight.org>)

The creative and leisure industries are IMPORTANT

- TV, film, reading, music, cabaret, comedy, circus, digital arts and technology, journalism, creative writing, theatre, dance, visual arts, modelling, creative use of materials and more provide millions of livelihoods.

- Arts and cultural education enhance job prospects in a fast-changing digital world.

- Arts and culture entertain, educate,

challenge and encourage creativity.

- Arts and culture improve well-being, mental health and bring joy.

- Arts participation enhances community cohesion and reduces social exclusion.

- Arts and culture generate wealth.

- Culture is a catalyst for regeneration.

- Arts and culture bring positive change.

The sector is VIABLE and must be nurtured

- Before Covid-19, the creative industries were the fastest growing sector

of the UK economy. For 2019, the DCMS estimated the sector's

value to be £115.9bn - 5.9% of Gross Value Added. Oxford Economics research suggested that the creative industries faced losses of £74bn in turnover in 2020. 406,000 jobs and livelihoods were expected to be lost - 119,000 permanent employees, and 287,000 freelancers.

(<https://tinyurl.com/oxecon-covid>)

■ According to UK Music's *Music By Numbers* 2020 report,

music tourism contributed £4.7bn to the UK economy in 2019 - up 6% from 2018

(www.ukmusic.org).

Historically, day visits and overnight trips involving arts, culture and entertainment activities generated spending of over £9.1bn each year. Visit Britain has estimated the UK's cultural and heritage attractions generate £4.5bn from overseas visitors annually.

About the TUC YH Creative and Leisure Industries Committee

The TUC YH CLIC encourages participation by all trades unions. Those involved so far include Artists' Union England, the BECTU sector of Prospect, Equity, the Musicians' Union (MU), NASUWT, National

Union of Journalists (NUJ) and UNISON.

The CLIC welcomes comments on this manifesto and may be contacted by e-mail at yhregsec@tuc.org.uk. To join the CLIC's mailing list,

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please opt in at

<http://eepurl.com/dvPQs9>.



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