

National Cultural Policy Submission

1470804

Public and anonymous



I am a freelance arts worker and manager with 20+ years' experience in the live performing arts.

I support the overarching focus areas in Revive. Thank you to every person who has contributed ideas, energy, time, and work on this important policy. It matters, and I am grateful to you.

As this submission is very short, I will respond on a single issue that matters deeply to me: improving creative workplaces so that artists and arts workers can thrive.

Challenges and opportunities:

1. Psychosocial safety in creative workplaces
2. Meaningful career pathways for artists and arts workers
3. Fair pay and conditions for artists and arts workers, including 'safety nets' for times of insecure employment or unemployment

Ideas for how to respond:

- More funding for research and peer-led initiatives
- Arts-specific mentoring and re-skilling pathways
- More funding and supports for administrative, finance, and HR functions for arts freelancers and small businesses
- Universal basic income or other specific ongoing financial supports
- Strong responses to wage theft and sham contracting
- Confidential reporting line for poor or illegal practices

What I want to see in the new Policy:

- More opportunities to be involved in shaping and/or evaluating the Policy over time
- More transparency and detail around how each pillar will be addressed (including case studies and/or storytelling that demonstrate impact)
- More robust defences of the arts against erosion of IP and inherent value by technologies, including greater legislative protections for arts 'products' and artists.

Thanks again for your work and for this opportunity to have a say. Best of luck with your next steps!