



Terms of Reference



CALL FOR EXPRESSION OF INTEREST

Research support “Online
Platform - Working Conditions”

1. BACKGROUND

FLIP – Finance, Learning, Innovation and Intellectual Property Rights for CCSI is a Preparatory Action, co-funded by the EU and project consortium, led by the Goethe-Institut. Its goal is to build a stronger resilience of the cultural and creative sectors, by further strengthening their overall ecosystem. More info: www.creativeFLIP.eu

The cultural and creative sector was one of the hardest hit during COVID-19. The precarious conditions in which the artists and cultural professionals generally operated were even more amplified by the pandemic and closure of venues, cultural institutions, etc, resulting in tremendous loss of revenue and sky-rocketing unemployment. This has initiated calls to not only offer one time support for the recovery of the sector, but rather to systematically review and improve the working conditions in which these actors operate. To achieve this, it is necessary to increase awareness and knowledge of this topic, by compiling data in one place and providing an open, easy to use and reliable resource that can reach a wide-ranging audience.

This topic has consequently also risen high on the EU policy agenda, with the establishment of the OMC working group on this topic and its specific and concrete mention in the new Work Plan for Culture. As a result of this process, the [OMC report](#) on the status and working conditions of artists and cultural and creative professionals has recently been published in July 2023.

Led by expert Joost Heinsius, the Creative FLIP consortium has conducted intensive research work in the context of this task, in close cooperation with the European Commission and the OMC group. In order to respond to the above-mentioned need for an open and reliable online resource on working conditions which would reach a wide audience, we have initiated the development of a new section on the Creatives Unite platform - specifically devoted to working conditions for artists and other cultural workers in the CCS.

2. OBJECTIVE

Information on working conditions in the CCS is available from many research reports, some more detailed than others, but nowhere systematically grouped and ordered. For this reason, the OMC-group on working conditions has recently published its [report](#), with a wealth of information and good practices from the Member States (MS), as well as main recommendations. In addition to the report, an online platform is also foreseen, which would complement the report and collect all available information in an online, easily searchable format which can follow up on new developments.

The objective of the Creative FLIP project within this task is to develop the online platform, which would:

1. provide information on the regulations and policies that have an impact on the working conditions of workers in the CCS from all the MS;
2. provide space for continuous updates and contributions of different stakeholders, among which are the social partners, and target groups such as policymakers, interest groups and CCS professionals.

The platform will be designed as part of [Creatives Unite](#), which already contains a lot of information for cultural and creative professionals on Funding, Intellectual Property, Mobility support and news for and from the sector. Creatives Unite has become a main go-to resource for artists and creatives during COVID-19 and in its aftermath.

This goal can only be achieved through a step-by-step approach, with each step building on the previous one.

As part of the current Creative FLIP project (Preparatory Action), it is foreseen to:

- 1) Prepare and launch **the first public version of the online Platform on Working Conditions**, (15 November 2023, at the Creative FLIP Final Conference);
- 2) Propose **next steps towards a second, more advanced version of the online platform**.

Creative FLIP is looking for an experienced Researcher to support us in this task. In close cooperation with the Lead expert Joost Heinsius, the Researcher will work on different aspects of the content and the structure of the platform. For more details, see point 3. Assignment and Scope.

3. PROFILE

The Goethe-Institut Brussels seeks a Researcher with minimum 5 years of work experience in cultural policy and research (cultural policy expert, creative professional, part of a university or independent). Specific requirements are:

- Proven experience in conducting research in the area of CCS and issues related to employment, social security and working conditions;
- Knowledge and understanding of current debates and raised issues of the legal status and employment characteristics of cultural and creative professionals on EU level;
- Familiarity with the existing reports and literature on status, social security and labour relations within the CCS and other sectors where relevant;
- Experience in researching working conditions within the CCS and familiarity with main topics of discussion and related literature on a European level outside the CCS;
- Experience in the building and structuring of relevant datasets for use within an online Platform;
- Ability to actively propose ideas for the structure of the Online Platform and its governance;
- Excellent written and spoken English.

4. ASSIGNMENT AND SCOPE

The chosen Researcher will be expected to work independently, in cooperation with the Lead expert and the Creative FLIP Project Management Team at Goethe-Institut Brussels, conducting research, collecting valuable information and presenting the outcome to the Creative FLIP Project Management Team for review.

Specifics tasks include:

A – Desk Research

- **Collect and make available research from public information and (online) resources** on the topics of the platform (social security/status of the artist/fair practice/skills/artistic freedom) in the CCS and outside (but relevant for) the CCS, besides the OMC-report and survey;
- **Further develop the existing proposal for a structure** of the platform by using the collected information;
- **Draw a list of possible stakeholders** to involve in the platform (social partners on EU-level, fair pay/fair practice movements, other representatives of artists and cultural workers).

B – Co-organize (with the Lead expert and Creative FLIP Project Management Team)

- an **informal meeting** with selected group of researchers on draft-structure and taxonomy of information of the platform, expanding the literature list;
- **Break-out session** at the Creative FLIP final conference on 15 November 2023 in Brussels.

C – Co-develop (with the Lead expert and Creative FLIP Project Management Team)

- **draft-proposal for the governance of the online platform** (e.g., sounding board, implementation working group, network of correspondents for input);
- **draft template for collecting input per MS and topic.**

The Researcher will be

- Working closely with the Lead expert and the Creative FLIP Project Management Team from Goethe-Institut Brussels, including Creative FLIP consortium where necessary;
- Responsible for methodology, contextualization, structure, presentation of data and analysis of the work done as part of their assignment in cooperation with the Lead expert;
- Transfer all the gathered data to the Creative FLIP-project.

5. TIMELINE

Desk Research	August through December 2023
Informal Researchers' Meeting	October 2023 (date tbc)
Creative FLIP Final conference	15 November 2023

6. BUDGET

The daily rate of 650 EUR (gross) is offered for this task with 14 days foreseen.

The Goethe-Institut Brussels will additionally cover travel and subsistence cost for the Researcher (in line with the standard project budgeted rates) to ensure their participation during the Creative FLIP Final Conference in Brussels and other related travel, if necessary and so agreed.

7. CONTRACT

The Goethe-Institut Brussels will sign a contract with the Researcher detailing the assignment, responsibilities and budget according to the present Terms of Reference (ToR). Payment shall be made in two equal instalments, the first part upon signature of the contract and the second part upon delivery of the final results, collected data and their approval by the Lead expert and the Goethe-Institut Brussels.

8. SUBMISSION OF EXPRESSION OF INTEREST

All applications shall be submitted in English (working language for this assignment and its outputs), **by 12:00h CET (noon) on 20 July 2023.**

With their application, candidates should provide the following information:

- Expression of interest and motivation (in the form of an email/cover letter)
- CV outlining relevant experience and skills
- Examples of publications issued by the candidate (if applicable)

Please address your application to: CreativeFLIP@goethe.de, with the subject line: **Expression of interest | Innovation Work Researcher.**

Interviews with short-listed candidates will be held on 24 or 25 July 2023. Interested candidates are kindly requested to keep their availability for these dates.

In compliance with the applicable GDPR regulations, we will store your personal information in our database for the duration of this application procedure. No data will be shared with any third party.

*Should you wish for your information to be stored in our **external expert data bank of the Goethe-Institut**, please specify this in your application.*