



## ANNEX A

### KEY FINDINGS FROM ENGAGEMENT SESSIONS WITH THE ARTS COMMUNITY

1 The 2018 engagement sessions with the arts community raised ten key areas of needs and are as detailed below:

- i. A lack of legal knowledge  
This would include information on the importance of having a proper contract for every project undertaken, the need to include a clause on mediation in contracts, and the nuances regarding intellectual property rights. Attendees suggested that the initiative for freelancers provides templates of contracts, host talks or workshops to improve their legal knowledge, and to offer free legal clinics for arts freelancers.
- ii. Many arts freelancers do not have work insurance coverage  
As insurance premiums for arts freelancers were considered too high, many did not have insurance coverage for work, and hirers might not be aware of best practices in insuring their workers. Attendees suggested for the initiative for freelancers to host talks or seminars on the importance of insurance coverage and financial planning.
- iii. A need to identify available jobs and opportunities  
As information on jobs and opportunities was not available easily, arts freelancers welcomed a single platform that would allow them to upload their bios and work profiles for potential hirers to access. Attendees also commented that there were discrepancies in fees paid to arts freelancers for the same role in different projects. Without a point of reference, a freelance stage actor could be offered SGD50 for a performance routine he did for SGD200 a week ago.
- iv. A need for training and development courses  
These courses would be critical in addressing the plateauing of skills, especially amongst mid-career arts freelancers. However, as training could translate to a real financial loss for freelancers, many did not take up upskilling opportunities. Examples of potential training and development areas required include intellectual property rights, marketing, financial planning, legal literacy and career planning.
- v. Importance of an online digital platform specific to the arts community  
Attendees of the engagement sessions were keen on an online platform that consolidated information and resources needed by arts freelancers, and which could be accessed easily. The platform could include a jobs portal and other useful resources, including samples of legal documents, and critical information ranging from intellectual property rights to CPF contributions. This would be in addition to other available resources such as Workforce Singapore's (WSG) career guidance and career matching services, as well as SkillsFuture's courses. The online platform could be the first stop to find information and provide links to resources by other organisations.
- vi. A desire for a space to share ideas, solutions and to network with one another  
This space was envisioned by many arts freelancers as similar to that of the former S11 which was sited at the old National Library along Armenian Street. The space was also envisioned to be a cosy gathering spot to huddle with like-minded friends from the arts community, where there was companionship and the sharing of ideas to alleviate isolation experienced by some arts freelancers



who worked independently. Other suggestions for the physical space included having basic office services (e.g. printing and photocopying services), and affordable food and beverage options nearby to facilitate interactions between arts freelancers.

- vii. Getting important “know-how” on gaining regional and/or global opportunities  
Attendees expressed hope that the online platform could highlight overseas opportunities such as international residencies and grants.
- viii. Need for ‘Best Practices’ to ensure growth and longevity in the industry  
To ensure the growth and longevity of freelancers’ careers in the arts sector, attendees suggested the formulation of a code of ethics and a code of practice specific to arts freelancers. Additionally, there was a call for mind-set change among hirers that freelancers deserved equitable terms of employment similar to full-time employees.
- ix. A desire for recognition especially amongst more senior arts freelancers  
This was particularly important for those who had dedicated a significant part of their lives to their practice. A boost in morale was much needed to spur them on to persevere in their careers. Many felt that they could provide some inspiration and hope by sharing their experiences with younger arts freelancers. Suggestions included presenting articles or video features on the experiences of these arts freelancers on the online platform, and to include senior arts freelancers on resource panels to provide guidance on topics relating to freelancing in the arts sector to the younger generation.
- x. A desire for mental wellness programmes and support  
The need for such programmes was surfaced during many engagement sessions as many attendees feel dispirited from the difficulties of seeking work opportunities. Many also felt burnt-out from the long and irregular hours, but were wary of taking breaks due to the loss of income.