



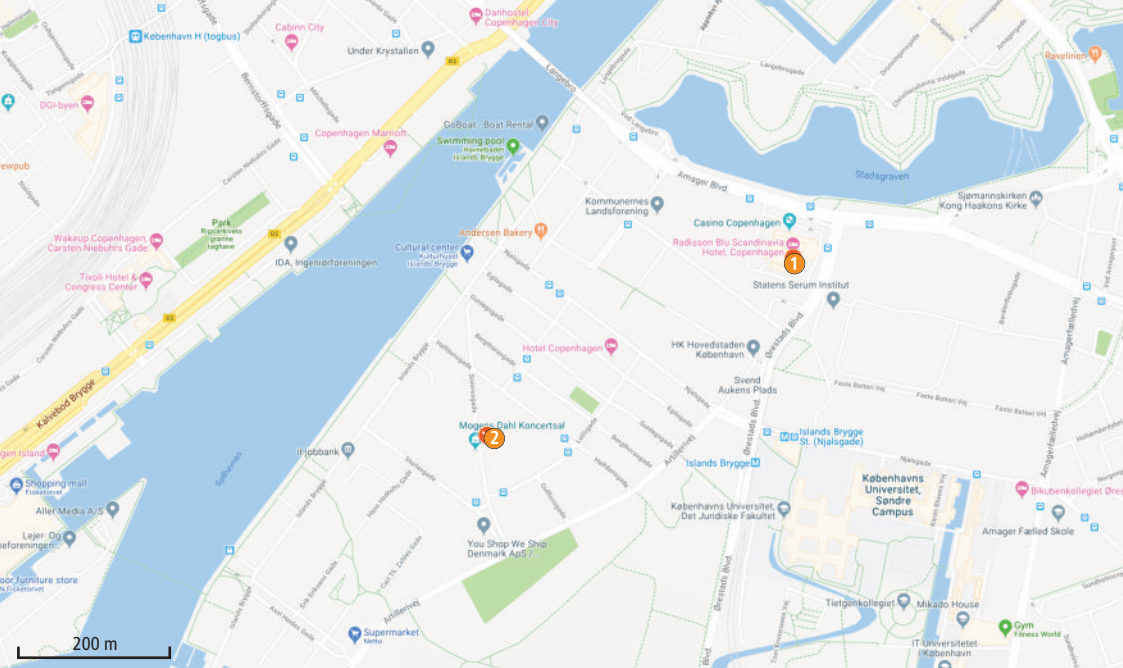
FIM INTERNATIONAL FREELANCE CONFERENCE

Copenhagen, 27-28 May 2019



Gateway music

www.fim-musicians.org



- 1 Hotel Radisson Blu Scandinavia | Amager Blvd. 70, 2300 København
- 2 FTFa | Snorresgade 15, 2300 København

INTERNATIONAL FEDERATION OF MUSICIANS

21 bis, rue Victor Massé F-75009 Paris

Tel. +33 (0) 145 263 123

Fax +33 (0) 145 263 157

E-mail : office@fim-musicians.org

<https://www.fim-musicians.org>



On behalf of the FIM Presidium, Executive Committee and Secretariat, I am honoured to welcome you to this, the inaugural FIM Freelance Conference. I know that the term freelance can be quite difficult to define and may not be a relevant one and self-employed or independent worker might be more correct in some territories. Forgive me however if I use the term freelancer to describe the type of musician that this conference will be discussing.

If we cut through the national jargon and definitions, you will see from the conference programme that during the next two days we will be attempting to more fully understand the nature of the working life of a musician who has no permanent employer and who is reliant on being engaged or employed by many different and varied individuals and/or bodies.

For many years, musicians have talked about doing gigs, particularly when referring to live performances. We belong to the original gig economy; a term that I believe has been appropriated in order to describe the sector of the modern workforce engaged in precarious, unreliable ways of earning a living. While many musicians have enjoyed successful freelance careers and prefer this type of 'portfolio' work to regular work in a band or orchestra, others find the freelance environment unpredictable and inconsistent and require their unions to put in place safeguards for them. These might be through collective bargaining or by lobbying to change legislation to make the working environment more stable. But both of these options have their own difficulties, as we shall see as the conference develops.

Freelance members are very important to almost all FIM affiliates. We hope that this conference will share best practice and come up with practical ways of helping this, sometimes neglected, group of musicians and of securing a more stable world of work for them.

Let me close by sincerely thanking our host union the Dansk Musiker Forbund (DMF) and our sponsors Gateway, Adami and ACTRAV.

John Smith
FIM President

SUN
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Welcome

17.00 – 19.00 Registration
📍 Radisson Blu Scandinavia

18.00 – 20.00 Welcome cocktail
📍 Radisson Blu Scandinavia

MON
27

Day 1

07.30 – 09.00 Registration

09.00 – 09.30 Musical introduction
Official Opening

John Smith President, FIM
Anders Laursen Vice President, FIM | President, DMF

09.30 – 10.45 **Session 1**

What assistance can I expect from my union with contract negotiation and with touring abroad (work permits, insurance etc.)?

Moderator: **Benjamin Aggerbeck** | Board member, DMF (Denmark)

Andi Hopgood Vice Chair, MU Executive Committee (United Kingdom)
Edith Katiji Chairperson, ZIMU (Zimbabwe)
Lottaliina Pokkinen Head of Legal Affairs, SML (Finland)

10.45 – 11.05 ☕ Coffee break

Keynotes

11.05 – 11.35 **Florent Hennequin** Associate Barrister, Lepany & Associates (France)
11.35 – 11.45 **Lizette Risgård** Chairman, FH (Denmark)

11.45 – 13.00 **Session 2**

Adapting myself to change. Portfolio careers, career transition opportunities, developing new skills

Moderator: **Jean-Marc Vogt** | Chairman, DOV (Germany)

Anne Braun Legal affairs department, CGT (France)
Luciana Requião Director, SINDMUSI (Brazil)
Gunnar Hrafnsson Chairman, FIH (Iceland)

13.00 – 14.00 🍴 Lunch

14.00 – 15.15 **Session 3**

Use of digital technologies for career development (webpage, social media, home studio etc.)

Moderator: **Simon Collins** | Federal President, MEAA (Australia)

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| Checko Dávila | President, UTM (Costa Rica) |
| Karine Huet | National Secretary, SNAM (France) |
| Rick Finlay | Vice Chair, MU Executive Committee (United Kingdom) |

15.15 – 15.45 ☕ Coffee break

15.45 – 16.15 **Keynote**

Bent Gravesen Consultant, FOA (Denmark)

16.15 – 17.30 **Session 4**

Distributing my recordings online

Moderator: **Benoît Machuel** | General Secretary, FIM

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| Julien Beaupain | Legal Advisor, ADAMI (France) |
| Mette Ellebye-Larsen | CEO, Gateway Music (Denmark) |
| Jacob Gurevitsch | Guitar player (Denmark) |

18.30 – 22.00 **Dinner**
📍 FTFa, Snorresgade 15, 2300 København

TUE
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Day 2

09.30 – 10.45 **Session 5**

Organising freelance musicians

Moderator: **Anders Laursen** | Vice President, FIM | President, DMF (Denmark)

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| Paul Davies | Director, MEAA (Australia) |
| Bruce Fife | International Vice President, AFM (USA) |
| Ahti Vänttinen | President, SML (Finland) |

10.45 – 11.15 ☕ Coffee break

11.15 – 11.45 **Keynote**

Margherita Licata Specialist, Sectoral Policies Department, ILO

11.45 – 13.00 **Session 6**

Access to safety & health and welfare (social security, pension schemes, unemployment compensation, life-long learning etc.)

Moderator: **Christine Thomassen** | Vice President, CREO (Norway)

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| Daniel Gomes | President, AMS (Senegal) |
| Ratish Tagde | President, MFI (India) |
| Ricardo Vernazza | General Secretary, SADEM (Argentina) |

13.00 – 14.00 🍴 Lunch

14.00 – 15.15 **Session 7**

Developing specific trade union services for freelance musicians

Moderator: **Beat Santschi** | President, FIM | President, SMV (Switzerland)

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| Jan Granvik | President, SMF (Sweden) |
| Bice Kuffour | President, MUSIGA (Ghana) |
| Horace Trubridge | General Secretary, MU (United Kingdom) |

15.15 – 15.45 ☕ Coffee break

15.45 – 16.15 **Keynote**

Prof. Ioannis Lianos | Director, Centre for Law, Economics and Society, University College London (United Kingdom)

16.15 – 17.30 **Session 8**

Competition rules and access to basic labour rights including collective bargaining. Dealing with legal uncertainty (bogus self-employment)

Moderator: **John Smith** | President, FIM

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| Heather Kurzbauer | S ¹ Law Lecturer, University of Amsterdam (The Netherlands) |
| Iulia Popovici | Expert for Romanian/EU Cultural Programmes (Romania) |

WED
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Day 3 | Excursion to Helsingør

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| 08.00 | 🚌 Busses depart from Hotel Radisson Blu Scandinavia |
| 08.00 – 15.00 | 👁️ Excursion to Helsingør (Hamlet's Castle) |
| 15.00 | 🚌 1 bus arrives at Hotel Radisson / 1 bus arrives at CPH airport |

MAY 26

Radisson Blu

MAY 27

Radisson Blu

MAY 28

Radisson Blu

MAY 29

Excursion

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| 07.30 | | | | | | | | | | | | | | | | | | |
| 09.00 | | | Registration | | | | | | | | | | | | | | 08.00 | |
| 09.30 | | | Official opening | | | | | | | | | | | | | | | |
| 10.45 | | 11.05 | Session 1 | | | | | | Session 5 | | | | | | | | | |
| 11.15 | | | Keynote 1 | | | | | | Keynote 4 | | | | | | | | | |
| 11.45 | | | Keynote 2 | | | | | | Session 6 | | | | | | | | | |
| 13.00 | | | Session 2 | | | | | | | | | | | | | | | |
| 14.00 | | | | | | | | | | | | | | | | | | |
| 15.15 | | | Session 3 | | | | | | Session 7 | | | | | | | | | |
| 15.45 | | | Keynote 3 | | | | | | Keynote 5 | | | | | | | | | |
| 16.15 | | | Session 4 | | | | | | Session 8 | | | | | | | | | |
| 17.30 | | | | | | | | | | | | | | | | | | |

MORNING

AFTERNOON

EVENING

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| 18.00 – 20.00 🍸 Welcome Cocktail Hotel Radisson Blu Scandinavia | 18.30 – 22.00 🍽️ Dinner FTFa, Snorregade 15 |
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Gateway music



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