



Charter for a sustainable and responsible cultural mobility for cultural operators and other professionals practicing cultural mobility

This Charter is intended as a **practical online tool** for cultural professionals who organise / manage mobility projects and activities implying the international mobility of artists and cultural operators across borders: festivals, associations, companies, producers, artists' collectives, networks etc.

The Charter is a tool for change: this document allows you to check which criteria you already respect and which others you could respect or include in your activities, define a timeframe, and engage in improving your mobility-related practices. The *Charter* section on On the Move's website, regularly updated, provides you more details, useful resources and inspiring experiences from the European and international cultural scene – and informs about the peer-learning opportunities organised by On the Move for the organisations supporting the Charter and engaged in respecting its principles.

Not all the criteria might apply to you or your organisation – indeed, the objective is not to fulfil them all, but to assess your own situation and define how to improve (there's always room for improvement!). You don't gain anything if you sign, and you lose nothing if you don't, but the Charter is an opportunity to engage and ensure that cultural mobility is a fair and enriching experience for all, in artistic, cultural, social and environmental terms.

Mobility happens anyway: let's make it happen better!

For more details, resources, and the updated list of signatories, visit

<http://on-the-move.org/charter>

For any clarification, contact us: mobility@on-the-move.org

Visas and cultural mobility

1. Ease the mobility of artists and cultural professionals you invite / send abroad as far as visa procedures are concerned.

- Signpost artists/operators to reliable and updated sources of information about visa issues and procedures. Make sure they are aware of the possible length of bureaucratic procedures to get a visa and that the applications are properly prepared and lodged in due advance.
- Train somebody in your organisation to make her/him able to support artists during the application process (incl. know good arguments, refer to existing literature/legal information, contact civil servants, asking about reasons for refusal/delays, etc.).
- When you invite professionals from other countries, make sure you provide on time all the necessary documents you have to provide/can help with: detailed invitation letter, programme, information about work permits... and include the name and contacts of a reference person in case clarifications were needed.

2. Raise awareness on obstacles related to visa issues at different levels: national – international, political-social.

- Take the time to report back to organisations, funders, mobility platforms etc. about difficulties and obstacles related to visa issues. Use existing web platforms to share positive and negative experiences.
- Encourage /ask for a collaboration between cultural institutions, foreign affairs institutions and consular representations abroad to allow the artists/cultural professionals you collaborate with experience smooth visa procedures.

Administrative & social aspects of cultural mobility

1. Ensure sustainable working conditions for the artists and cultural operators you work /collaborate with / employ.

- Provide your artists with links to reliable sources of information about their rights and duties as "mobile" workers.
- Train somebody in your organisation to support artists for administrative processes; encourage joint training sessions, locally / nationally. Promote the capacity building of artists and cultural professionals through training seminars, workshops, etc. Share good practices with your colleagues, project partners etc.
- Make sure you do things properly and in the interest of the mobile artists/cultural professionals: salaries, insurances, payment of social security, contracts, etc.
- In coordination with artists and cultural professionals, report about difficulties and obstacles related to administrative aspects of mobility.
- Establish strategic partnerships with organisations from other sectors (education, economy, financial services, etc.).

2. Consider the social and economic issues at stake whenever cultural mobility takes place.

- Ensure equal opportunities for artists/operators and for the staff, regardless of age, gender, sexual orientation, nationality, religious belief, political engagement etc.
- In case of collaborative projects, try and design your project in a relevant way for all the partners (e.g. minimum go-and-back travels). Ensure democratic governance and transparency in the budgets and the use of resources. Consider non-monetary economy. Mention social issues and democratic governance of the project in the contracts.
- Make sure the mobility experiences connect the artists with the place of destination, local artists and inhabitants.
- Consider using social impact indicators to evaluate your project.

3. Be present in policy development, decision-making processes and their implementation at all levels.

- Together with artists and cultural professionals (partners and beneficiaries), map the benefits/good practices of mobility to promote active policy and advocacy work.
- Together with artists and cultural professionals (partners and beneficiaries), identify negative aspects of mobility and ways to counteract them.
- Promote civil society engagement with policy makers and improve the information flow from the sector by creating effective and direct consultation mechanisms. Advocate for the role of arts and culture as agents of positive social transformation. Participate in/follow the work of advocacy organisations, networks and platforms active at the EU and international level.

Environmental aspects of cultural mobility

1. Commit to environmental issues.

- Develop an environmental policy to cover energy, water and waste environmental impacts of your mobility.
- Give a team member responsibility for coordinating environmental initiatives and aspects of your mobility-related activities.
- Ensure contractual discussions include environmental impacts.
- If you use an exclusion policy when organising a tour, ensure this is rational and not preventing a touring production from presenting work outside your audience catchment.
- Make information about in-house production specifications (for our cultural center, your company...) and local suppliers available to incoming productions (ideally online).

2. Understand the environmental impact of your mobility practices.

- Use free web-based IG (Industry Green) tour tools at the tour planning stages and on completion of the tour, to compare results.
- Use a tool to monitor regularly the energy use of your venue.

3. Improve the various aspects of your mobility practices.

- Routing (e.g. optimise the tour itinerary and avoid one-off performance tours).
- Venues (e.g. include sustainability clauses in your contracts with venues; ask venues what actions they are taking to reduce their environmental impacts).
- Planning (e.g. use digital communication as an alternative to international travel when planning the tour; if staff and performers require hotel accommodation whilst on tour ask hotels what efforts they are making to reduce environmental impact).
- Logistics (e.g. use ground transportation for production equipment rather than airfreighting; use logistics companies with fuel-efficient vehicles and drivers with eco-driving training).
- Production (e.g. ask the venue(s) what equipment they have in-house or can source locally to avoid the need to transport equipment).
- Overall energy consumption: create an environmental improvement plan with targets and timelines for reducing environmental impacts.
- Food and drink procurement (e.g. develop a sustainable procurement policy for food and drinks, monitor food waste and reduce over-ordering).
- Promotion and communication activities (e.g. use electronic-based publicity material as much as possible over printed).
- Audience travels (e.g. provide public transport information to your audiences on your website, including a travel carbon calculator; offer a combined performance and public transport ticket).

4. Communicate your impacts and improvements.

- Share the environmental impacts of the tour / the venue and the efforts being taken to reduce

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those impacts with board, staff, suppliers, and audiences.

- Prepare a case study of your tour's / venue's / events' 'greening' experience (positive and negative) to share learning with colleagues.
- Apply for an environmental performance certification that is relevant to your venue.