

## **Summary | Policy Brief for the Performing Arts: Supporting Creativity and Artistic Production**

The paper maps the performing arts sector in Greece, focusing on the structural problems of precarious labour. It proposes policy recommendations to improve working conditions and support artistic production. The study is part of the *LaPreSc* research project, which investigates the relationship between precariousness and social cohesion in the cultural and creative industries.

The findings underscore that employment in the performing arts is characterised by profound uncertainty, informal work arrangements, low wages, and the absence of institutional recognition. Despite the high level of education of professionals and the dynamic growth of the sector across the EU, artists and creative workers remain highly vulnerable and invisible. Unpaid labour, such as participation in rehearsals and networking without remuneration, is widespread. Added to this are the overrepresentation of women alongside their underrepresentation in positions of authority, and the reliance on personal networks for access to job opportunities - together constituting a landscape of pronounced inequalities. Particularly significant is the finding that the majority of professionals report being unable to claim their rights due to fear of retaliation, which underlines the erosion of collective representation.

The analysis identifies variations across professional categories:

- actors and musicians face low pay and informal work;
- dancers experience exhaustion, are subject to physical strain and high labour precarity;
- technicians suffer from intensified and often hazardous working conditions.

A common denominator across all categories is the mismatch between high qualifications and low remuneration, as well as the lack of institutional recognition for key professions within the sector.

Against this backdrop, the paper proposes a wide-ranging set of policy measures. Key directions include: the institutional recognition of artists' status through open consultation; strengthening the enforcement of labour legislation with targeted inspections and compliance guidelines; and the establishment of a special labour regime acknowledging the instability and specificity of the profession, drawing on international examples such as the French *intermittents du spectacle* scheme or basic income pilots. Further proposals include the creation of an Observatory for the Performing Arts to monitor sectoral developments; the establishment of a Performing Arts Academy to upgrade artistic education; and the introduction of labour clauses and equality policies as prerequisites for public funding. Complementary measures involve the development of occupational profiles, a digital networking platform, the reinforcement of collective agreements, alongside targeted funding schemes for artistic groups and regional performing arts infrastructures.

Overall, the paper demonstrates that employment in the performing arts is simultaneously a field of creativity and precarity for workers. The lack of institutional safeguards perpetuates a cycle of inequalities and informal practices that require systemic intervention. The proposed policy measures aim to achieve institutional empowerment, ensure fair working conditions, and promote the sustainability of the cultural sector, thereby contributing to a more just and inclusive policy for performing arts.