

**FREELANCE MUSICIANS
IN PERMANENT ORCHESTRAS**Motivation

More and more freelance musicians are being engaged in permanent orchestras. Traditionally freelance musicians work in permanent orchestras mainly as replacement for colleagues on sick-leave or reinforcement, for example in the case the performance requires special instruments or when a group of musicians is required, that is larger than the orchestra has permanently employed. It is important for member unions to try to negotiate labour conditions that come relatively close to the musicians, who are permanently employed. And to have rules about the percentage of musicians in an orchestra that can have freelance contracts.

Motion

The 17th FIM Congress recognises that a way to control and to regulate the development to more freelance employment in orchestras is to negotiate with the employers about the labour conditions with the ultimate goal to regulate matters as they are in the collective labour contracts for the permanently employed musicians. Congress calls upon member unions to negotiate such agreements.