

A manifesto for culture

**“Everyone has the right
freely to participate
in the cultural life of
the community,**



to enjoy the arts,



**and to share in
scientific advancement
and its benefits”**

The Universal Declaration of Human Rights, Article 27



This manifesto is from the PCS culture executive committee calling for practical action to uphold these principles in Great Britain

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Government cuts are hitting our public services and local communities hard. Everybody suffers. Museums, libraries and galleries are not being spared in these attacks. The Department for Culture Media and Sport has cut 15% from the running costs of our most famous galleries, museums and heritage sites. PCS members are losing their jobs and suffer worsening conditions. School children, families and the poor are losing out on cultural life. PCS Culture Sector and all local branches aim to uphold and campaign for the following:

Public funding

We believe that public funding is essential to the arts, culture and heritage of this country. Government cuts are damaging the fabric of our cultural life.

Free admission

All members of society should enjoy free and full access to their museums and heritage sites. Access relies on employing a motivated, knowledgeable and valued workforce.

Public service ethos

We are committed to the public service ethos and believe that the roles which we carry out are best fulfilled by members of staff employed directly by the organisations for which we work. The union believes that any attempt to outsource, contract out, or privatise functions is detrimental to the

services we provide and will campaign vigorously to prevent it.

A sustainable culture sector

We are committed to the promotion of the environmental agenda, both within the workplace and through engagement with wider stakeholders. We will actively engage and negotiate with management with a view to working in partnership on sustainable development issues.

Job security

We believe that employees in the sector have a right to security of employment. In the last five years a large number of members have been forced into accepting involuntary redundancy. Whilst accepting that some element of change is inevitable we believe that any compulsory redundancies will be detrimental to organisations in the sector, as well as their staff and visitors. We will, therefore, campaign on a platform of no compulsory redundancies.

Overseas visitors make 10 million trips to the UK each year, with four in ten citing heritage as the primary reason



Pay

We believe that all employees have a right to expect annual pay increases in line with the cost of living. We want the guarantee of at least the UK living wage for all workers in the sector.

Trade union recognition

Trade unions in the cultural sector should be fully recognised and their positive contribution acknowledged, whether they represent gallery staff, education staff, curatorial staff or cleaning and security staff. Their contribution and commitment should be fully acknowledged and taken into consideration by management. Staff and their trade union representatives should be represented on any independent boards and allowed to play a full role in the policies of cultural institutions.

Better terms and conditions

We believe that employees in the sector should enjoy the best possible terms and conditions of service and will campaign vigorously to improve them wherever possible, and to prevent them being diminished in any way.

Equal opportunities

We are committed to the promotion of equality for all our members. We aim to negotiate workplace policies that are fair to all, and to campaign against all forms of discrimination and inequality. In order to achieve our aims we will work to ensure that the promotion of equality is a priority issue for the branch in bargaining,

campaigning, organising and in the delivery of services to members.

Learning and development

We believe that members should benefit from high quality learning opportunities to help them with their personal and career development. We will actively engage and negotiate with management on this issue, and will seek to ensure that members have access to learning opportunities both through employers in the sector, through PCS and through other providers.

Health and safety

We are committed to the health, safety and welfare agenda. We will actively engage and negotiate with management on these issues and, in addition to carrying out our legal rights and functions, seek to play a role in alerting members to the importance of health and safety at work.

Every £1 spent on culture generates £2 for the UK economy





Public and Commercial Services Union
160 Falcon Road, London SW11 2LN
Tel: 020 7924 2727 Fax: 020 7924 1847
pcs.org.uk