(2018/C 460/10)

THE COUNCIL OF THE EUROPEAN UNION,

IN THE LIGHT OF:
— the EU leaders’ Rome Declaration, the Gothenburg Summit and the conclusions of the European Council (1) recognising culture as key to building inclusive and cohesive societies and to sustaining Europe’s competitiveness;
— ongoing developments such as the digital shift, globalisation, growing societal diversity and changing working environments, and the need to deal with these opportunities and challenges through joint efforts in cultural policy;

ACKNOWLEDGING:
— the Council’s previous work plans for culture and the results achieved;
— the New European Agenda for Culture (2) submitted by the European Commission in May 2018, which defines three strategic objectives:
  — harnessing the power of culture and cultural diversity for social cohesion and well-being by promoting cultural participation, the mobility of artists and the protection of heritage;
  — boosting jobs and growth in the cultural and creative sectors by fostering arts and culture in education, promoting the relevant skills, and encouraging innovation in culture;
  — strengthening international cultural relations by making the most of the potential of culture to foster sustainable development and peace;

RECALLING:
— the European Year of Cultural Heritage 2018, which has considerably raised public and political awareness about culture and heritage in Europe, and the importance of taking this momentum forward to tap the full potential of the social and economic value of culture for Europe;
— the importance of synergies with all relevant EU programmes and funds, especially in the fields of culture, education, research, digitalisation, and regional and urban development, in order to promote cultural policies in Europe;
— the main political references as set out in Annex II to these conclusions;

AGREES:
with the aim of having a strategic and dynamic instrument that will address current political developments, apply clear principles and set focused priorities with consistent implementation, to establish, with due regard for the principles of subsidiarity and proportionality, a Work Plan for Culture for the years 2019 to 2022, as set out in Annex I to these conclusions;

INVITES:
the Commission to adopt a mid-term evaluation of the Work Plan and a final report on its implementation, based on voluntary written contributions from Member States, by June 2022. In view of that report, the Presidency of the Council may consider whether to propose a new Work Plan for Culture for the subsequent period.

(1) EUCO 19/1/17 REV 1
(2) COM(2018) 267 final
ANNEX I

I. GUIDING PRINCIPLES

The Work Plan for Culture is based on the following guiding principles:

— Culture has an intrinsic value.

— Culture contributes to sustainable social and economic development.

— Cultural and linguistic diversity is a key asset of the European Union and its protection and promotion is central to cultural policy at European level.

— Cultural mainstreaming requires a holistic and horizontal approach as regards legislation, financing and cross-sectoral cooperation.

— Regular dialogue between Member States, European institutions and civil society as well as thematic cooperation with international organisations create synergies and lead to better results.

— Better governance requires clear responsibilities and engagement by all actors involved.

— Regular monitoring by the Presidency of the Council is necessary to track the progress of the actions.

— Flexibility of the Work Plan for Culture is essential to be able to react to a changing policy environment.

II. PRIORITIES

The Council selects the following priorities in view of their contribution to cultural diversity, their European added value and the need for joint action:

A. Sustainability in cultural heritage

B. Cohesion and well-being

C. An ecosystem supporting artists, cultural and creative professionals and European content

D. Gender equality

E. International cultural relations

Digitalisation and cultural statistics are important horizontal issues which will be considered accordingly. Digitalisation creates new and innovative possibilities for art and culture in terms of access, expression, preservation, dissemination and consumption. Cultural statistics support evidence-based policy making at European and national level. The regular production of comparable and reliable cultural statistics over time allows for the identification of trends and the design of sound policies.

Furthermore, special attention should be paid to synergies between the priorities.

A. Sustainability in cultural heritage

Cultural heritage is both the manifestation of cultural diversity passed down from previous generations and a resource for sustainable cultural, social, environmental and economic development in Europe. Conservation, preservation and safeguarding, research, educational activities and knowledge transfer, financing, participatory governance and contemporary interpretation are key areas that will benefit from a comprehensive strategic approach. During the European Year of Cultural Heritage 2018, a large number of diverse activities took place all across Europe. To ensure its legacy, follow-up measures and mainstreaming activities need to be developed, including an Action Plan for Cultural Heritage by the Commission. The work of the European Year’s national coordinators should be taken into account as well.
B. Cohesion and well-being

Access to culture and participation in cultural life promote individual empowerment, democratic consciousness and social cohesion through exchanges with other people and civic engagement. Changing user behaviour due to digitalisation, ageing and culturally diverse societies call for a better understanding of different audiences. A stronger orientation towards the interests and needs of specific groups, such as young people, older people, people with disabilities, people with a migrant background and people living in poverty or material deprivation, is necessary. Digital technologies are an asset for audience development and innovative methods of participation. Cross-sectoral cooperation with other areas, such as education, social care, healthcare, science and technology, and regional and urban development, has a significant effect on cohesion and well-being. Special attention should be paid to the role of culture at local level, to the quality of architecture and the living environment and to culture-led social innovations contributing to the development of cities and regions across the EU.

C. An ecosystem supporting artists, cultural and creative professionals and European content

Artistic freedom is closely linked to the social and economic conditions of cultural professionals and institutions. The cultural and creative sectors in Europe are characterised by self-employment, small- and micro-enterprises, and cultural and linguistic diversity. Artists and cultural and creative professionals tend to have project-based careers and a high degree of mobility, while they often have an irregular and unpredictable income and combine several jobs to earn a living. Innovation is particularly driven by individual artists, creators and small cultural institutions, whose value creation is mainly based on intangible assets, such as original ideas, know-how and creativity. In order to increase Europe’s competitiveness and to stimulate innovation, Europe must build on its creative and cultural assets. The mobility of artists and cultural and creative professionals, the circulation and translation of European content, training and talent development, fair pay and working conditions, access to finance and cross-border cooperation are issues of specific interest for research and exchange at European level.

D. Gender equality

Gender equality is a pillar of cultural diversity. Culture has a key role to play in challenging stereotypes and promoting societal changes. Yet intersectional gender gaps persist in almost all cultural and creative sectors. Women as artists and cultural professionals have less access to creation and production resources, are generally paid much less than men and are under-represented in leadership and other decision-making positions as well as on the art market. These disparities need to be acknowledged and tackled by specific policies and measures. In order to raise awareness at political and administrative levels and within the different sectors, there is a need for comprehensive data and an exchange of good practice.

E. International cultural relations

Building on the notion that culture is a value in its own right, the international cultural relations of the EU should strengthen awareness of the vital role of culture and its positive socio-economic effects, which address important issues and challenges at global level. A strategic step-by-step approach to international cultural relations followed by concrete actions for its implementation is necessary. Such an approach should entail a bottom-up perspective, encourage people-to-people contacts and promote intercultural dialogue. Full complementarity with Member States’ actions and actions carried out by the Council of Europe and UNESCO has to be ensured.

III. IMPLEMENTATION

The Council invites the Member States and the Commission to work together on the priorities of the Work Plan for Culture, which is implemented by a dynamic rolling agenda as set out in Chapter IV and in Annex A. The Work Plan for Culture requires monitoring by the Presidency of the Council and, if necessary, may be adjusted by the Council in light of results achieved and/or policy developments at European level.

Topics in each priority area are addressed in several steps, applying appropriate working methods. Every step is implemented either by the Commission, the Council, the Presidency of the Council or another interested Member State.

The following working methods, among others, can be applied: the Open Method of Coordination (OMC), ad hoc or Commission-led expert groups, peer-learning activities, studies, conferences, stocktaking seminars, the European Culture Forum, dialogue with civil society, pilot projects, joint initiatives with international organisations, Council conclusions and informal meetings of officials from Ministries of Culture and, if appropriate, from other ministries.
The principles relating to the membership and functioning of OMC groups are set out in Annex B.

The Member States and the Commission are encouraged to disseminate the outputs of the Work Plan for Culture widely and to take them into account where appropriate when developing policies at European and national level.

IV. ACTIONS

In relation to the priorities and working methods as described in Chapters II and III the following actions will be carried out.

A. Sustainability in cultural heritage

<table>
<thead>
<tr>
<th>Topic:</th>
<th>Participatory governance</th>
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<tbody>
<tr>
<td>Working methods:</td>
<td>Peer-learning activity followed by a conference hosted by the Commission</td>
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<tr>
<td>Rationale:</td>
<td>Participatory governance is an innovative, people-centred and forward-looking approach, introducing a real change in how cultural heritage is managed and valued. As a follow-up to the OMC group 'Participatory governance of cultural heritage' (2016/17) and the European Year of Cultural Heritage 2018 experts will exchange good practice through peer-learning and discuss how to support participatory processes. With respect to the 'Convention on the Value of Cultural Heritage for Society (Faro Convention)' the know-how of the Council of Europe should be taken into account.</td>
</tr>
<tr>
<td>Target outputs:</td>
<td>The activities will increase networking and knowledge transfer in the field and will, in the long term, help to foster participatory governance of cultural heritage.</td>
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<table>
<thead>
<tr>
<th>Topic:</th>
<th>Adaptation to climate change</th>
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<tbody>
<tr>
<td>Working methods:</td>
<td>OMC group, including a mapping exercise</td>
</tr>
<tr>
<td>Rationale:</td>
<td>With regard to 'The Paris Agreement' (2015) and UN Sustainable Development Goal 13 on climate action, experts will identify and exchange good practices and innovative measures for the historical environment in relation to climate change. Information from Horizon 2020 scientific projects will be shared and EU activities, including the 'Study on safeguarding heritage from disasters' (2018), will be inventoried. Specific focus should be given to the energy efficiency of historical buildings, the design and transformation of the cultural landscape and the safety of heritage under extreme climate circumstances.</td>
</tr>
<tr>
<td>Target outputs:</td>
<td>The exchange will lead to awareness-raising and capacity-building of national heritage experts on sustainability of cultural heritage. Their recommendations will contribute to discussions and planning of climate change measures at European and national level.</td>
</tr>
</tbody>
</table>
**Topic:**

Quality principles for cultural heritage interventions

**Working methods:**

President workshop and peer-learning activity, and appropriated follow-up

**Rationale:**

As a follow-up to the European Year of Cultural Heritage 2018 and the OMC group ‘Skills, training and knowledge transfer: traditional and emerging heritage professions’ (2017/2018), experts will exchange practical examples of interventions on heritage through EU funds. As the issues of reconstruction and authenticity are not always properly addressed, it is important to ensure that decisions on any changes to the historical environment are based on a proper assessment of the consequences and proper understanding of the heritage value.

**Target outputs:**

The aim is to develop guidelines governing the next generation of EU funds, ensuring quality principles for conservation and safeguarding in heritage. The experts will deliver a comprehensive analysis and recommendations regarding the quality principles to be applied throughout interventions affecting the historical environment.

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**Topic:**

Alternative funding for cultural heritage

**Working methods:**

Workshops hosted by the Commission

**Rationale:**

Due to the strong pressure on public budgets devoted to cultural heritage, alternative sources of funding are being developed, from public/private partnerships, to the involvement of lotteries and tax credit for donations. The role of foundations will also be examined in this context.

**Target outputs:**

The aim is to identify new sources of funding for cultural heritage and transferable best practices in order to promote its economic sustainability.

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*B. Cohesion and well-being*

**Topic:**

Social cohesion

**Working methods:**

OMC group followed by a Presidency conference

**Rationale:**

After reviewing the report of the OMC group on ‘Fostering the contribution of culture to social inclusion’ (2017/18), a follow-up OMC group will be given a new mandate to explore specific topics of particular interest in more depth, such as the need to include culture as a cross-cutting issue in the fields of social policy, health policy and local development, among others. Subsequently a conference will be organised to disseminate the results achieved and insights gained. If required, further steps should be discussed afterwards.

**Target outputs:**

The aim is to identify best practices of cross-sectorial cooperation, which have relevant social and economic impact. Funding possibilities under the Creative Europe Programme and other relevant EU programmes will be explored.
**Topic:**
High-quality architecture and built environment for everyone

**Working methods:**
OMC group followed by a conference hosted by Austria and possible Council conclusions

**Rationale:**
As recalled by 'The Davos Declaration 2018: Towards a high-quality Baukultur for Europe', culture plays a central role in the environment shaped by humans (which includes architecture, heritage, public space and landscape). Innovative and inclusive processes to deliver and preserve quality architecture are needed to develop an integrated approach contributing to the well-being of all citizens. The focus will be put on architecture as a discipline that encompasses the right balance between cultural, social, economic, environmental and technical aspects for the common good. Multi-disciplinary and participatory governance models contributing to social inclusion and sustainable development of neighbourhoods will be analysed.

**Target outputs:**
The exchange of experience and success stories will help to identify best practices. Synergies could be established with the Structural Funds, the Urban Agenda for the EU and its new Partnership on Culture and Cultural Heritage as well as with the UN Agenda 2030 and the OECD project on culture-led regional productivity and well-being.

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**Topic:**
Understanding digital audiences

**Working methods:**
Commission-led expert group

**Rationale:**
Digital technologies provide an opportunity for cultural organisations to develop interactive relationships with different audiences. In order to take advantage of these opportunities, organisations have to understand their digital audiences better. As a follow-up to the OMC group (2015/16) and the 'Council conclusions on promoting access to culture via digital means with a focus on audience development' (2017), a Commission-led expert group will examine innovative tools and develop guidelines for collecting and managing data on digital audiences.

**Target outputs:**
Voluntary guidelines should serve as a source of inspiration for cultural organisations and help them to adapt to the ever-changing digital environment. With more user-oriented services, organisations will deepen relationships with their current audiences and reach new ones.

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**Topic:**
Young creative generation

**Working methods:**
Presidency conference and possible Council conclusions, follow-up to be discussed

**Rationale:**
From an early age, both culture and education promote the development of creative skills and critical thinking. Digitalisation shapes new models of access to culture, personal reinterpretation and self-expression, arousing keen interest among young people and engaging them as active audiences. There is a growing need to have a more strategic approach related to young people’s participation in culture, in order to foster their creativity and develop skills that are important for their future employability, active citizenship and social inclusion.

**Target outputs:**
The policy recommendations will aim at fostering the creativity of young people and their innovation potential in the digital age.
### Topic: Citizenship, values and democracy

**Working methods:**

Presidency conference followed by a study

**Rationale:**

Participation in arts and culture promotes active citizenship, openness, curiosity and critical thinking and thereby leads to a strengthening of democracy. A study will examine the impact of culture on these aspects and collect examples. Cooperation with the Council of Europe should be envisaged and the applicability of its ‘Indicator Framework on Culture and Democracy’ in the EU context shall be examined.

**Target outputs:**

The study will contribute to evidence-based policy measures and raise awareness about the importance of culture for society and democracy.

### C. An ecosystem supporting artists, cultural and creative professionals and European content

**Topic:**

Status and working conditions of artists and cultural and creative professionals

**Working methods:**

Study followed by an OMC group

**Rationale:**

The study should explore career paths including entrepreneurship, nature of income, influence of the market, access to finance, social security and cross-border mobility. As a follow-up, an OMC group should analyse the results, exchange good practice in the Member States and develop policy recommendations.

**Target outputs:**

The aim is to improve knowledge of the working conditions of artists and cultural and creative professionals in Europe and to get policy advice on designing a favourable environment.

### Topic: Artistic freedom

**Working methods:**

Workshop hosted by the Commission, followed by a possible conference together with other relevant EU agencies and international organisations

**Rationale:**

According to the ‘EU Charter of Fundamental Rights’ and the ‘UNESCO Convention on the Protection and Promotion of the Diversity of Cultural Expression’ artistic freedom is central to democratic societies. Art can help overcome barriers connected to race, religion, gender, age, nationality, culture and identity, by providing a counter-discourse and contesting privileged narratives and perspectives. Developments and challenges to artistic freedom will be discussed.

**Target outputs:**

The aim is to discuss specific experiences on this matter in order to raise awareness of its relevance.
**Topic:**

Co-productions in the audiovisual sector

**Working methods:**

Presidency conference and possible Council conclusions followed by an OMC group

**Rationale:**

According to the European Audiovisual Observatory, European co-productions generate three times as many admissions as national films. Co-productions help the European industry to scale up by strengthening its position in Europe and in key international markets. National funds and European programmes (such as Creative Europe MEDIA and EURIMAGES) are devoting increasing attention to the potential of co-productions, both for feature films and TV productions, including bilateral co-production and co-development among European countries, and co-production with non-European countries. This potential should also be explored as regards the development of diverse audiences.

**Target outputs:**

In order to stimulate co-productions, policy recommendations and incentives for co-productions in legal frameworks and audiovisual support schemes will be developed.

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**Topic:**

Diversity and competitiveness of the music sector

**Working methods:**

Presidency conferences, workshops hosted by the Commission and possible Council conclusions

**Rationale:**

The digital shift, notably the appearance of music streaming, and the increased competition from global players has led to fundamental changes in the way music is created, produced, performed, distributed, consumed and monetised. Based on activities carried out in the context of 'Music Moves Europe', experts will exchange information on public policies to promote the mobility of artists and the circulation of local repertoire within and beyond Europe.

**Target outputs:**

The aim is to identify transferable best practices and to discuss suitable policy measures at European and national level.

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**Topic:**

Multilingualism and translation

**Working methods:**

OMC group followed by a Presidency conference

**Rationale:**

In a multilingual environment, translation is key to enabling broader access to European content. To build upon Europe's linguistic diversity as an asset and to promote better circulation of European works, existing support mechanisms for translation at European and national level will be assessed. As digitalisation has a big impact on linguistic diversity and on the translation professions, their needs in this area will be addressed as well.

**Target outputs:**

Experts will exchange best practices on supporting translation in the book and publishing sector, as well as in other cultural and creative sectors, and recommend concrete measures under the Creative Europe Programme to promote linguistic diversity and the circulation of works.
**Topic:**

Financing and innovation

**Working methods:**

Informal meeting of Culture Ministers followed by stock-taking seminars hosted by the Commission

**Rationale:**

Following the OMC groups ‘Access to finance for cultural and creative sectors’ (2014/15) and ‘Developing entrepreneurial and innovation potential of the cultural and creative sectors’ (2016/17) as well as the ‘Council conclusions on cultural and creative crossovers to stimulate innovation, economic sustainability and social inclusion’ (2015), a stock-taking exercise is needed to assess the implementation of those recommendations.

**Target outputs:**

Experts will review what has been implemented so far and discuss measures for future work at European level.

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**D. Gender equality**

**Topic:**

Gender equality in the cultural and creative sectors

**Working methods:**

Mapping and OMC group followed by possible Council conclusions

**Rationale:**

Mapping by the Commission will examine the situation of female artists and cultural professionals (e.g. fight against stereotypes and sexual harassment, access to resources, representation in decision-making positions, pay). In parallel, the Member States will exchange information on national circumstances and good practice. The OMC group will identify the main obstacles and suggest a set of concrete actions. As a next step, the Council may adopt conclusions focusing on selected objectives and actions.

**Target outputs:**

The aim is to raise awareness of gender equality in the cultural and creative sectors at political, administrative and practical levels and to propose concrete measures under the Creative Europe Programme.

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**E. International cultural relations**

**Topic:**

Strategic approach to international cultural relations of the EU

**Working methods:**

Meetings of the Cultural Affairs Committee (CAC) and/or other appropriate fora with the participation of the EEAS and officials from the Ministries of Foreign Affairs and other relevant ministries, expert meetings and a Presidency conference.

**Rationale:**

Taking forward the work of the Friends of Presidency Group (2017/18) on the same topic, the Council will be invited to react to the Joint Communication from the Commission and the EEAS ‘Towards an EU strategy for international cultural relations’ (2016), by identifying common strategic principles, objectives and priorities of the EU approach, clarifying the roles of the actors involved and proposing areas where joint action at the European Union level is most relevant.
Target outputs:

Taking into account the horizontal nature of this task, the aim is to bring together experts from different sectors (e.g. culture, foreign affairs, education, migration, development cooperation, customs and enterprise policies) to develop a common EU strategic approach to international cultural relations, followed by concrete actions for its implementation.
### Annex A

#### Indicative timetable of the Work Plan for Culture 2019-2022

<table>
<thead>
<tr>
<th>Priority</th>
<th>Topics</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
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<td>Sustainability in cultural heritage</td>
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<td>Adaptation to climate change</td>
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<td>Quality principles</td>
<td>PRES workshop</td>
<td>peer learning</td>
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<td>Alternative funding</td>
<td>workshop</td>
<td>workshop</td>
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<tr>
<td>B.</td>
<td>Cohesion and well-being</td>
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<td>exam. OMC report, PRES conference</td>
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<td>OMC group</td>
<td>conference</td>
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<td>Understanding digital audiences</td>
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<td>Commission-led expert group</td>
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<td>Young creative generation</td>
<td>PRES conference, poss. Council conclusions</td>
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<td>Citizenship, values and democracy</td>
<td>PRES conference</td>
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<td>study</td>
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<td>2021</td>
<td>2022</td>
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<tr>
<td>C. An ecosystem supporting artists, cultural and creative professionals and European content</td>
<td>Status and working conditions of artists</td>
<td></td>
<td>study</td>
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<td>OMC group</td>
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<td>Audiovisual co-productions</td>
<td>PRES conference, poss. Council conclusions</td>
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<td>Financing and innovation</td>
<td>Informal meeting of Culture Ministers</td>
<td>stock-taking seminar</td>
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<td>D. Gender equality</td>
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<td>mapping and OMC group</td>
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<td>exam. OMC report, poss. Council conclusions</td>
<td></td>
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<td>E. International cultural relations</td>
<td>Strategic approach</td>
<td>adoption strategic approach</td>
<td></td>
<td></td>
<td>PRES conference</td>
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Annex B

Principles relating to OMC groups established by the Member States in the framework of the Work Plan for Culture 2019-2022

Membership
— The participation of Member States in the work of the OMC groups is voluntary and Member States can join them at any time.
— Member States interested in participating will nominate experts as members of an OMC group. Member States will ensure that the nominated experts have practical experience in the relevant field at national level. The nominated experts are committed to effective communication with competent national authorities. The Commission will coordinate the nomination exercise.
— Each OMC group can decide to invite independent experts, representatives of civil society and representatives of European third countries to contribute to the work. Such participants can also be added for the whole working period, with the requirement that their membership be approved unanimously by the OMC group.

Mandate
— The mandate of each OMC group will be finalised in the Cultural Affairs Committee on the basis of a draft mandate proposed by the Commission in accordance with Chapter IV.

Working procedures
— OMC groups will concentrate on delivering concrete and usable results on the subject requested.
— Each OMC group will prepare its work schedule according to this Work Plan for Culture.
— Each OMC group will be responsible for appointing its chair or co-chairs at the first expert group meeting.
— The Commission will provide expertise and logistical support for the work of the OMC groups. As far as possible, it will also support the OMC groups by other suitable means (including a kick-off meeting and studies relevant to their field of work).
— To support the exchange of good practice, meetings of the OMC groups including study visits may also take place at the invitation of a Member State.

Reporting and information
— The chairs of the OMC groups will report to the Cultural Affairs Committee on the progress made and outcomes achieved. If appropriate, the Cultural Affairs Committee will provide further guidance to the OMC groups, in order to ensure the desired outcome is achieved within the desired time frame.
— The agendas and minutes of the meetings of OMC groups will be available to all Member States, irrespective of their degree of participation.
— The final reports of the OMC groups will be published, and executive summaries should be translated by the Commission into all official EU languages.
ANNEX II

Main political references (1)

— Communication from the Commission on A New European Agenda for Culture of 22 May 2018 (COM(2018) 267 final)


— Conclusions of the European Council of 14 December 2017 (EUCO 19/1/17 REV 1)

— Consolidated version of the Treaty on European Union and the Treaty on the Functioning of the European Union with special attention to Articles 8, 10 and 167 TFEU (OJ C 326, 26.10.2012, p. 13)

— Council conclusions on an EU strategic approach to international cultural relations (OJ C 189, 15.6.2017, p. 38)

— Council conclusions on cultural and creative crossovers to stimulate innovation, economic sustainability and social inclusion (OJ C 172, 27.5.2015, p. 13)


— Council conclusions on promoting access to culture via digital means with a focus on audience development (OJ C 425, 12.12.2017, p. 4)

— Council conclusions on the need to bring cultural heritage to the fore across policies in the EU (OJ C 196, 8.6.2018, p. 20)

— Council of Europe Recommendation of the Committee of Ministers to member States on gender equality in the audiovisual sector (CM/Rec(2017) 9)

— Debate on education and culture under the Leaders’ Agenda on 17 November 2017 in Gothenburg including the Communication from the Commission on Strengthening European Identity through Education and Culture (COM(2017) 673 final)


— Report by the Commission on the implementation and relevance of the 2015-18 Work Plan for Culture

— Report by the Friends of the Presidency Group on certain elements of the future EU strategic approach to international cultural relations (9952/18)

— Rome Declaration of 25 March 2017


— UN Resolution ‘Transforming our world: the 2030 Agenda for Sustainable Development’ (2015)

(1) In alphabetical order