



**EUROPEAN COMMISSION**  
Employment, Social Affairs and Inclusion DG  
Employment and Social Legislation, Social Dialogue  
**Social Dialogue, Industrial Relations**



## **European sectoral social dialogue committee 'Live Performance' Work programme 2012<sup>1</sup> – 2013**

The work programme 2012-2013 comprises 6 main headings:

1. Social dialogue and the role of the sectoral social partners
  - Strengthening capacities of social partners in the Live Performance sector across the EU
  - Role of social partners in the changing environment of the Live Performance
2. Health and safety
  - Risk assessment
  - Risk prevention
  - Integration of OSH in education and training
3. Training and skills
  - Skills Councils project
  - ESCO Taxonomy
  - Career transition
4. Mobility of workers in the performing arts sector
5. Public funding
  - Impact of the economic crisis on the sector
  - European issues related to public funding
6. Follow-up of EU initiatives
  - Representativeness study
  - EU initiatives

The main outcomes expected are:

- Strengthening social partner structures
- Exchange of practices in various domains
- Joint statements on issues of common interest
- Project results (social dialogue; skills council)
- Development OiRA tool for touring productions
- Contribution to ESCO taxonomy
- Studies or research

<sup>1</sup> Following meetings are planned in 2012: Monday 05/03/2012: WG ; Tuesday 12/06/2012: WG ; Thursday 13/09/2012: WG ; Thursday 25/10/2012: SG ; Tuesday 04/12/2012: PL.

## 1. Social dialogue and the role of the sectoral social partners

- **Strengthening capacities of social partners in the Live Performance sector across the EU**

The EU sectoral social partners have undertaken several projects since 2004 with a view to integrating the new Member States in the EU sectoral social dialogue and to strengthen social dialogue in the different EU Member States. In 2011 both the employers' and workers' delegations undertook separate projects to strengthen the capacities of their members, which will continue on into 2012.

- Social partners will keep each other informed about the progress and outcomes of their separate projects.
- Social partners will exchange views on how best to build on the findings of their projects and the possibility of undertaking joint action on that basis to explore ways to further strengthen social dialogue across the EU and involve national partners in particular of the new Member States.

**Timing:** end of 2012.

Updates to be shared as the projects come to a close in 2012 – discussion on possible further joint action to be linked to this.

**Expected outcome:** to share experience emerging from present initiatives and to explore the possibility of future renewed joint action after 2012.

- **Role of social partners in the changing environment of the Live Performance**

Social partners have an important role in their sector to guarantee sustainability, provide a framework for working conditions and act as partners to the ministries of culture and of employment in the respective Member States.

As the sector of the Live Performance is undergoing changes with the new forms of project led organisations, freelancers and micro-enterprises, this leads to important challenges for social partners to respond and find solutions to those developments.

- Social partners will exchange views on this topic, possibly with the involvement of external experts.
- Social partners may decide to explore a further study on this topic, possibly with the aid of Eurofound.

**Timing:** throughout 2012 and 2013.

**Expected outcome:** better understanding of the labour market changes in the sector and responses to these changes in various Member States.

## 2. Health and Safety

- **Risk assessment**

The theme of risk assessment remains on the work programme 2012-2013 to allow for further exchange on national actions and to further explore the development of an interactive online tool based on the OiRA tool developed by the European Agency for Safety and Health at Work.

- Social partners will work towards a joint statement highlighting their exchange of views, the work of the Bilbao agency, the existing toolkits and the overall value of such initiatives.
- Social partners will also focus on developing a tool to facilitate the risk assessment in the case of touring productions, as this has a genuine European dimension.

**Timing:** throughout 2012 and 2013.

**Expected outcome:**

- a joint statement on risk assessment;
- development of OiRA tool as support for touring productions.

- **Risk prevention**

The theme of risk prevention will be the core theme of the campaign 2012-2013 of the European Agency for Safety and Health at Work. The campaign title is 'Working together for risk prevention'.

- Social partners will further explore this theme on the basis of the information put available by the Bilbao agency and exchange views.
- Social partners intend to exchange views on practices and examples with a view to promote risk prevention in the sector.
- Campaign material from the European Agency for Health and Safety at Work which is helpful to the sector's activities may be distributed.
- A special meeting might be considered, organised in collaboration with the Bilbao Agency.

**Timing:** throughout 2012 and 2013.

**Expected outcome:** exchange on issues related to risk prevention and promotion of campaign material from the Bilbao agency in the sector.

- **Integration of occupational safety and health in education and training**

The 'mainstreaming of OSH' in education and training is a good way of fostering awareness of good practice and potential risks for young people from the outset of their careers. Besides risk assessment and risk prevention also other specific issues in the context of health and safety may be explored (such as noise or musculoskeletal disorders).

- Social partners will hold exchanges with education and training bodies on the integration and awareness raising of OSH in the curriculum.
- Social partners will also, drawing on good practices, explore to develop proposals or recommendations to education and training institutes, as well as professional bodies involved in risk assessment and risk prevention policies.

**Timing:** throughout 2012 and 2013.

**Expected outcome:** exchange and awareness raising of health and safety aspects in education and training.

### **3. Training and skills**

- **Skills Council project**

In 2012, the joint mapping of skills councils in the Audiovisual and Live Performance sectors in the EU, with a view to the possible piloting of a sectoral skills council, will be an important theme of work.

- The work will be led by a steering group and consultant, but there will be regular updates to the social dialogue committee.
- Social partners will also be involved in the mapping work at national level, which will be dependent on their support and input.
- In particular social partners will need to reflect on the outcomes of the mapping and the utility of pursuing the creation of a skills council jointly or for one or both sectors.

**Timing:** throughout 2012.

**Expected outcome:** detailed mapping of skills bodies for the sector throughout the EU and decision on whether to pursue the creation of a skills council in 2013.

- **ESCO Taxonomy**

The European Skills, Competences, qualifications and Occupations Taxonomy aims at providing a common language between the world of education and training and the world of work in order to bridge the gaps. In order to develop a multilingual, structured and easy-to-use terminology the involvement of stakeholders is required.

- Following a presentation in 2011, social partners offer to support the work of the Commission, thereby focusing on the skills and occupations taxonomy for the Live Performance sector.

- A small group of experts from social partners will be in touch with the appropriate Commission services in view of establishing a reference group. A work plan and methodology will be developed so that concrete input can be provided.

**Timing:** Throughout 2012 and 2013.

**Expected outcome:** Updated ESCO skills taxonomy for the Live Performance sector.

- **Career transition**

Career transition is a particular issue for a group of artists for whom the career is basically limited by the age. Career transition and lifelong learning is an obvious question for these artists. Starting from the FIA study and project on Career Transitions for Dancers, the European theme of new skills for new jobs will be further explored through examples and presentation of systems and models that are put in place in different Member States.

**Timing:** 2012.

**Expected outcome:** exchange information and presentation of different models in practice.

#### **4. Mobility of workers in the performing arts sector**

This topic concerns the free movement of workers and highly mobile people – travelling within the EU, third-country nationals travelling to the EU, European performers travelling to other parts of the world (in particular the USA) – and includes questions related to social security, labour law, visas and work permits or other areas.

- Social partners, upon mutual agreement, can bring forth issues of common interest.
- Social partners can invite, upon mutual agreement, external speakers in the context of ongoing EU initiatives or EU proposals.
- Social partners will also build in moments to stay in touch with ongoing EU initiatives in the context of EU culture policy and EU cultural projects (such as Practics) with a view to feeding into them where relevant.
- Social partners may consider to invite Eurofound to conduct a research or study in relation with a particular question.

**Timing:** This will be a rolling agenda item, included where there are relevant developments to discuss.

**Expected outcome:** exchange information and raise awareness on every possible aspect of mobility in the sector, such as employment and social security, and when relevant establish a joint letter/statement/position.

#### **5. Public funding**

- **Impact of the economic crisis on the sector**

Due to the reduced government budgets in EU Member States, including the budget for the performing arts, the sustainability of the sector is under great pressure. Monitoring this change in the sector is necessary to respond adequately and to ensure the sustainability of the sector.

- Maintain this as a rolling agenda item to allow for further exchange on the situation in different countries and responses of the sector to reduced funding.
- When relevant, develop a joint statement on the reduced public funding in support of social partners struggling with cuts.
- Possible commissioning of a study or monitoring report on the developments and changes if relevant.

**Timing:** Ongoing in 2012 and 2013.

**Expected outcome:** exchange on the situation across the EU; establishment of a joint statement/campaign when appropriate; analysis from independent (or academic) source if relevant.

- **European issues related to public funding**

Also other issues at European level may affect the state support of the arts, such as in the fields of State Aid or Services of General Interest or Public Services.

- In case of EU initiatives of importance in this context, exchange with the European Commission services.

**Timing:** when relevant.

**Expected outcome:** exchange with experts on specific topics, with a view to influencing the policy debate where possible and appropriate.

## **6. Follow-up of EU initiatives**

- **Representativeness study**

In 2011 DG Employment announced to undertake a representativeness study on the Live Performance sector in the EU-27 Member States. The study is expected to be completed and validated by the European social partners in 2012.

**Timing:** when relevant exchange at meetings in 2012.

**Expected outcome:** exchange with Eurofound and validation of the representativeness study.

- **EU initiatives**

Follow-up of EU initiatives in the field of employment and social affairs, in other fields of relevance to the Live Performance sector, such as internal market (including intellectual property), or initiatives of other sectoral social dialogue committees.

- Whenever appropriate, speakers from the European Commission may be invited to make a presentation to the committee on a topic of relevance.

**Timing:** throughout 2012 and 2013.

**Expected outcome:**

- Exchange on activities in other sectors and on initiatives by the European Commission which are of relevance to the LP sector;
- Possible joint input on EU policy developments, where appropriate and possible;
- Replies to impact assessments, where appropriate.