



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' Two Year Work programme 2014¹ – 2015

The work programme 2014-2015 comprises 6 main headings, subject for revision at the end of 2014:

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; monitoring of the emergence of intermediary organisations and their impact on social dialogue
 - Exchanges on joint working on possible new themes for the committee (such as gender equality, anti-discrimination, ageing, or others)
2. Health and safety
 - Risk assessment – follow-up and dissemination of the OIRA tool
 - Risk prevention and continued exchange on integration of OSH in education and training
3. Training and skills
 - Skills Councils project
 - ESCO Taxonomy
4. Mobility of workers in the performing arts sector
 - Double taxation: joint advocacy and follow-up of common position
 - Transport of musical instruments on planes
 - Visas to the US
5. Public funding
 - Impact of the economic crisis on the sector
 - European issues related to economic situation of the sector
6. Follow-up of EU initiatives
 - EU initiatives

¹ Following meetings are planned in 2014: Monday 17/03/2014: WG ; Monday 23/06/2014: WG; Friday 03/10/2014: WG; Monday 15/12/2014: PL

The main outcomes expected are:

- Strengthening social partner structures
- Exchange of practices in various domains
- Joint statements on issues of common interest including double taxation and transport of instruments on planes
- Project results (social dialogue; skills council)
- Promotion and dissemination of OiRA tool for touring productions
- Creation of a Skills Council for the Live Performance and Audiovisual sectors
- Finalisation of the ESCO taxonomy
- Exchanges on joint working on possible new themes for the committee (such as gender equality, anti-discrimination, ageing, or others)
- Studies or research

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 were completed in 2012. Joint action in this area has not been undertaken since 2010 and the time may well be ripe for a new joint initiative

- 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.
- An exchange on the possibility of extending/strengthening social dialogue through information-gathering on the state of organisation and representation of commercial live performance in the new member states could be scheduled. This would examine a mapping of structures, labour market and the state of social dialogue as regards non-subsidised or partially subsidised structures in the fields of music, dance and theatre in comparison to the state funded or subsidised (public) sector. .

Timing: end of 2015.

An exchange on this matter can be scheduled in 2014 – the opportunity of pursuing thematic or geographic work will be explored and a possible joint project could be pursued in 2015.

Expected outcome: to update on the current challenges and concerns of the social partners and the challenges for social dialogue across the EU. Possible joint project where issues of common concern can be identified and a joint project developed.

- **Role of social partners in the changing environment of the Live Performance; monitoring of the emergence of intermediary organisations and their impact on social dialogue**

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 continue to exchange views on this topic, possibly with the involvement of external experts.

- Social partners will monitor and exchange information on initiatives from other civil society organisations, the emergence of intermediary organisations and their impact on social dialogue and social protection systems. Joint actions can be considered as relevant.
- Social partners may decide to explore a further study on this topic, possibly with the aid of Eurofound.

Timing: throughout 2014 and 2015.

Expected outcome: better understanding of the labour market changes in the sector and responses to these changes in various Member States. Possible joint statement/action in relation to the management of these changes.

- **Exchanges on joint working on possible new themes for the committee (such as gender equality, anti-discrimination, ageing, or others)**

Social partners have previously discussed the feasibility of including other items in the Committee work programme. Competing priorities have meant that new items which are at the core of social dialogue work have not been concretely taken forward to date, It seems important to start exchanging on this issue to lay foundations for possible future joint working, where it is considered relevant. This could follow from research or projects undertaken by one of the social partners (such as on work-life balance, or on transition of performers), or in other social dialogue committees (such as on equality) or following from actions in different member states

- social partners will exchange on a list of various topics addressed and present those at the meetings planned in 2014
- social partners will consider which topics can be further explored as a specific item on the work programme 2015 and / or beyond

Timing: exchange throughout 2014, with proposals for adjustment of work programme 2015.

Expected outcome: exchange on various topics of interest to social partners and identification of possible new themes as from 2015

2. Health and Safety

- **Risk assessment**

The theme of risk assessment remains on the work programme 2014-2015 to allow for the promotion and dissemination of the interactive online tool for risk-assessment in the live performance sector., which will be the outcome of the 2013 joint project on this topic. The tool will primarily facilitate the risk assessment in the case of touring productions, as this has a genuine European dimension. But equally there is scope to engage national social partners in its adaptation for national use, where there is a need and a demand. It will be vitally important to ensure dissemination and take-up of the tool, if it is to have an ongoing impact: a project may be the best vehicle to do this.

- **Timing:** throughout 2014 and 2015.
- **Expected outcome:**
 - Information session on the final OIRA tool, following the testing phase and finalisation.
 - Possible joint project on promotion and dissemination of the tool.

- **Risk prevention and integration of OSH in education and training**

Prevention will continue to be an important theme to explore in relation to health and safety. 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. The exchange that was begun under the previous work programme will continue and take in some of the important issues that are specific to the Live Performance sector

- Social partners will continue to exchange views on practices and examples with a view to promote risk prevention in the sector.

- 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 2014 and 2015
- **Expected outcome:** Joint recommendations on Prevention and better integration of OSH awareness in 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, took place. The decision of the social partners at the end of the feasibility study was to proceed to the first phase of creation of a skills council. Assuming that the submission under the call closing January 2014 is successful, this will be an important theme of work in 2014 and 2015.

- The work will be led by a social partner steering group and full time coordinator, but there will be regular updates to the social dialogue committee.
- Social partners will also be involved in the important definition and consolidation work in relation to the shape and scope of the planned Council
- Social partners will be involved at national level in the planned thematic events, as well as the final event in Brussels
- Social partners will be closely involved in reviewing and contributing to the first phase gathering of labour market intelligence.

Timing: throughout 2014 and 2015.

Expected outcome: The first phase creation and consolidation of a European Sectoral Skills Council for the Live Performance and Audiovisual sectors

- **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. Social partners are closely involved with this work of the Commission as regards the skills and occupations taxonomy for the Live Performance sector, through the participation of a small group of experts from social partners in the Live Performance reference group.

- The committee will stay closely in touch with the reference group to stay abreast of its progress and feed in if necessary and appropriate
- The social partners will also liaise with the newly created skills council about this work to bring it in to the wider skills debate.

Timing: Throughout 2014.

Expected outcome: Updating of the ESCO skills taxonomy for the Live Performance sector.

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, taxation, visas and work permits, travelling with music instruments 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 continue their joint advocacy work as regards the transport of musical instruments on planes.
- Social partners will also work to open a dialogue with the permanent representation of the US to the EU on the issue of visas to the US
- Social partners will follow up to the joint statement on double taxation and develop joint advocacy on this issue, including gathering of information from the sector and possibly including alliance building with the sports sector as well as a wider international coalition.
- Social partners will continue to follow the Commission's task force on highly mobile workers and give consideration to the relevance and applicability of its findings in relation to the Live Performance sector.

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. Joint advocacy work including letters, statements and engagement with decision-makers on the issue of transport of musical instruments and visas to the US. Joint statement on double taxation and development of advocacy in the area.

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.
- Exchange on the possibility of joint campaigning in this area in order to be a voice for the value and potential of the sector at a time when it is undergoing huge challenges

Timing: Ongoing in 2014 and 2015.

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

- **European issues related to the economic situation of the sector**

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 others.

- 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

- **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 2014 and 2015.

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 or consultations, where appropriate.