

## European sectoral social dialogue committee 'Live Performance' Two Year Work programme 2018<sup>1</sup> – 2019

### The work programme 2018-2019 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 – research project on social dialogue in the commercial sector.
  - Continuation of exchanges on anti-discrimination, diversity, equal opportunities and gender equality in the Live Performance sector, with a special focus on the #metoo campaign
2. Health and safety
  - Risk assessment – continued maintenance and dissemination of the OiRA tool, with timely reviews of content
  - Exchange on building partnerships with healthcare practitioners specialised in the arts.
  - Risk prevention and continued exchange on integration of OSH in education and training
3. Training and skills
  - Creative Skills Europe: project and follow up work, participation in ongoing project work
  - Transition and employability
  - Follow up on ESCO
4. Mobility of workers in the performing arts sector
  - Double taxation: joint advocacy, follow-up of common position
  - Transport of musical instruments
  - Visas to the US
5. Public funding
  - Value of public investment in culture: continued joint advocacy
  - European issues related to economic situation of the sector
6. Follow-up of EU initiatives
  - EU initiatives

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<sup>1</sup> Following meetings are planned in 2018: WG: Friday 02/03 - WG: Mon 11/06 - PL: Tuesday 09/10

## **The main outcomes expected are:**

- The start of an in-depth mapping of the commercial live performance sector with a first regional research project;
- Information gathering and exchange - gender equality
- Ongoing promotion and refinement of the OiRA tools for live performance and increased take-up in the Member States; review and possible expansion to include new topics as considered relevant.
- Exchange on partnerships with healthcare practitioners specialised in the arts
- Joint statements or letters on issues of common interest in the field of mobility and further development and use of joint positions, briefing notes or other guidance for use in the sector
- Project results (OiRA; Creative Skills Europe) and further follow-up of the results achieved

More concretely:

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

- The primary aim is the ongoing strengthening of capacities of social partners in the live performance sector across the EU for EU social dialogue and developing the role of the social dialogue committee 'Live Performance'.
- The committee will submit a first joint research project aiming to map social dialogue in commercial live performance, as a sector that tends in general to have a less developed social dialogue. The project will encompass a group of some 5 countries and undertake a mapping of structures, labour market and the state of social dialogue as regards non-subsidised structures in the fields of music, dance and theatre in comparison to the state funded or partially subsidised (public) sector. The committee will closely monitor this work and seek to build on it.
- We would also continue to develop expertise and commonalities on anti-discrimination, diversity, equal opportunities and gender equality, through the sharing of practices and examples in the live performance sector of social partners. This could include the presentation of a tool for self-monitoring and self-assessment (inspired by the #WFT tool); and an exchange of good practice policies and protocols in the context of the #metoo.

### **TIMING**

- All EU social dialogue committee meetings in the course of 2018 and 2019.

### **EXPECTED OUTCOME**

- Joint project on social dialogue in the commercial sector;
- Deepening of understanding on the role of social partners in relation to gender equality and anti-discrimination, including the presentation of possible practical tools

### **2. Health and safety**

- The key responsibility of the committee in this area will continue to build on its joint tools in the area of risk assessment – this will involve follow-up and dissemination of the OiRA

tool, as well as regular stock-taking on use/content and possible adjustment of the OiRA tool, where necessary. Possible new elements for inclusion could be reviewed and discussed, such as a risk assessment and prevention approach to stress management and to bullying and harassment in the workplace.

- Risk prevention and continued exchange on integration of OSH in education and training – possible continued partnership with the Bilbao Agency around this area.
- Other relevant issues in the field of health and safety, including good practice exchange with specialised healthcare practitioners specialised in the Arts sector.

#### **TIMING**

- Continuation and follow-up of dissemination activities and uptake in Member States throughout 2018-2019

#### **EXPECTED OUTCOME**

- Reporting at EU social dialogue on roll-out, take-up, and review and renewal of the OIRA tools.
- Identification of further uptake of the EU tool into national tools
- Engagement with healthcare practitioners specialised in the Arts sector.

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

- The ongoing work of the Creative Skills Europe project will be the main focus of the work of the social dialogue committee in 2018; this takes place in partnership with the social partners in the Audiovisual social dialogue committee.
- The work in relation to the live performance sector of the ESCO reference group will also continue to be followed in the general EU context of skills, competences, qualifications and occupations.
- Transition, employability, skills development and analysis are also topics that will remain on the agenda. This can be subject of projects or other initiatives in which social partners are involved for specific categories of workers or in specific countries.

#### **TIMING**

- Close engagement with Creative Skills Europe project and regular reporting on project activities throughout 2018.
- Exchange on state of play of other initiatives when relevant at social dialogue meetings

#### **EXPECTED OUTCOME**

- Finalisation of three thematic reports by end 2018, based on expert workshops and final conference.
- Discussion on possible future project to continue to grow and expand the Creative Skills Europe Network, possible submission of such a project in the course of 2018, under the relevant calls
- Participation in and close follow-up of any such project beyond 2018.
- Exchange and follow-up of all other EU initiatives in relation to skills, in which social partners or respective members have been or are involved or which have a direct bearing on the live performance sector

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

This will continue to run through all the work of the social dialogue committee as a key theme. Exchange of experience and information will continue around specific themes, such as:

- Double taxation: joint advocacy in this area will continue to be developed. The social partners will continue to follow-up their common position and build on past work to continue to build joint advocacy in relation to key bodies such as the OECD and possible develop partnership with the sports sector, if relevant.
- Travelling with musical instruments and the challenges in this area will also continue to be an area of joint working – particularly in relation to the transport of musical instruments on airplanes and the issues thrown up in relation to CITES certification of musical instruments in the context of mobility.
- Ongoing challenges in relation to the issuing of Visas to the US for performers (or visas for performers travelling to Europe) will also remain an area of focus. The social partners will continue to track and report on problems to relevant stakeholders and to stay abreast of national level experiences in this matter.

#### **TIMING**

- Throughout 2018 and 2019

#### **EXPECTED OUTCOME**

- Joint advocacy regarding the abolition of double taxation of performers, building on past work, towards the EU and in the Member States, as well as at OECD level.
- Exchange on the relevant EU initiatives and regulations on travelling with musical instruments on airplanes and when containing protected species
- Joint advocacy in relation to visa issues affecting performers who travel to the US or performers travelling to Europe

#### **5. Public funding in the live performance sector**

- The social dialogue committee has had long exchanges on this issue of the value of public investment in culture, which led to the adoption in principle of a joint statement at the 2015 plenary. This serves as a basis for joint advocacy where the opportunity arises.
- The social dialogue committee will also continue to monitor European policy developments related to economic situation of the sector and to take stock of developments at national level in this area and their impact on the sustainability of the sector in the future.

#### **TIMING**

- Throughout 2018 and 2019

#### **EXPECTED OUTCOME**

- Joint advocacy on the basis of the established joint position on this topic
- Exchange on developments across the EU

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

- This will include policy initiatives such as the renewed role for social partners, social pillar, new skills agenda, or other cross-cutting initiatives with possible implications for the sector (eg: international trade agreements, others,...).
- The sectoral social partners will stay abreast of such initiatives, with the support of its Commission coordinator and inviting relevant external speakers where relevant.

#### **TIMING**

- Every EU social dialogue committee meeting throughout 2018 and 2019

#### **EXPECTED OUTCOME**

- Exchange on issues of interest to the social partners
- Potential actions in form of joint positions or statements