



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue
Social Dialogue, Industrial Relations

SECTORAL SOCIAL DIALOGUE
COMMITTEE
LIVE PERFORMANCE

**MINUTES
MAIN WORKING GROUP MEETING
04/04/2011**

Chair: Mr Anthony MARSCHUTZ (EAEA, workers)

1. Opening of the meeting – Approval of the draft agenda – Approval of the draft minutes of the Working Group meeting of 4 February 2011

The draft agenda was approved without modifications.

The draft minutes of the main working group meeting of 4 February 2011 were approved.

2. Mobility

- **Presentation of the Practics project and presentation of a culture mobility info point**

Richard Polacek presented the Practics project¹ that aims at facilitating artists' mobility. This 3-years pilot project (running until end 2011) includes amongst others the support for the development of national Mobility Info Points and promoting coordination and networking at national and international level to ease mobility (see presentation in annex).

Greet Souvereyns explained the functioning of one of the Mobility Info Points, the Flemish "Kunstenloket"² (see presentation in annex).

In the ensuing discussion, the following issues were raised: the continuity of these initiatives after the pilot project comes to its end and the financing structure of the current/future Mobility Info Points – in view of the fact that this depends currently very much on the political choices and funding possibilities at national level; the importance of involving the social partners in the management structure of the Info Points and the need for reliable information, verified by the social partners; how many Info Points a country should ideally have and at which level it/they should be located (national, regional, municipal,...).

¹ <http://www.practics.org/>

² <http://www.kunstenloket.be/>

It was **agreed** that the SSDC will reflect on possible further action in this domain. As a first initiative, the SSDC will write a joint letter in view of the upcoming adoption of a recommendation on information on mobility for artists at the meeting of the Ministers of Culture on 19-20 May.

Richard Polacek informed the committee that on the same dates a conference of the cultural mobility information network "On the Move"³ will take place in Budapest. An appeal will be made there to Member States to remove obstacles to mobility for culture workers.

- **Information on the mobility workshop of the Cultural and Creative industries platform on 23 June**

Fabien Miclet of the European Music Office informed that committee of the ongoing work of the European Platform on the potential of Cultural and Creative Industries⁴ – for which the EMO acts as the secretariat.

He reminded the committee of the mission of the Platform, namely to provide input and policy recommendations to the European Commission, thus contributing to the implementation and further development of the European Agenda for Culture. In September 2009, the Platform presented its first policy recommendations, covering such issues as: mobility, access to finance, taxation, education and training,...

At a conference in June 2010, it was agreed to organise 5 thematic workshops to further deepen these recommendations. The topic of circulation of artists (and works) will be addressed in a 1-day workshop on 23 June, with the collaboration of core organisers EMO, FIM, Pearle* and the Roberto Cimetta Fund. The objective is to develop very precise and concrete recommendations on the topic for the European Institutions, as well as for national governments.

In this context, Richard Polacek referred to the document with "Recommendations on Culture Mobility" from the 4 arts mobility pilot projects, in which Practics made specific recommendations to remove obstacles to mobility⁵.

3. Feedback from DG Employment on ongoing activities

Stefaan Ceuppens (SC) provided an update on EU initiatives with relevance to the employment and social domain, including: the adoption by the European Council of 24-25 March of the Euro Plus Pact, reinforcing the economic pillar of the monetary union; the Commission's report on the implementation of the 2004 European social partners' Framework Agreement on Work-related stress; the ongoing calls for proposals supporting social dialogue; the state of play as regards the revision of the Working Time Directive; the first results of the consultation on the Green Paper on pensions; the first European Equal Pay Day that was organised on 5 May; the publication of the 2010 report on Industrial Relations in Europe; a number of currently running public consultations (see presentation in annex).

³ <http://on-the-move.org/>

⁴ http://ec.europa.eu/culture/our-policy-development/doc1583_en.htm

⁵ http://www.practics.org/Useful_documents

4. Risk Assessment

- **Presentation of the study on symphony orchestras in Spain**

Maria José Laguna reported on a study occupational health problems in symphony orchestras in Spain, examining both physical (musculoskeletal) and psychosocial aspects. It concludes that only part of the musicians' health problems can be attributed to the musical instrument practice as such. Important factors are related to work conditions/organisation, e.g.: the degree of autonomy and involvement in decision making; work pressure; physical aspects of the work environment (light, temperature, noise,...); the focus on individual performance that can provoke stress. The study recommends improving the working conditions, the establishment of specialised medical centres and a revision of musicians' retirement age and proposes conducting a Europe-wide study on the issue (see presentation in [annex](#)).

Following the presentation, an exchange took place on the following issues: the complexity of tackling the noise problem, referring to individual differences as regards sensitivity to noise as well as personal preferences, even if the Directive concerned⁶ stipulates clearly that collective measures should be taken to reduce noise levels to an "acceptable risk" level, the provision of personal protective equipment to be considered only as a last resort; the importance of regular dialogue between the orchestras' management and the musicians for tackling and if possible preventing the problems raised in the study; due attention should be paid to raising awareness and training on prevention, including in the conservatories' curricula.

- **Presentation of the risk assessment tool REcoEP**

Chris Van Goethem introduced the topic by referring to the past Theatre Technical Training (TTT) and the Live Performance Technics (LPT) projects, in which competency profiles of theatre technicians were established. These competency profiles were adapted to the Flemish situation and tools linked to those profiles are being developed, for training at the workplace, for education and for risk and ecological assessment.

Jan Ackenhausen presented the tool for the Risk and Ecological assessment of stage production processes (REcoEP⁷ – "Risk and Ecology Evaluation for Performing arts production"). The objectives of the tool are: to bring risk assessment to the work floor (instead of the usual top-down approach); to raise awareness about each individual's responsibilities; to make an accurate assessment based on specific activities; to improve risk management; to make sustainability part of the safety reflex.

5. Representativeness study by Eurofound

SC informed the committee that the Commission has requested the European Foundation for the Improvement of Living and Working Conditions to conduct a new representativeness study on the live performance sector, the previous study dating back to 2005⁸ and not including the new Member States. Eurofound is organising an

⁶ Directive 2003/10/EC of the European Parliament and of the Council of 6 February 2003 on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (noise).

⁷ <http://www.podiumtechnieken.be/onderzoek/recoep/EN>

⁸ http://www.uclouvain.be/cps/ucl/doc/trav/documents/Rapport_EN_culturemedias.pdf; the 2005 study covered the "culture and media" sector.

information meeting on 7 April to inform the secretariats of the social dialogue committees concerned about the methodology and the scope of the studies.

6. Skills and training

Thomas Dayan reminded the committee of the meeting organised by DG EAC in January on the Commission's proposal to explore the possibilities of establishing culture skills councils at EU level and the discussion at the committee's meeting of 4 February, concluding that an all-inclusive culture skills council was not an option. It was agreed to consider engaging in a mapping exercise in collaboration with the audiovisual committee.

Both from the trade union and the employers' side of the 2 committees, there is an **agreement** to join forces on this issue. The secretariats will meet to further discuss the content of such an initiative and consider a joint application for funding of the *mapping exercise phase*. DG EAC will be informed of this decision.

7. Impact of the crisis

Several delegates informed about the situation in their countries, including Slovakia (recommendation to "reduce activities" to the opera houses and orchestras falling under the Ministry of Culture), IT (following the replacement of the Minister of Culture, the envisaged budget cuts have been dropped; need for structural change to avoid continuous uncertainty about annual funding), UK (reduction of the budgets of the Arts Council of England by 20%, with an uneven reallocation of funds among organisations; encouraging supportive reaction by the public opinion for the culture sector), Germany (reminder of the day of action of the culture sector on 21 May – see website <http://kulturstimmen.de/>), FR (conference in December on the tendency of merging orchestras); PL (budgets more or less maintained; the fight against the new government bill on employment and working conditions in the culture sector continues), BE (budgets in Flanders reduced by ± 2,5%; studies on the possibilities of creating a pool of musicians that could play in different orchestras and of merging 2 orchestras), ES (temporary lay-offs, reduction of salaries of some 8%, subsidies being cut by up to 40%; no joint action due to the lack of organisation of the employers).

8. AOB

No issues were discussed under this point.

Annexes

- Point 2 – Presentation Practics
- Point 2 – Presentation Kunstenloket
- Point 3 – Presentation ongoing activities in the field of employment and social affairs
- Point 4 – Presentation Occupational health of the Symphony Orchestra musicians
- Point 4 – Presentation REcoEP

Annex: List of participants 04/04/2011

<u>Employers</u>	<u>Workers</u>
<p>Pearle* Ms Alexandra BOBES (FR) Ms Joëlle BOULLIER-DEBUF (FR) Ms Anita DEBAERE (BE) Mr Louis GEISLER (BE) Mr Momchil GEORGIEV (BG) Ms Claire GUILLEMAIN (FR) Mr Matti HOLOPAINEN (FI) Mr Julius KLEIN (SK) Ms Ilka SCHMALBAUCH (DE) Mr Henrik STALSPETS (SE)</p> <p>10 employers representatives (5 women, 5 man) (2 new MS, 8 old MS)</p>	<p>EURO-MEI Mr Heinrich BLEICHER-NAGELSMANN (DE) Ms Hanna HARVIMA (BE) Mr Antonio MUÑOZ LOBATON (ES) Mr Pierre VANTORRE (FR) Mr Pier VERDERIO (IT)</p> <p>FIA Mr Paul FLEMING (UK) Mr Marten GUNNARTZ (SE) Mr Stanislas IDE (BE) Mr Maciej PACUŁA (PL) Ms Katalin RAKSI (HU) Ms Laurette MUYLAERT (BE)</p> <p>FIM Mr Valentin CENTENERO GALLEGRO (ES) Mr Thomas DAYAN (FR) Mr Anthony MARSCHUTZ (FR) Ms Diane WIDDISON (UK)</p> <p>15 workers representatives (4 women, 11 men) (2 new MS, 13 old MS)</p>
<p><u>Other participants</u> Mr Jan ACKENHAUSEN (Researcher for REcoEP, BE) Ms Maria José LAGUNA MILLAN (Andalusion Health Services, ES) Mr Fabien MICLET (European Music Office, BE) Mr Richard POLACEK (Expert Practics, CZ) Ms Greet SOUVEREYNS (Kunstenloket, BE) Mr Chris VAN GOETHEM (TEAD, BE)</p>	
<p><u>European Commission</u> Mr Stefaan CEUPPENS (EMPL.B.1)</p>	