

## **Reflection Document:**

### **Themes and Challenges for the SDCLP Plenary 2011 and Work Programme 2012**

The EAEA would like to take advantage of the opportunity offered by having a steering group meeting of the SSDCLP to reflect together on the future work of the committee. We would like to review with the group what areas of work should be our focus in the months ahead and how we can best add value to and renew our work programme. We propose to re-examine our current areas of work, as well as to focus on possible new directions for the committee.

#### **Health and Safety:**

The group has focused on the area of risk assessment for the past two years. This has been an interesting exercise and certainly we have learned a great deal from the experience shared. However, the group has so far not been able to bring that experience together in the form of the interactive European Risk Assessment tool, which had been mooted as a possible useful outcome from the work. It may be that the ambition to create such a tool is still beyond the scope of the committee at the present time. We therefore propose that:

- The group continues to follow the work at national level to develop such risk assessment tools for the sector – we could for instance invite the French social partners back to present the tool that they are preparing. We could also continue to encourage our members in other countries to consider similar tools, building on the French and Dutch experience, adapting it to their own national circumstances.
- If such national examples continue to emerge and the utility of an interactive risk assessment tool becomes more broadly established in the sector, it may be useful to return to the possibility of developing a European tool, with a stronger basis on which to build.

It may also be worth looking at other ways in which we could maintain the issue of health and safety on the committee agenda. As we discussed in our exchange with the Bilbao Agency, the theme of Management Leadership and Worker Involvement is at the heart of this year's agency campaign. Perhaps there are some examples to be shared around this theme? Perhaps we could consider a joint declaration or other action if so. French social partners are running an awareness-raising campaign on protection of hearing against noise damage through Agi-son, which is a body jointly managed by employers and workers unions. This group is now developing contacts with other European groups involved on the very issue of sound in live performance. It could be useful to consider possible avenues for cooperation with them. There are certainly other such examples and it might be useful to continue to share these as basis for reflection and discussion. Perhaps a narrower focus than risk assessment could provide a good way forward for the coming year.

### **Training and Education:**

Obviously, the application for the mapping of skills councils and the examination of the possibility of creating a European sectoral skills council for the LP and AV sectors will be a very important recurring item in the coming year, if our project application is successful. It may well continue to impact on the work of the SSDCLP in the coming years.

On the specific issue of skills, we have also scheduled a discussion of the ESCO skills description and how it could be updated and renewed. This seems like a very practical and useful contribution and the challenge will be to identify how we could actually take it forward, using the tools and resources at our disposal. It might be necessary to consider a project-based way of working, or at least the engagement of an external expert to take this work forward.

FIA would also like to propose the addition of the issue of professional transitions to the agenda of the SSDCLP for next year. We would very much like to share the results of our own project on Transition Schemes for Dancers (currently drawing to a close) and broaden the discussion to other workers in the LP sector. This seems particularly relevant in the current economic climate, where pension schemes and early retirement schemes in many countries are being reduced and abolished.

### **Capacity Building and strengthening social dialogue**

The SSDCLP has effectively taken some time to focus separately on the needs of employer and worker organisations in countries where social dialogue structures are weaker. It might be useful to consider whether it would be good to consider another joint project in 2012. It would be possible to select a number of priority countries as a focus, or to go for a different approach by selecting a thematic focus. The liaison forum planned on this topic in the coming months might well be a source of interesting ideas or examples on this topic. It seems useful to plan an exchange or brainstorming on this and how to add value through such projects in relation to the timing of the calls for proposals, leaving ourselves time to submit something if we decide to do so.

### **Gender Equality – A framework of action:**

In the social dialogue committee on audiovisual, a sub-group has spent a busy year focusing on developing a framework of action on gender equality, which we hope will be adopted in the coming months: a remarkable achievement if so. In any case, the exercise in itself was a very valuable one. Essentially, the social partners took the cross-sectoral framework of action developed and adopted by the ETUC and business Europe on gender equality as their starting point and worked from that basis to identify the different issues at play specifically in the AV sector. It proved an effective way of working and allowed for frank and useful discussion. The resulting tool sets out to be a strong source of guidance and ideas rather than a rigidly binding document. This type of initiative could also potentially deliver some interesting results for the LP sector, though of course many of the issues are very different. It might be interesting to consider some exploratory exchanges and the possible

mandating of an interested sub-group to focus on the existing models and examine the feasibility of developing a framework of action tailored for the live performance sector.

**Other ongoing and rolling items:**

It is certainly important for the social dialogue committee to focus regularly on themes such as cultural policy (both European and national); mobility ; and the impact of the economic crisis. The way of working in the sector posed by the organisation SMart.be and its very rapid propagation is another important issue that the group should try to find a way of addressing in an ongoing way in its work this year and next year. Some strategic exchanges on this topic may be vital. Finally, the committee should stay abreast of new developments emerging from the Commission and parliament and look for ways to feed in where this has relevance for the sector. We should be aware of our entitlement to be involved and informed where impact assessments are being prepared with a potential impact on the sector and the right of social partners to feed in their views.