



EUROPEAN COMMISSION

Employment, Social Affairs and Inclusion DG

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

SECTORAL SOCIAL DIALOGUE COMMITTEE

LIVE PERFORMANCE

Reflection Note on Health & Safety

Plenary meeting - Tuesday 06 December 2011

Potential areas for development by the social partners in the Live Performance Sectoral Social Dialogue Committee in their 2012 Work Programme

Introduction:

Following discussions at the steering committee meeting in Brussels in September, it was decided that it would be useful to re-examine the current work of the Sectoral Social Dialogue Committee on Health and Safety, in order to give it some renewed focus and direction in 2012. The possibility was also raised of dedicating a committee meeting to this issue, as part of the upcoming work programme, and of holding it at the Bilbao Agency's premises, with a view to developing further synergies with the Agency's work programme. On this basis, the EAEA would like to put forward a number of concrete proposals, which we believe could give some useful new direction to the European Social Partners' work on health and safety. The member unions of the EAEA remain very committed to this theme of work, which is a vital one for performers across the EU and which we believe the sector must maintain as a key priority.

Risk Assessment:

There was agreement at the steering group that the committee should retain this as an issue, including by supporting and following national actions, and return to the possibility of creating a European IRAT when there is greater scope to do so. With a view to maintaining some momentum on this issue and encouraging national social partners to pursue action where relevant, we propose that the European social partners draw up a joint statement highlighting: their exchange of views; the work of the Bilbao Agency in this area; the existing national toolkits and the value of such initiatives. This statement could be addressed to both national authorities and national social partners in the sector. Thus social partners could make clear their support for the use and development of risk assessment tools and maintain the future development of a European Tool as an item on their agenda of work. The members of the working group on risk assessment could present a first draft to the committee for discussion and adoption.

Cooperation with Agi-Son:

The French social partner initiative "Agi-Son" is active on the issue of prevention of hearing damage as a result of noise in the professional music sector, particularly in relation to amplified music in the

live performance context. It has been invited to present its work at the upcoming plenary session of the Live Performance Social Dialogue Committee.

Agi-Son is in the process of linking up with similar initiatives in other EU countries with a view to developing a network. In particular, they would be interested in undertaking a comparative study, together with other EU partners, on how the Noise Directive has been applied in different countries (how it has been adapted to the sector; what mechanisms have been put in place; what difficulties have been encountered; what improvements could be envisaged etc.). This could result in the compilation and publication of a reference document and possibly guidelines for the sector.

We would like to propose that the sectoral social dialogue committee could enter into a more formal cooperation with Agi-Son on this issue. This might include involving our membership in the network, where relevant, and cooperating in the collection of information. It would certainly be worth exploring what cooperation might be possible with the Bilbao Agency on this issue and in relation to any possible future publication.

Health Insurance, Social Protection and work-related illnesses and injuries:

The question of work-related illness and injury is a very key one in the live performance sector. On the one hand, some workers in the sector may run the risk over time of repetitive strain injuries and musculo-skeletal disorders that may lead to a premature end of a performer's or technician's career. Equally, work-place accidents and injuries can put an abrupt end to a career. The question of what options may be open to a worker in this situation is an important one. It is clearly related to the question of career transition and life-long learning – also to be discussed at the plenary, starting from the presentation of the FIA project on Career Transitions for Dancers.

We propose that this item go on the work programme of the social dialogue committee, so that a number of aspects can be explored, including: how different insurance and social protection schemes take account of such accidents or injuries; the ILO's work on classification of occupational injuries and diseases; access to career transition and training and life-long learning schemes. Again, it would be worth looking for potential synergies with the work of the Bilbao Agency.

Professional training and the integration of occupational health and safety

The integration of health and safety issues into initial training of professionals in the live performance sector is a good way of fostering awareness of good practice and potential risks for young people from the outset of their careers. This "mainstreaming of OSHA" in education has been highlighted by the Bilbao Agency as a key area for improving health and safety in European workplaces.

We believe that there is good potential here for the social partners to examine good practice examples and explore this issue, possibly in partnership with education and training bodies. This will certainly be a relevant avenue to pursue with a future skills council. It would be useful to access good practice examples from other sectors through the Bilbao Agency and to look towards the

development of recommendations that are pertinent for the Live Performance sector, through drawing on national good practice.

Risk Prevention: Leadership and Worker Involvement:

This is the theme of the Bilbao Agency's upcoming campaign, starting in 2012. We believe that it is relevant for the sectoral social partners to explore the Agency's work programme in this area, including the good practice examples and guidelines that it will be promoting, in order to analyse how best to promote this approach in the Live Performance sector. Good practice exchange and liaison with the agency seem to be a good way forward on this item.