



EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change
Social Dialogue, Industrial Relations

**SOCIAL DIALOGUE
COMMITTEE
LIFE PERFORMANCE**

DRAFT MINUTES WORKING GROUP MEETING 25.09.2008

Chair: Mr S. SPENCE (EQUITY- workers).

1. Approval of the agenda

Under AOB the workers proposed to add two items:

- a. Short feedback from FIA's recent Conference on Gender Portrayal and Employment opportunities for Performers
- b. Short feedback from Cultural Platforms meeting from September

The employers agreed on this proposal. Agenda was approved.

2. Approval of the minutes of the last plenary session (20 June 2008)

The minutes of the last plenary session were approved.

3. Feedback from DG Employment on ongoing activities in the field of employment and social affairs

Beata SASINOWSKA (BS) gave an update on the latest initiatives of DG Empl. She informed about main events for 2008 (Forum on Social Rights on 9 October, Tripartite Social Summit on 15 October and Employment in Europe 2008 Conference on 25 November). From recent policy developments she highlighted in particular the "Social Agenda" adopted on the 2nd of July and the range of proposed communications and activities which it encompasses. She also informed about the ongoing works in the Council on the New Anti-Discrimination Directive and on the ongoing Commission's initiative on the New Skills and New Jobs Initiative (a Communication is planned to be adopted on 10 of December 2008). She reminded also a timetable for the planned communication on Social Dialogue. This includes sending a questionnaire to European social partners in October 2008 with around 6-7 weeks deadline for their written submissions. The Communication is due in October 2009.

4. Enlargement project:

a. Finalization project Bulgaria/Romania:

Anthony MARSCHUTZ (AM) gave a short update on the state of play of the enlargement project. There was a successful visit of the Romanian and Bulgarian colleagues to Paris (23-25 of June) where they liaised with the French actors' and musicians' unions. The visit covered the following points: general overview of the role of trade unions in France, financing mode, negotiation of collective agreements for private life performances, meeting with music teaching officer and with legal officer, discussion on fixed term contracts.

http://ec.europa.eu/employment_social/social_dialogue/sectorial25_en.htm

Anita DEBAERE (AD) talked about visit of Romanians in France. Due to a bad timing (end of August) it was a very small delegation, but employers believe in a good quality of this visit. Several questions were raised, such as relations with Ministry of Culture and with trade unions. They have also organised a meeting with Training Institute for Technicians and it is of great interest for Romania. AD has a feeling that it is a slow process in Romania and will need more investment to succeed, a method of small steps is recommended. She added that the problem is that the employers are based in their own theatres and that there is a lack of commitment from Directors' side. There is no confidence between them, and seems that they need more support from us. She thinks that they may need an expert to train them.

Julius KLEIN (JK) confirmed that more work is needed to build up a network.

b. Possible new project focussing on Malta and Cyprus with the involvement of Southern Europe

Chairman asked which geographical area is considered to be the best for the next project.

Dearbhal MURPHY (DM) said that Malta and Cyprus are good countries for the project, although they are flexible to broaden project to other countries. She pointed out that the focus on Malta would be challenging for FIA as they have no members there, though they do have one member in Cyprus.

Horace TRUBRIDGE (HT) said it may be difficult for them to be involved in the project. They have very little activities in Malta and Cyprus.

Thomas DAYAN (FIM) said that they have an experience of different projects in the past, whether regional conferences encompassing several countries or national workshops much more focused on the specific situation of the said country. He would suggest rather regional project (Mediterranean: Italy, Greece, Spain etc.,) with the involvement of some countries with a history of social dialogue (Germany, Sweden), but putting an emphasis on the presence of Malta/Cyprus. However, this option would hardly be seen as an enlargement project, which constitutes a challenge in terms of European funding. In addition, this perspective would probably make it impossible to properly address the particular characteristics of small islands like Cyprus and Malta.

Denys FOUQUERAY (DF) put under discussion two possibilities: 1) to have Cyprus and Malta based project extending to neighbouring countries or 2) to propose a regional project (Mediterranean) including and focusing on Malta and Cyprus. He asked the Commission representative which option is more favourable.

BS replied that the Commission is not in a position to suggest a geographical area for a future project. The choice of project for financing is based on a quality of project itself and on a clear justification how the project meets the needs of countries chosen.

AD said that Pearle* would prefer a broader project with southern countries involved (Malta and Cyprus in the mix).

Marko SIMCIC (MS) is in favour of broader project (involving Slovenia), as such a project may help to overcome their internal difficulties: weak representation of employers' side, not interested in social dialogue. He asked whether it is possible to ask their directors to form their representations and to join Pearle*.

Johannes STUDINGER (JS) gave two proposals: 1) brainstorming of secretariats about the situation in Cyprus, Malta, Greece and other countries and report to the Plenary Session; 2) to follow up the request from MS in a positive way through the social dialogue committee, for example through a joint letter to the government of Slovenia on this matter.

As the result of discussion social partners agreed to put the discussion into Secretariats and come back with the issue at Plenary Session.

5. Project Theatre Technicians Forum (information point):

AD informed that the project was reshaped in comparison to the previous version and submitted to the Commission for September call. They reduced the length of seminar from 3 to 2 days, but intensified it (more joint sessions of trade unions and employers). Some other changes have been made as well (e.g. strengthening possible outcomes).

6. US work permits and visas for performers travelling to USA:

DM informed that they have resent the letter to the Commission, broadening the scope of recipients (vice president Barrot, Commissioner Waldner, Spidla, Figel and EP-Committee Culture).

AD said that there is no feedback from the Commission yet. She informed that MEP Badia I Cutchet asked a parliamentary question (9 of September) so the Commission will be obliged to answer.

HT mentioned that he followed up on the presentation given by Ronald Hendrix at the last plenary in June and had an exchange on the subject regarding the proposal for a bill that is currently moving through the US Congress

Social partners agreed to come back to this issue on Plenary Session and to invite the Commission representative – Ronald Hendrix from DG Justice - if possible.

7. Health and Safety Guidelines

AD referred to DM presentation at the last session and she posed a question on a background of the guidelines (how did they come to this initiative? What are the roots?)

DM replied that the guidelines come from their internal work programme which is a result of a call from their members at the Congress. Guidelines were prepared in order to spread the knowledge and to share the experience between secretariats from different countries. It is a reply to real problems and accidents that are reoccurring in some countries.

In the discussion that followed workers raised that there is a lack of awareness amongst the artists on the health and safety issues and this should be addressed. Employers agree it's a very good and useful document, but they need a concrete action plan to come back with it to its members. TD noticed that the guidelines do not cover musicians, so it would be good to broaden their scope as well.

The workers agreed to discuss the issue within secretariat and to forward to employers a plan for further actions in this area drawing on the guidelines.

8. AOB

a. Short feedback from the London Conference on Gender Equality (14-15 September)

DM said that the Conference was organised in the framework of FIA project on Gender Portrayal and Employment Opportunities – particularly for older actresses. The Conference was an occasion to present the preliminary outcomes of research (undertaken through an online questionnaire) and there will also be a report (not yet finalised) prepared on the basis of the questionnaires. The Conference is considered as a success. Once the report is finalised FIA is happy to come back with copies of report to the next Plenary Session.

Social partners agreed to include a presentation and discussion of the report at the Plenary Session.

b. Short feedback from Cultural Platforms meeting in September

JS gave a brief presentation on Cultural Platforms meeting that took place at the beginning of September. Due to pragmatic reasons MEI is more involved in the works of 2nd platform (this is *Cultural and Creative Industries*) and participates in 4 working groups (out of 5 in total): mobility of workers, trade outside the EU, interface between creation and the industries, legal environment on EU level. So far, they have found the interchange with participating organisations as very constructive, but on the other hand there are not discussing any new issues. JS proposed to look at the state of discussion more in details during the next Plenary Session (it will be after the report from working groups and after the Plenary Session of Cultural Platforms).

AD found the Cultural Platforms useful as well, saying that there is a lot focus on intellectual property issues, and that she found it important to put other topics on the agenda such as mobility of workers and regulatory environment.

Social partners agreed to report further actions within the Cultural Platforms at the Plenary Session.

Annex: List of participants 25.9.2008

<p><u>Employers</u></p> <p>Ms Ilka SCHMALBAUCH (Pearle*) Ms Liesbeth DEJONGHE (Pearle*) Ms Anita DEBAERE (Pearle*) Mr Julius KLEIN (Pearle*)</p>	<p><u>Workers</u></p> <p>MEI Ms Yvette BUTOYI (MEI) Mr Johannes STUDINGER (MEI)</p> <p>FIA Mr Stephen SPENCE (Equity) Ms Caroline VAN GASTEL (ACOD) Mr Marko SIMCIC (GLOSA) Mr Denys FOUQUERAY (SFA) Ms Dearbhal MURPHY (FIA)</p> <p>FIM Mr Horace TRUBRIDGE (BMU) Mr Hubert BIEBAUT (ACOD) Mr Antony MARSCHUTZ (SNAM) Mr Thomas DAYAN (FIM)</p>
<p><u>European Commission</u></p> <p>Ms Beata SASINOWSKA (DG EMPL F/1)</p>	