

Draft

Work programme 2012 – 2013

Strengthening capacities of social partners in the Live Performance sector across the EU:

The EU sectoral social partners have undertaken several projects since 2004 with a view to integrating the new Member States in the EU sectoral social dialogue and to strengthen social dialogue in the different EU Member States. In 2011 both the employers' and workers' delegations undertook separate projects to strengthen the capacities of their members, which will continue on into 2012.

- Social partners will keep each other informed about the progress and outcomes of their separate projects
- Social partners will exchange views on how best to build on the findings of their projects and the possibility of undertaking joint action on that basis to explore ways to further strengthen social dialogue across the EU and involve national partners in particular of the new Member States

Timing: Updates to be shared as the projects come to a close 2012 – discussion on further joint action to be linked to this.

Expected outcome: to share experience emerging from present initiatives and to explore the possibility of future renewed joint action on that basis, from 2013 onwards.

Health and Safety:

This item is to be broadened beyond the previous focus mainly on risk assessment to take in a range of other aspects on health and safety. Possible directions for action in the coming two years will be discussed and prioritized at the 2011 plenary session, following which this draft work programme will be finalised.

- Exchange and cooperation with the European Agency for Health and Safety at Work will be an important priority in 2012 and maybe pursued through a special meeting to be hosted at the agency in Bilbao.
- Other items to be detailed following discussions in the plenary

Timing: throughout 2012 and 2013.

Expected outcome: to be defined following discussions in plenary

Training and skills:

- Skills Council Project

In 2012, the joint mapping of skills councils in the Audiovisual and Live Performance sector in the EU, with a view to the possible piloting of a sectoral skills council, will be an important theme of work.

- The work will be led by a steering group and consultant, but there will be regular updates to the social dialogue committee.
- Social partners will also be involved in the mapping work at national level, which will be dependent on their support and input.

- In particular social partners will need to reflect on the outcomes of the mapping and the utility of pursuing the creation of a skills council jointly or for one or both sectors.

Timing: Input into skills council project throughout 2012.

Expected outcome: Detailed mapping of skills bodies for the sector throughout the EU and decision on whether to pursue the creation of a skills council in 2013.

- ESCO Taxonomy:

- Following the support from the Commission to work on the skills taxonomy for the Live Performance sector, the social partners will focus on this in 2012.
- The plenary should decide how this work can best be pursued and what the precise scope will be. This work programme can then be updated accordingly.

Timing: Throughout 2012

Expected outcome: Updated ESCO skills taxonomy for the Live Performance sector

Mobility of workers in the performing arts sector:

Free movement of workers and highly mobile people: travelling within the EU, third-country nationals travelling to the EU, European performers travelling to other parts of the world (in particular the USA). Respect for proper working and contractual conditions, also in a context of mobility.

- There is a discussion scheduled on this item at the 2011 plenary which should set out the particular priorities for 2012.
- It is also important that the social partners stay in touch with ongoing EU initiatives on mobility (OnTheMove; Practics etc.) with a view to feeding in to them where relevant.

Timing: This will be a rolling agenda item, included where there are relevant developments to discuss.

Expected outcome: exchange information and raise awareness on every possible aspect of mobility in the sector, such as employment and social security, and when relevant establish a joint letter/statement/position; other elements to be included after discussions at the plenary meeting.

Gender Equality:

Following discussions in the steering committee in September 2011, the possibility was raised of exploring some new possible directions of work on gender equality in the live performance sector.

- An exchange of experiences on this item would be a valuable way of pursuing this discussion
- An information gathering exercise on existing reports and expertise on gender equality in the sector would also add depth to the discussions
- It is useful for the committee to examine the relevance of the recent Framework of Action on Gender Equality in the Audiovisual sector with a view to evaluating the possibility of pursuing a similar framework for the Live Performance sector.

Timing: First discussions and presentations at steering groups and plenary in 2012, discussion on framework of action and possible work on developing one for the sector in 2013

Expected outcome: exchange on the situation across the EU; decision on whether or not to pursue a framework of action on gender equality in the Live Performance sector.

Impact of economic crisis on the sector:

Due to the reduced government budgets in EU Member States, including the budget for the performing arts, the sustainability of the sector is under great pressure. Monitoring this change in the sector is necessary to respond adequately and to ensure the sustainability of the sector.

- Maintain this as a rolling agenda item to allow for further exchange on situation in different countries and responses of the sector to reduced funding.
- Develop a joint statement on the reduced public funding in support of social partners struggling with massive cuts.
- Possible commissioning of a study or monitoring report on the developments and changes if relevant.

Timing: Ongoing in 2012 and 2013

Expected outcome: exchange on the situation across the EU; establishment of a joint statement; analysis from independent (or academic) source if relevant.

Follow-up of EU initiatives

Follow-up of EU initiatives in the field of employment and social affairs, in other fields of relevance to the Live Performance sector, as well as of initiatives of other sectoral social dialogue committees.

Timing: each meeting.

Expected outcome:

- Exchange on activities in other sectors and on initiatives by the European Commission which are of relevance to the LP sector;
- Strive towards joint input on EU policy developments, where appropriate and possible;
- Formulating replies to impact assessments, where appropriate.