

European sectoral social dialogue committee 'Live Performance' Two Year Work programme 2016¹ – 2017

The work programme 2016-2017 comprises 6 main headings

1. Social dialogue and the role of the sectoral social partners
 - Strengthening capacities of social partners in the live performance sector across the EU
 - Best practices and examples in the live performance sector of social partners in relation to anti-discrimination or to gender equality
 - New start for social dialogue and role of the social dialogue committee
2. Health and safety
 - Risk assessment – follow-up and dissemination of the OiRA tool
 - Risk prevention and continued exchange on integration of OSH in education and training
 - Other issues in the field of health and safety
3. Training and skills
 - Skills Council project and follow up work, possible second project
 - Transition and employability
4. Mobility of workers in the performing arts sector
 - Double taxation: joint advocacy, follow-up of common position and report expert group
 - Transport of musical instruments
 - Visas to the US
5. Public funding
 - Value of public investment in culture: follow up of joint statement
 - European issues related to economic situation of the sector
6. Follow-up of EU initiatives
 - EU initiatives

¹ Following meetings are planned in 2016: 22/04/2016 WG - 13/09/2016 WG - 14/12/2016 PL

The main outcomes expected are:

- Discussing initiatives relevant to social dialogue at all levels, including exchanges, sharing of best practices, communication and development of a possible joint project
- Follow up of the OiRA tools for live performance and take-up in the Member States
- Exchange on risk prevention and on specific issues raised by social partners in member states
- Joint statements or letters on issues of common interest in the field of mobility and possible joint positions, briefing notes or other guidance for use in the sector
- Project results (OiRA; skills council) and further follow-up of the results achieved

More concretely:

1. Social dialogue and the role of the sectoral social partners

- The primary aim is the strengthening of capacities of social partners in the live performance sector across the EU in the context of the New start for EU social dialogue and developing the role of the social dialogue committee 'Live Performance'.
- In 2016, the committee will exchange on the possibility of extending/strengthening social dialogue through a joint project, the precise scope and content to be further discussed in a steering group. This could possibly include information-gathering on the state of organisation and representation of social partners in the sector in countries which have been hardest hit by austerity measures or seen major reform of the social (Greece, Spain, Portugal, Romania, Bulgaria...). A focus on commercial live performance in the new member states could also be included, as a sector that tends to have a less developed social dialogue. This would examine a mapping of structures, labour market and the state of social dialogue as regards non-subsidised or partially subsidised structures in the fields of music, dance and theatre in comparison to the state funded or subsidised (public) sector.
- We would also continue to develop expertise and commonalities on anti-discrimination and gender equality, through the sharing of practices and examples in the live performance sector of social partners. An exchange can be organised as to the possibility of developing this work into a common position or framework of action.

TIMING

- All EU social dialogue committee meetings in the course of 2016 and 2017.

EXPECTED OUTCOME

- Presentations at EU social dialogue meetings of activities or projects in different EU Member States to support capacity building
- Exchange on development of social dialogue in respective Member States
- Possible joint project on capacity building
- Deepening of understanding on the role of social partners in relation to gender equality and anti-discrimination
- Communication about the new start for EU social dialogue to members and affiliates and on specific activities of the EU in this area

2. Health and safety

- The key responsibility of the committee in this area will continue to build on its joint tools in the area of risk assessment – this will involve follow-up and dissemination of the OiRA tool, as well as regular stock-taking on use/content and possible adjustment of the OiRA tool, where necessary.
- Risk prevention and continued exchange on integration of OSH in education and training – possible continued partnership with the Bilbao Agency around this area.
- Other relevant issues in the field of health and safety, including focal dystonia and the development of social partner projects and joint working on prevention and treatment.

TIMING

- Continuation and follow-up of dissemination activities and uptake in Member States throughout 2016-2017

EXPECTED OUTCOME

- Reporting at EU social dialogue on state of play of the project and finalisation of the project mid 2016
- Identification of further uptake of the EU tool into national tools
- Information on relevant national level initiatives on health and safety in member states, such as on focal dystonia in the UK

3. Training and skills

- The successful conclusion of the first Skills Council project and possible follow up project building on its results will be the main focus of the work of the social dialogue committee; this takes place in partnership with the social partners in the Audiovisual social dialogue committee.
- Should a second project be developed jointly by the live performance and audiovisual social partners, the committee will continue to support, follow-up and feed in to this work.
- The work in relation to the live performance sector of the ESCO reference group will also continue to be followed in the general EU context of skills, competences, qualifications and occupations.
- Transition, employability, skills development and analysis are also topics that will remain on the agenda. This can be subject of projects or other initiatives in which social partners are involved for specific categories of workers or in specific countries.

TIMING

- Finalisation of the current skills council project mid-2016
- Follow-up with possible new project from Autumn 2016
- Exchange on state of play of other initiatives when relevant at social dialogue meetings

EXPECTED OUTCOME

- Finalisation of the three reports and final conference of the skills council project June 2016
- Discussion on possible future project following the findings and recommendations of the skills council project, possible submission of such a project in the course of 2016, under the relevant calls

- Participation in and close follow-up of any such second skills council project
- Exchange and follow-up of all other EU initiatives in relation to skills, in which social partners or respective members have been or are involved or which have a direct bearing on the live performance sector

4. Mobility of workers in the performing arts sector

This will continue to run through all the work of the social dialogue committee as a key theme. Exchange of experience and information will continue around specific themes, such as:

- Double taxation: joint advocacy in this area will continue to be developed. The social partners will continue to follow-up their common position. It will take stock in 2016 of the report from the Commission expert group on tax obstacles to mobility, in which tax expert Dick Molenaar represented the sector. It will exchange views on how to best to use the findings, in relation to key bodies such as the OECD.
- Travelling with musical instruments and the challenges in this area will also continue to be an area of joint working – particularly in relation to the transport of musical instruments on airplanes and the issues thrown up in relation to CITES certification of musical instruments in the context of mobility.
- Ongoing challenges in relation to the issuing of Visas to the US for performers will also remain an area of focus. The social partners will continue to track and report on problems to relevant stakeholders, including the Commission and US authorities. It will also continue to stay abreast of national level experiences in this matter.

TIMING

- Throughout 2016 and 2017

EXPECTED OUTCOME

- Joint advocacy regarding the abolition of double taxation of performers on basis of recommendation in the report towards EU and in the Member States
- Exchange on the relevant EU initiatives and regulations on travelling with musical instruments on airplanes and when containing protected species
- Joint advocacy in relation to visa issues affecting performers who travel to the US

5. Public funding in the live performance sector

- The social dialogue committee has had long exchanges on this issue of the value of public investment in culture, which led to the adoption in principle of a joint statement at the 2015 plenary. Final modifications and a graphic layout should allow a last and final version to be jointly adopted in early 2016. Social partners will develop the follow up and dissemination of the joint statement at their 2016 meetings.
- The social dialogue committee will also continue to monitor European policy developments related to economic situation of the sector and to take stock of developments at national level in this area and their impact on the sustainability of the sector in the future.

TIMING

- Throughout 2016 and 2017

EXPECTED OUTCOME

- Presentation and dissemination of the joint paper : throughout 2016
- Exchange on developments across the EU

6. Follow-up of relevant EU initiatives

- This will include policy initiatives such as the renewed role for social partners, social pillar, new skills agenda, or other cross-cutting initiatives with possible implications for the sector (eg: international trade agreements, others,...).
- The sectoral social partners will stay abreast of such initiatives, with the support of its Commission coordinator and inviting relevant external speakers where relevant.

TIMING

- Every EU social dialogue committee meeting throughout 2016 and 2017

EXPECTED OUTCOME

- Exchange on issues of interest to the social partners
- Potential actions in form of joint positions or statements