



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

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

**SECTORAL SOCIAL DIALOGUE
COMMITTEE
LIVE PERFORMANCE**

**MINUTES
STEERING GROUP MEETING
27/09/2011**

Chair: Ms Dearbhal Murphy (EAEA, workers)

1. Opening of the meeting – Approval of the draft agenda

Dearbhal Murphy (DM) started the meeting by expressing her condolences for the death of Richard Pulford, the former President of Pearle* who passed away on 7 August. She praised his great value for the work of the Live Performance SSDC. He will be fondly remembered.

The draft agenda was approved. At the request of Stefaan Ceuppens (SC), a few points of order were added under AOB.

2. Approval of the draft minutes of the SSDC meeting of 9 June 2011

The draft minutes of the main working group meeting of 9 June 2011 were approved.

3. Risk Assessment: evaluation and discussion of next steps

Making an assessment of the SSDC's work on this issue until now, DM noted the useful exchanges on national experiences in this domain, but also noted the lack of progress as regards the development of a sector specific risk assessment tool based on the OiRA tool. As *health & safety* is one of the key issues where the European social dialogue can produce added value, the trade unions propose to further explore how this can be done. The SSDC should in any case continue to monitor national initiatives (e.g. the French AGI-SON initiative). In addition, the trade unions suggest holding a dedicated meeting at the OSH Agency in Bilbao, with a focus on possible joint initiatives of the Committee in this field.

Catherine Baumann acknowledged that an OiRA project would indeed be useful, but that the current high workload does not make it the right time to endeavour in such a resource-intensive action. Monitoring national developments in this field should be continued, and in particular the French project; they could be invited again to one of the SSDC meetings for them to explain why they decided not to use the OiRA tool.

AD agreed to consider holding a SSDC meeting in Bilbao to explore options for initiatives of the Committee in the health and safety domain and to examine how the LP social partners' interests connect with the topics being developed by the OSH Agency.

SC commented that it could be examined to hold a SSDC meeting in Bilbao on the basis of a more elaborated proposal.

4. Training & Skills

a) Review of the project proposal on Sectoral Skills Councils for the Live Performance and Audiovisual sectors

A project proposal has been submitted and is currently under evaluation by the European Commission. Part of the work will be subcontracted to an external expert.

b) ESCO – review of skills description and the possibility of joint action by the social partners to renew and update it

It was agreed that both sides would identify a number of experts to examine the existing material – of ESCO, but also of the ILO ISCO classification – and make suggestions where appropriate. This small team of 5-6 persons could meet in the context of other SSDC meetings.

It was suggested and agreed to include the point in the 2012 work programme.

c) Update: capacity building projects by social partners

In the context of EAEA's project, 5 national workshops are currently being prepared, targeting BG, RO, SK, HU and SI. In some countries, the trade unions may invite employer organisations for a session at these workshops.

Pearle* has just submitted their project proposal and is awaiting the Commission's decision. It includes tailor-made support actions for employer organisations, based on a needs analysis.

Both sides agreed to keep each other informed of the progress and results of their project, including by presentations at SSDC meetings.

5. Mobility

a) Developing the role of social partners within the PRACTICS project

It was reminded that Pearle* was a partner in the first Practics project, which aims at facilitating artists' mobility – amongst others by the development of a network of national Mobility Info Points (MIP) – and which runs until end 2011. Both Pearle* and EAEA will be *associate* partners in a follow-up project, that will be submitted to the Commission in October and that should run for 2 years.

The social partners will contribute to promoting the MIPs amongst employers and workers, strengthening the network and assuring that the information at disposal is of the highest quality. The social partners will also be closely involved in the choice of the organisations that will act as national MIPs. Written and/or oral feedback on the state of play of the development of the network will be provided once a year.

b) Information Point: the recommendations from the European Civil Society Platform on Cultural and Creative Industries on Mobility

In the context of the work of the Cultural and Creative industries platform, a workshop on the circulation of artists (and works) took place on 23 June, co-organised by FIM and Pearle* together with two other organisations (EMO-European music office and the

Roberto Cimetta Fund). It resulted in a number of interesting recommendations that are currently in the process of approval (see [annex](#)). They will be presented at the European Culture Forum on 20-21 October¹.

6. Impact of the Economic Crisis: exchange of views

Given the continuing economic context, it was agreed to keep this topic on the agenda of the SSDC meetings in 2012 and to include it in next year's work programme.

7. Preparation of the 2011 Plenary session and the Work Programme for 2012: exchange on future priorities and areas of action

On the basis of the reflection document prepared by EAEA (see [annex](#)), the following topics were discussed:

- Health and safety: was discussed under point 3.
- Training and skills: see point 4. It was agreed to include also the theme of "transitions" under this topic of the Work Programme (WP). FIA will share the results of its project on this issue, on which basis the SSDC will discuss how this can be taken forward.
- Capacity building: a joint project could be considered for 2013, after the finalisation of the separate 2011 projects.
- Gender: the trade unions propose to examine the Framework of Actions on Gender Equality of the Audiovisual SSDC, as a basis for discussion and possible action by the LP SSDC. Pearle* welcomed all input and background information as a basis for their internal discussion. They committed to clarify their position as regards the inclusion of the topic in the 2012 WP at the plenary meeting in December.
- The impact of the economic crisis: see point 6.

The secretariats will prepare a draft 2012 WP for the December plenary meeting.

8. AOB

a) Preliminary exchange of views on SMart

Both employers and trade unions expressed concerns as regards the activities of SMart and its development into other EU countries. It was agreed to continue monitoring these issues of "employment relations in the LP sector".

b) Planning of SSDC meetings in 2012

The overall planning as proposed by the Commission – which includes 1 plenary, 3 working groups and 1 steering group – was accepted.

¹ <http://culture-forum-2011.ec.europa.eu/programme.jsp>

c) Representativeness study

SC asked the delegates to keep him updated about any issues as regards the contacts with Eurofound and the national EIRO contact points, for follow-up with Eurofound where appropriate.

d) Social dialogue texts database

AD and DM agreed with SC's proposal as regards the inclusion/exclusion of SSDC texts in the database. He reminded the participants of the existence of this tool², as well as of CIRCA³, the library of SSDC agendas and minutes.

Annexes

- Point 5b – Recommendations of the workshop on mobility and circulation of artists and works
- Point 7 – Reflection document

² <http://ec.europa.eu/social/main.jsp?catId=521&langId=en>

³ http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library

Annex: List of participants 27/09/2011

<u>Employers</u>	<u>Workers</u>
<p>Pearle* Ms Catherine BAUMANN (FR) Mr Julian BIRD (UK) Ms Anita DEBAERE (BE) Ms Liesbeth DEJONGHE (BE) Mr Geza KOVACS (HU) Ms Kathleen LOPEZ KILCOYNE (ES)</p> <p><i>Mr Morten GJELTEN (NO) - observer</i></p> <p>6 employers representatives (5 women, 1 man) (1 new MS, 5 old MS)</p>	<p>EURO-MEI Mr William DONAGHY (UK) Ms Hanna HARVIMA (BE) Mr Raimo SODER (FI)</p> <p>FIA Ms Dearbhal MURPHY (BE) Ms Katalin RAKSI (HU)</p> <p>FIM Mr Thomas DAYAN (FR) Ms Diane WIDDISON (UK)</p> <p>7 workers representatives (4 women, 3 men) (1 new MS, 6 old MS)</p>
<p><u>European Commission</u> Mr Stefaan CEUPPENS (EMPL.B.1)</p>	