



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 MAIN WORKING GROUP MEETING 09/06/2011

Chair: Ms Catherine BAUMANN (Pearle*, employers)

1. Opening of the meeting – Approval of the draft agenda – Approval of the draft minutes of the Working Group meeting of 4 April 2011

The draft agenda was approved. At the request of FIM, a presentation on the difficulties to obtain visas for the United States was added (see under AOB).

The draft minutes of the main working group meeting of 4 April 2011 were approved.

Anita Debaere (AD) informed the committee that a joint statement on mobility information services for artists and culture professionals was adopted on 28 April. It was sent amongst others to Commissioners Vassiliou and Andor, the Culture Affairs Committee and DGs Education and Culture (EAC) and Employment (EMPL), as well as to the organisations' members and contacts in the sector.

2. Training & Skills: the European Skills/Competencies, Qualifications and Occupations (ESCO) Taxonomy

Martin Le Vrang presented the ESCO project, a joint project of DGs EAC and EMPL which is part of the flagship initiative "An agenda for new skills and jobs"¹ (see [annex](#)). He explained: the background of the project; its objectives – creating a common language between education/training and the world of work – and main building blocks; who is involved in its development; its added value; the interoperability with national and sectoral classifications.

The content of the taxonomy will be developed by reference groups by sector, starting with the sectors agriculture/forestry/fisheries, health care and accommodation & food services, as well as a group dealing with transversal skills.

Those interested in receiving the monthly ESCO newsletter can ask to be included in the mailing list by sending a request to EMPL-ESCO@ec.europa.eu.

Responding to questions of delegates, Martin Le Vrang explained that: the ILO ISCO classification is used as a basis, as it is the best that is currently available – even if it is not always up to date – and most national classifications are based on it; ISCO will not

¹ <http://ec.europa.eu/social/main.jsp?catId=822&langId=en>.

determine the scope of ISCO, so the fact that certain jobs do not exist in ISCO does not mean they cannot be included in ESCO; it was decided to start with a limited number of sectors in order to gain experience, the objective being that reference groups would be established for all sectors within 2 to 3 years; where a skills council exists, it will be represented in the reference group concerned as one of the sources of information on a given sector.

3. Feedback from DG Employment on ongoing activities

Stefaan Ceuppens (SC) provided an update on EU initiatives with relevance to the employment and social domain, including: the Commission's country-specific recommendations regarding the National Reform Programmes and Stability or Convergence Programmes of the Member States; the Council conclusions on mobility information services for artists and culture professionals, adopted at the Council meeting on 18-19 May; the upcoming report of the ESSnet-culture, due for August/September 2011²; the ongoing calls for proposals supporting social dialogue.

SC also provided the committee with background information on the upcoming representativeness study for the Live Performance sector (see presentation in annex). The European organisations will be contacted over the summer and are requested to be as precise as possible when providing the contact points of their member organisations. The final report is expected to be available in ± 9 months.

4. Strengthening capacities of social partners

Both employers and trade unions agreed that the previous joint project and the closing conference in Dubrovnik had been very successful. On that basis, the trade unions had hoped to develop a new joint project. However, Pearle* has decided not to engage in a joint project at this stage, given their wish to develop an action with a specific focus on employers' organisations. Pearle* remains open to a joint project in 1 to 1½ year's time. Both EAEA and Pearle* agreed to exchange information on their respective actions.

Maciej Pacula called upon Pearle* and EAEA to support the building of social dialogue structures in Poland.

5. Health and Safety

a) Feedback of the Liaison Forum on health and safety

SC informed the committee about the "Extraordinary Liaison Forum on the contribution and potential of European social dialogue to improving health and safety at work", which took place on 19 May 2011. The fact that this Forum was very well attended demonstrates the interest of social partners in this issue and – logically – the opinion that there is scope for social partners to achieve tangible results and make real progress as regards improving working conditions – as has already been demonstrated in the past.

² http://ec.europa.eu/culture/our-policy-development/doc1577_en.htm;
<http://epp.eurostat.ec.europa.eu/portal/page/portal/essnet/culture>.

The main messages from the Forum were the following:

- To social partners:
 - Use your potential;
 - Use the potential of multi-sectoral work;
 - Increase the visibility of achievements.
- To Member States: give room to social dialogue to develop Occupational Safety & Health (OSH) initiatives.
- In general:
 - Recognise the differences between public health and OSH approaches, but also try to find and use common ground;
 - Avoid unnecessary overlaps between the work done by the social partners and by the Advisory Committee of Health and Safety at Work; therefore, the two groups should meet regularly to exchange information and experiences, while fully recognizing the autonomy of the social partners;
 - Recognition of the specificity of SMEs and the need for adapted solutions.

Antonio Muñoz Lobaton confirmed that the Forum provided for an interesting and inspiring exchange of experiences, referring amongst others to presentations of the hairdressers and fisheries sectors. As main conclusions he mentioned: the need for enhanced and closer cooperation, also at Commission level (between DGs); the importance of developing the potential of European social dialogue in this domain, with the assistance of the Commission. The committee should also pay particular attention to the upcoming 2013-2020 Strategy for H&S at Work. Having attended this meeting, he felt that there was scope for this committee to do more in this area.

An exchange took place on the work of the sub-working group on risk assessment/health & safety. While recognising the value of the exchange of information on what is happening in different Member States, it was **agreed** to take stock of the results of the sub-working group until now and to discuss its future work and objectives in the context of next year's work programme, notably in the Steering Group meeting in September.

b) The EU-OSHA 2012-2013 campaign "Better health and safety at work through prevention" – leadership by management and worker involvement

Brenda O'Brien (BO'B) started her presentation (see [annex](#)) by providing key data about the European Agency for Safety and Health at Work (EU-OSHA), including its mission and vision and its focal point networking structure.

She then presented the 2012-2013 campaign on risk prevention which will be launched in April 2012. She stressed that the two "magic components" for occupational health and safety are: leadership by management and active workers' involvement. She explained the background of the campaign, its objectives, the target groups and the campaign messages addressed to employers and leaders of organisations on the one hand, and to workers and their representatives on the other. EU-OSHA will organise several campaign events and activities, including a Good Practice Award, and will produce a large range of campaign information products. BO'B will inform the committee whether the LP sector is included in the sectoral OSH catalogues that will be established.

Thomas Dayan informed the committee that FIM has decided to associate itself to the campaign. He pointed out the increasing awareness of the importance of health and safety issues, including the recognition of occupational illnesses, and called upon all partners to strengthen cooperation in this domain.

Regarding the issue of occupational illnesses, a national competence, BO'B referred to existing material that could be used as guidance in this domain, such as reports on

musculoskeletal disorders, specific sectoral information (although not yet for the LP sector), recommendations on noise reduction, etc.

BO'B confirmed the Agency's readiness to continue working with the LP's sub-working group on risk assessment, e.g. by reporting on OSHA activities and publications and/or by welcoming the committee at the Agency in Bilbao.

Following the announcement by BO'B that the campaign after next will be dedicated to stress and psychosocial risk, both employers and workers acknowledged the importance of the prevention of such risks, including paying due attention to phenomena such as bullying and harassment.

6. The impact of financial crisis: exchanges of views on the situation at national level

Several delegates informed about the situation in their countries, including Slovenia (economy and state insolvent, construction industry collapsing, unemployment at 12%, poor growth perspectives; referenda, amongst others on pension reform, will be held on 15 June; it is unclear what is to be expected for the LP sector), UK (all funding sources of the sector being reduced: reduction of the budget of the Arts Council England by 30%, with 15% cuts to "frontline" arts organisations over four years – starting with a 6.9% cut in 2011/12; 24% cut to budget of Culture Department; 27% cut to local authorities over the next 4 years, leading to deep cuts of culture budgets; rising unemployment possibly having an impact on box office; contributions by private business/philanthropy showing some evidence of decline; as a consequence, the number of unpaid interns and volunteers is rising; the government ignoring the fact that the culture sector is in fact producing a significant return on investment).

7. AOB

a) FIA project on "Transition Schemes for Dancers"

Dearbhal Murphy informed the committee about the state of play of this project. The mapping exercise of existing transition schemes is finalised and is being compiled. A conference will be organised at the end of June. It was **agreed** that the findings of the project would be shared with the committee at one of the future meetings.

b) Difficulties for UK musicians to obtain visas for the US

Diane Widdison (DW) reported on a paper on the difficulties UK musicians are experiencing when trying to obtain a visa to perform in the US (see annex). The paper was drafted by key British musicians' organisations and was to be presented to the UK Culture Minister in the following week. The process is both complex and costly, including what appears to be arbitrary decisions, resulting in artists not being able to tour in the US. DW will report back on the meeting with the Minister to the secretariats and at the workshop on mobility of the Platform on Cultural and Creative Industries on 23 June.

Annexes

- Point 2 – Presentation ESCO
- Point 3 – Presentation ongoing activities in the field of employment and social affairs
- Point 5b – Presentation EU-OSHA
- Point 7b – Paper on "Difficulties experienced by UK musicians getting P-1 and O-1 visas to tour or perform in the US"

Annex: List of participants 09/06/2011

<p><u>Employers</u></p> <p>Pearle* Ms Catherine BAUMANN (FR) Ms Anita DEBAERE (BE) Ms Claire GUILLEMAIN (FR) Mr Julius KLEIN (SK) Mr Thibault LANDELLE (BE)</p> <p>5 employers representatives (3 women, 2 men) (1 new MS, 4 old MS)</p>	<p><u>Workers</u></p> <p>EURO-MEI Mr William DONAGHY (UK) Ms Hanna HARVIMA (BE) Mr Antonio MUÑOZ LOBATON (ES) Mr Chris VAN GOETHEM (BE)</p> <p>FIA Mr Marten GUNNARTZ (SE) Ms Dearbhal MURPHY (BE) Mr Maciej PACUŁA (PL) Ms Katalin RAKSI (HU) Mr Marko SIMCIC (SI) Mr Stephen SPENCE (UK)</p> <p>FIM Mr Valentin CENTENERO GALLEGO (ES) Mr Thomas DAYAN (FR) Ms Diane WIDDISON (UK)</p> <p>13 workers representatives (4 women, 9 men) (3 new MS, 10 old MS)</p>
<p><u>Other participants</u></p> <p>Ms Brenda O'BRIEN (EU-OSHA)</p>	
<p><u>European Commission</u></p> <p>Mr Stefaan CEUPPENS (EMPL.B.1) Mr Martin LE VRANG (EMPL.C.4 – Employment Services, EURES)</p>	