

## European sectoral social dialogue committee 'Live Performance' Two Year Work programme 2020 – 2021

### The work programme 2020-21 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 – research project on social dialogue in the commercial sector.
  - Exchange on climate change and examples and ways to address sustainability
2. Health and safety
  - Risk assessment – targeted review of the content of the OiRA tool, continued maintenance, dissemination and promotion of the use of the OiRA tool;
  - Risk prevention and continued exchange on integration of OSH in education, training and life-long learning
  - Exchange on building partnerships with healthcare practitioners specialised in the arts.
3. Training and skills
  - Creative Skills Europe: project and follow up work
  - Updating and further follow up on the ESCO revision
  - Transition and employability
  - Continued exchange on life-long learning and training in the live performance sector
4. Mobility of workers in the performing arts sector
  - Double taxation: joint advocacy, follow-up of common position
  - Transport of musical instruments
  - Visas to the US
  - Ongoing exchange on obstacles to mobility and better coordination of social security systems including pensions
5. Gender Equality
  - Mapping of practices by social partners on gender equality : project
  - Continuation of exchanges on anti-discrimination, diversity, equal opportunities and gender equality in the Live Performance sector, and on sexual harassment
6. Issues related to the economic situation of the sector and EU initiatives
  - sharing of information on Public funding in EU member states
  - Follow-up of EU initiatives

## **The main outcomes expected are:**

- in-depth mapping of the commercial live performance sector with a first regional research project;
- Exchange on climate change and initiatives in the sector
- Mapping of information and initiatives by social partners across Europe on - gender equality
- Targeted revision of the OiRA tools for live performance and promotion for increased take-up in the Member States;
- Exchange on partnerships with healthcare practitioners specialised in the arts
- Joint statements or letters on issues of common interest in the field of mobility and further development and use of joint positions, briefing notes or other guidance for use in the sector
- Project results (social dialogue; OiRA; Creative Skills Europe) 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 ongoing strengthening of capacities of social partners in the live performance sector across the EU for EU social dialogue and developing the role of the social dialogue committee 'Live Performance'.
- The committee will continue to oversee its ongoing joint research project aiming to map social dialogue in commercial live performance, as a sector that tends in general to have a less developed social dialogue. The project encompasses a group of some 5 countries with a mapping of structures, labour market and the state of social dialogue as regards non-subsidised structures in the fields of music, dance and theatre in comparison to the state funded or partially subsidised (public) sector. The committee will closely monitor this work and seek to build on it with two discussion and dissemination events foreseen in 2020.
- We would also start an exchange with a view to developing expertise and commonalities on the challenges posed by climate change in a highly mobile sector and issues of sustainability.

### **TIMING**

- All EU social dialogue committee meetings in the course of 2018 and 2019.

### **EXPECTED OUTCOME**

- Continuation and completion of the joint project on social dialogue in the commercial sector;
- Deepening of understanding on the role of social partners in relation to climate change and sustainability, including the presentation of possible good practice approaches.

### **2. Health and safety**

- The key responsibility of the committee in this area will be to 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 a structured stock-taking on use/content and possible adjustment of

the OiRA tool, including any relevant new elements for inclusion. A possible joint project would be a good vehicle for this work and would also allow for the development of a possible tailored training on the use of the tool, to be delivered at national level.

- Risk prevention and continued exchange on integration of OSH in education and training
- Other relevant issues in the field of health and safety, including good practice exchange with specialised healthcare practitioners specialised in the Arts sector.

#### **TIMING**

- Continuation and follow-up of updating and dissemination activities in relation to the OIRA tools with a view to improving uptake in Member States throughout 2021, by means of a possible joint project.
- Continued exchange on risk prevention and education and training as relevant throughout the work programme period.

#### **EXPECTED OUTCOME**

- Possible joint project to drive forward roll-out, take-up, as well as review and renewal of the OIRA tools.
- Engagement with healthcare practitioners specialised in the Arts sector.
- Sharing of good practice on OSH and risk prevention in education and training

### **3. Training and skills**

- The ongoing work of the Creative Skills Europe project will be the main focus of the work of the social dialogue committee in 2020-21; this takes place in partnership with the social partners in the Audiovisual social dialogue committee.
- 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**

- Close engagement with Creative Skills Europe project and regular reporting on project activities throughout 2020-21.
- Exchange on state of play of other initiatives when relevant at social dialogue meetings

#### **EXPECTED OUTCOME**

- Engagement with the awareness-raising activities on skills development and information gathering on skills development related to the digital shift foreseen in the context of the project.
- Participation in the development of a process-driven social partner text on skills foreseen in the project.
- Ongoing engagement with the European Commission regarding the refining and take-up of the ESCO taxonomy in the Live Performance sector;
- 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 and build on past work to continue to build joint advocacy in relation to key bodies such as the OECD. They will engage in a constructive dialogue with DG Taxud on how to improve practice in the EU.
- 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 (or visas for performers travelling to Europe) will also remain an area of focus. The social partners will continue to track and report on problems to relevant stakeholders and to stay abreast of national level experiences in this matter.
- Obstacles to mobility related to the coordination of social security schemes, including pension entitlements, the associated administrative burden and good practice approaches to be addressed as relevant.

#### **TIMING**

- Throughout 2020 and 2021

#### **EXPECTED OUTCOME**

- Joint advocacy regarding the abolition of double taxation of performers, building on past work, towards the EU and in the Member States, as well as at OECD level. Engagement with DG Taxud.
- 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 or performers travelling to Europe and on social-security issues arising in a mobility context, as relevant.

#### **5. Gender equality**

- The social partners have a well-established good practice and recent initiatives exchange in relation to the national level developments in the Live Performance sector on anti-discrimination, diversity, equal opportunities and gender equality, as well as on prevention of sexual harassment. This will continue.
- The social partners have submitted a project application on gender equality in the Live Performance sector and hope to undertake an indepth mapping of policy, measurement and practices by social partners on gender equality, including combatting sexual harassment.

#### **TIMING**

- Throughout 2020 and 2021

#### **EXPECTED OUTCOME**

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- Ongoing social partner exchange on national-level initiatives
- Mapping of practices by social partners on gender equality, with two social partner workshops to take place in the framework of the proposed joint project

#### **6. Issues related to the economic situation of the sector and EU initiatives**

- 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 2016 plenary. This serves as a basis for joint advocacy where the opportunity arises.
- 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.
- The social dialogue committee will also retain the flexibility to address any new or ongoing policy initiatives with potential impact on its work. This will include policy initiatives such as the social dialogue, 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 2020 and 2021

#### **EXPECTED OUTCOME**

- Joint advocacy on the basis of the established joint position on the prime role of Culture and the Arts
- Exchange on developments across the EU
- Exchange on other policy issues of interest to the social partners
- Potential actions in form of joint positions or statements