

European sectoral social dialogue committee 'Live Performance' Three Year Work programme 2022 – 2024

The work programme 2022-24 comprises 6 main headings

1. Social dialogue and the role of the sectoral social partners, including capacity building
 - Increasing knowledge of social partner achievements in the area of working conditions and artist status and strengthening capacities of social partners in the live performance sector across the EU – possible project on capacity-building across different shared priority areas
 - Role of social partners in relation to the October 2021 EP resolution on social situation of artists and the cultural recovery, and responses to challenges arising from the Covid-crisis
2. Health and safety, including risk assessment and new areas
 - Risk assessment – targeted review of the content of the OiRA tool, continued maintenance, dissemination and promotion of the use of the OiRA tool, including new areas arising from the gender equality project or from Covid 19, more in particular the guidance provided by the EC on Covid19
 - Risk prevention and continued exchange on integration of OSH in education, training and life-long learning and relations with health practitioners
3. Training and skills, follow up of ongoing activities and in relation to EU initiatives
 - Creative Skills Europe: finalisation of project and further follow up work
 - Participation in the European Pact for Skills and Partnership for Skills in CCI
 - Continued exchange on life-long learning and training in the live performance sector; Transition and employability; and follow up on the ESCO revision
4. Mobility of workers in the performing arts sector
 - Ongoing exchange on obstacles to mobility and issues raised in the frame of working cross-border employment
 - Joint actions, including on double taxation, transport of musical instruments, visas, Brexit, posting of workers, etcetera
5. Gender Equality and diversity
 - Follow up on best practices on gender equality. Continuation of exchanges equal opportunities and gender equality in the Live Performance sector, and on sexual harassment, through incorporation of the theme in the frame of capacity building, health & safety, and skills and through further update of the database
 - Exchanges on diversity through sharing of best practices
6. Issues related to the economic situation of the sector and EU initiatives
 - Exchanges on emerging digital performances and on distribution: new audiences, business models, skills and other challenges
 - Sustainable and Green Production – good practice approaches
 - Sharing of information on Public funding in EU member states and the impact of Covid19-crisis
 - Follow-up of EU initiatives

The main outcomes expected are:

- Capacity building of social partners, mapping of social partner initiatives in relation to working conditions and status of the artist, and awareness-raising to the wider sector
- Exchange on issues impacting the sector, especially following the Covid-19 crisis
- Targeted review of OiRA tools for live performance, including new modules, and promotion for increased take-up in the Member States;
- Joint statements or letters on issues of common interest and further development and use of joint positions, briefing notes or other guidance for use in the sector
- Contribution to EU policies of relevance to the sector
- Project results (carried over from work programme 2020-2021) and further follow-up of the results achieved, in particular as regards gender equality and creative skills
- Exchange on new areas, including on diversity, on new business models, on green practices, on public support for the sector.

Concretely, possible projects to be submitted in:

- 2022 : capacity building, role of social partners, awareness raising (item 1, involving aspects of item 2, 3, 4 and 5)
- 2023: health & safety – review of OiRA tools, including new modules (item 2, involving aspects of item 3)
- 2024 : developments in the sector in relation to digital environment, green production and touring (item 6, involving aspects of item 4 and item 5)

The social partner work programme reflects the specific and interconnected themes that form the basis of the exchanges and joint activities planned for the three year period 2022-2024. As a general approach, social partner will take into consideration the expected Communication on European sectoral dialogue to be presented by the Commission in autumn 2022 and consider how to include proposals in the work programme.

Rationale, expected outcome, and timing per heading :

1. Social dialogue and the role of the sectoral social partners through capacity building

- 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 research project mapping social dialogue in commercial live performance in 5 countries (finalised in June 2021) learned that capacity building is key to develop the fundamentals of social dialogue across Europe.
- The October 2021 EP resolution on the social situation of artists and the cultural recovery, raises a number of issues of direct importance to the role of social partners and the available knowledge on social partner achievements. This is also the case for the work started in autumn 2021 by an OMC group on artist working group in the framework of the Culture Council work plan
- The Commission has started a process in 2021 with the aim to present in autumn 2022 a Communication and a proposal for a Council Recommendation to support social dialogue at European and national level. This will serve as a backbone for the committee's activities.

TIMING

Application for a joint project in 2022 with a view to start a 2-year project at the end 2022/beginning 2023, until end 2024

EXPECTED OUTCOME

Joint project on social dialogue including a number of capacity building meetings, a mapping and presentation of social partner initiatives and achievements, awareness-raising through communication and information provision.

Given the wide range of aspects within the social dialogue programme, the capacity building project will also promote and disseminate at meetings information on other joint projects and tools created by the European social partners (OiRA, gender equality, creative skills, travelling with musical instruments)

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 through a joint project a review of the tools, drawing from other existing tools developed such as the ETTE-project, a possible inclusion of new modules such as on sexual harassment and including the European guidance on Covid-19. It would also aim to give a fresh and user-friendly look by the development of visuals, supported by info graphics to inform, train, and promote a culture of risk prevention
- Risk prevention and continued exchange on integration of OSH in education and training, by also promoting the OiRA tools as didactic element
- The fact that there are a wide range of specialised health professionals is often not known enough and social partners could exchange on how to improve the relationship with the specialised health sector such as through good practices of cooperation in the live performance sector

TIMING

- After the launch of the OiRA tools some years ago, taking into consideration the developments in recent years, a review will be undertaken adding possibly new modules to the two existing tools for the live performance, in the form of a joint project to be submitted in 2023
- Continued exchange on risk prevention and education and training and with health practitioners as relevant throughout the work programme period

EXPECTED OUTCOME

- Possible joint project to drive forward the roll-out, take-up, as well as review and renewal of the OiRA tools, to be submitted in 2023 with a view to start end 2023-early 2024
- Developing further contacts with healthcare practitioners specialised in the live performance sector.
- Sharing of good practice on OSH and risk prevention in education and training, through promotion of the OiRA tools as a didactic element

3. Training and skills

- The Creative skills Europe platform is established over the years as a key player and strong network of social partners, skills bodies, and education providers. The dedicated website provides a rich source of information, complemented with innovative tools to support skills development. It speaks for itself that work will continue in this area, especially given the fact that the Covid-19 pandemic situation has important implications on skills and competences. The Creative digital Skills project will be finalised mid-2022 ; this takes place in partnership with the social partners in the Audiovisual social dialogue committee. Follow up of the outcome of the project is planned for the period 2023-2024
- Contribution to the Pact for Skills and the Partnership for skills in CCI, in which the Creative Skills Europe group is closely involved. Considerations on how to contribute in a meaningful way to the commitment that will be endorsed by the Partnership in the course of 2022
- Follow up on the review of the ESCO, and other European initiatives such as on micro-credentials, 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 2022 and follow up of the project in 2023-2024
- Reporting on the social partners involvement in the Partnership for skills in CCI and exchange on follow up of the commitment – throughout 2022-2024
- Exchange on state of play of other initiatives when relevant at social dialogue meetings

EXPECTED OUTCOME

- Finalisation of the joint Creative Skills project with the audio-visual sector, including the promotion of new digital tool on learning cards and the follow up of the framework of action, including through the capacity building project planned to take place in 2023-2024
- Ongoing engagement with the European Commission on Pact for Skills, Partnership of skills in CCI, ESCO and other European initiatives such as micro-credential
- 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, including a continued exchange on obstacles to mobility and where appropriate joint actions, 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 continue to 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.
- Specific issues following from the impact of the new EU-UK TCA Agreement on the sector, including visas and work permits, cabotage, customs & carnets, etc.
- Obstacles to mobility related to the coordination of social security schemes, and posting, and other issues related to working in different countries such as pension entitlements, including the associated administrative burden, the access to information and good practice approaches to be addressed as relevant.

TIMING

- Throughout 2022-2024

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.
- Joint advocacy on the relevant EU initiatives and regulations on travelling with musical instruments when containing CITES protected species, and other obstacles – promotion of the joint tool on CITES, including through the planned capacity building project (item 1)
- Exchange on visa issues affecting performers who travel to the US or performers travelling to Europe, in particular from UK, and on social-security issues arising in a mobility context, as relevant.
- Exchange on other specific areas that result in an obstacle to cross-border employment and working in different member states
- Some of the issues will also be addressed under item 1 as part of capacity building and closing the information gap

5. Gender equality and diversity

- The social partners will continue to exchange on good practices and any new initiatives in relation to gender equality and continue to disseminate the information collected on the dedicated website
- The 2019-2021 gender equality project will further be implemented in the different items of the work programme, including capacity building, health & safety, and skills. Social partners have also committed to further include in the database good practices and at social dialogue meetings
- Some areas also touch upon other areas of the work programme such as item 1 on the role of social partners and capacity building and item 2 on health and safety a regards sexual harassment
- Social partners will exchange on national level developments on diversity in the live performance sector and on good practices

TIMING

- launch of the dedicated website on gender equality in the live performance in 2022, further dissemination throughout 2022-2024
- exchanges and presentation of best practices : throughout 2022-2024

EXPECTED OUTCOME

- as a result of the gender equality project 'on and offstage' launch of dedicated website on gender equality in the live performance in March 2022, including a database of good practices and access to the videos of webinars held in 2021
- follow up through communication and promotion of the gender equality website
- take up in item 1 and 2 of the work programme as regards capacity building and as regards risk prevention and sexual harassment
- Ongoing social partner exchange on diversity as a particular challenge for the sector and on national-level initiatives in this area

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. With the Covid-crisis social partners also issued a joint statement and co-signed several advocacy initiatives to call for specific attention to the cultural sector
- With the Covid-crisis and following from the EU's main objectives in the context of the recovery plans, social partners intend to hold exchanges on emerging digital Live Performance and Live Performance distribution: new audiences, business models, skills and other challenges. Social partners will also exchange on Sustainable and Green Production – good practice approaches. This may result in a joint to be submitted in 2024
- A recurrent item, since the 2008 financial crisis, is the sharing of information on Public funding in EU member states. This is now extended to sharing of information on the impact of Covid19-crisis and the support to culture, such a through the resilience plans
- The social dialogue committee will continue to monitor European policy developments related to economic situation of the sector and take stock of developments at national level in this area and their impact on the sustainability of the sector.
- The social dialogue committee will also retain the flexibility to address any new our 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 2022-2024

EXPECTED OUTCOME

- 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