



**Conclusions of the final conference of the project
“Mapping of the social dialogue in the commercial live performance sector”
VS 2019/0014**

8 - 9 June 2021

Social dialogue can be defined as negotiations, consultations, joint actions, discussions, and information-sharing involving employers and workers. Well-functioning social dialogue is a key tool in shaping working conditions, involving a variety of actors at various levels. It balances the interests of workers and employers and contributes to both economic competitiveness and social cohesion.¹

1. We note that the legal framework permitting autonomous social dialogue between workers and employers exists in Bulgaria, Czechia, Poland, Romania, and Serbia. While there might be limitations or practical obstacles, we encourage all parties involved to make the best possible use of this framework, to obtain the necessary recognition as employers and union organisations in order to conduct social dialogue and collective bargaining, and to propose improvements when these could be conducive for the effectiveness of the social dialogue.
2. Self-organisation of the commercial live performance sector should be promoted. This involves encouraging establishment of new professional associations and platforms and more intensive cooperation among existing ones.
3. Collecting well-structured and reliable information on the functioning of the commercial live performance sector is needed.
4. Traditional social partners need to find ways to become more inclusive and more open to stakeholders from the commercial side of the sector, as well as to find ways to better understand and represent the interests of workers with atypical work arrangements and of institutions with complex formal statuses, not necessarily with many employees
5. The pandemic has in most part aligned the short-term interests of the social partners. For the role of social dialogue in the future, it is important to identify and balance also the long-term interests of the different parties.
6. Social dialogue needs to adapt to the changing world of work. The sector is shaped by a range of formal and less formal agreements, and varying forms of employment relationships. This reality needs to be better internalised by proponents of social dialogue.

¹ Source Eurofound <https://www.eurofound.europa.eu/topic/social-dialogue>

7. Building trust among stakeholders remains an important long-term challenge. The pandemic may lead to some positive changes, as experience gained through this cooperation is likely to build confidence in the value of cooperating.
8. Stronger engagement of governments in the commercial live performance sector is needed, and even more so due to the unprecedented crisis caused by the COVID-19 pandemic. At the same time, it is important to make sure that the increased role of governments in the sector does not lead to a reducing role of social dialogue. Regularly seeking consultation and cooperation on support schemes and the design of policies for the post-Covid world and rewarding effective cooperation within the sector could be starting points.
9. Good practise in establishing social dialogue in the commercial live performance sector from other countries is worth promoting so that stakeholders could build on successful initiatives.
10. We note that the mapping that has been undertaken and the various meetings held in the framework of the project are an important and significant step in the context of the European social dialogue.



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