

Brussels, 20 November 2023

PEARLE* DECLARATION ON GOOD EMPLOYMENT BY LIVE PERFORMANCE ORGANISATIONS

Pearle* - Live Performance Europe, the European federation representing over 10,000 organizations in the music, performing arts, and live sector through its members, was established in 1991 as a collaborative effort, uniting employer associations from across Europe. Since its inception, Pearle* members have consistently upheld their role as employers, executing their responsibilities in their respective countries as social partners and, since 1998, at the European level as well.

Employers serve as facilitators for work within a context of fair conditions for those employed by and working with them. Consequently, adherence to the existing law and other legal requirements is fundamental, guiding the establishment of a good working environment, whilst additional regulations aren't needed.

As Pearle* members, we recognize the immense value of exchanging good practices, sharing examples and tools, fostering mutual learning, and collectively enhancing the ecosystem across Europe regarding societal agenda items. We appreciate that new Pearle* members share a commitment with those who have joined the association since its creation to execute their roles as employers effectively.

Acknowledging the diverse range of organizations represented by Pearle* members, from profit-driven enterprises to non-profit entities, with workforces ranging from over a thousand employees to micro-enterprises employing just one to three individuals, we cultivate a positive work environment. We prioritize the well-being and growth of individuals in the workplace and emphasize the added value of training and professional development, empowering people to enhance their skills and careers. Additionally, we place great importance on health and safety at work, considering risk prevention a joint activity based on mutual feedback to improve the workplace collectively.

All stakeholders and various players in the sector benefit from fair practices. We firmly believe in the significance of collective agreements (which include provisions on working time, rest periods, vacation, pay, and other aspects). Such agreements create a level playing field for those working in the sector and contribute to a fair and just environment.

Pearle* members acknowledge and emphasize the vital role of governments in helping employers achieve these objectives, especially considering the labour-intensive nature of the live performance sector.

Investments in human capital are paramount, and we collectively pledge to create an environment where artists and cultural professionals can flourish. Simultaneously, we are committed to promoting the growth and sustainability of the sector as a whole.

Endorsed at the 66th General Assembly in Ljubljana on 17 November 2023

Pearle* full members



Pearle* associate members

