

2019

Activity Report

PEARLE*

The voice of music, performing arts
and live performance organisations

- SECTOR FEDERATION
- EMPLOYERS ASSOCIATION
- INTERNATIONAL NETWORK



PEARLE

LIVE PERFORMANCE EUROPE

SHARING A PASSION FOR LIVE PERFOR- MANCE



PEARLE
LIVE PERFORMANCE EUROPE

ON THE EUROPEAN

PRIORITIES FOR THE LIVE PERFORMANCE SECTOR

On the occasion of the 2019-2024 legislative term of the new European Parliament in May and the new von der Leyen Commission in November, PEARLE* issued its priorities to help move the sector forward, through four key actions:

ACTION A

A stimulating environment to create live events

A **A stimulating environment to create live events**

Live events and experiencing live music and performances are in great demand by audiences, not least by young generations who grew up with social media and digital media.

B **Culture and education at the heart of the European project**

Access to culture is most essential: cultural education is to be widely integrated in curricula from a very young age. It should be directly or indirectly available for all citizens as culture and the arts are an intrinsic value of society.

C **Our livelihood: mobility inside Europe and the world**

Administrative burdens have grown exponentially for reasons of enforcement, combatting fraud or security. At the same time, EU policy has failed to support businesses in making rules easier by developing one-stop-shop, exemption in cases of disproportionate burdens, standardised forms.

STAGE

SHARING A PASSION FOR LIVE PERFORMANCE: FOR A EUROPE THAT STANDS OUT FOR CULTURE

ACTION B

Culture and education at the heart of the European project

ACTION C

Our livelihood: mobility inside Europe and around the world

ACTION D

Targeted solutions for employment and social challenges in the sector

D Targeted solutions for employment and social challenges in the sector

The live performance sector is a highly labour intense sector. It is – due to its characteristics of constant innovation, creation and creativity – also a highly geographical and job mobile sector. This requires a level playing field for employers and those in the sector.



Read the targeted proposals in the dedicated leaflet, available from the publication section on our website www.pearle.eu/publication

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TOP TEN ISSUES IN 2019

The top ten issues of policy and regulatory affairs which dominated PEARLE*'s work in 2019 were (in alphabetical order):

1. CITES and the travelling with musical instruments containing protected species



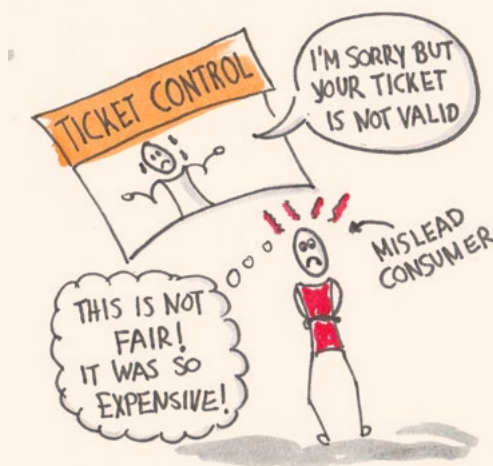
The **international CITES convention** listing protected species is of importance to allow the production of musical instruments and the travelling and touring of instruments which contain protected species, such as rosewood and ivory.

To ensure touring, PEARLE* is in permanent contact with relevant services at the European Commission (DG Environment) and the CITES-secretariat in Geneva and works in collaboration with the instrument makers and musicians representatives.

In 2019 '**Crossing borders**', a joint publication with FIM, was updated further with a view to publishing a new edition in 2020, which guides musicians and music groups through the process of obtaining necessary certificates when travelling outside the EU.

PEARLE* was accepted as observer in a CITES working group on annotations, which is relevant for our sector as these annotations cover derogations for commercial and non-commercial travel of musical instruments, including live performances

2. Consumers and the illegal resale of tickets



In live performance, one of the main sources of income is tickets sold to consumers. Venues and organisers have direct sales channels, but may also work with secondary ticketing sellers. Unfortunately people can be misled by non-trustworthy organisations which resell illegally at higher prices and do not refund when concerts are cancelled.

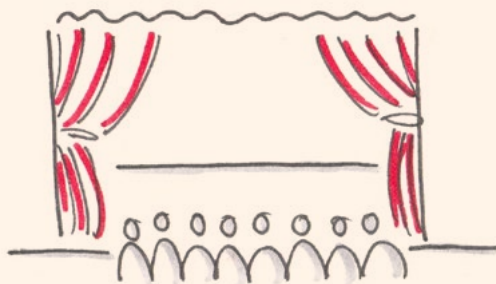
In the revised **Unfair Commercial Practices Directive** a new article has been introduced that bans automated sales via bots of reselling websites by considering them as unfair.

This initiative is on the right track towards tackling the problem of secondary ticket sales through online platforms. But the problem is that national law, despite numerous court cases, doesn't stop websites undertaking their (illegal) resale activities. As secondary ticketing websites are often based outside the EU, European as well as national legislation that could apply doesn't seem to be translated into effective measures to stop their business at the detriment of artists, live performance organisations and the audience.

PEARLE* is in contact with FEAT – the Face-value European Alliance for Ticketing, which was created in the UK at the beginning of the year, and with the European Consumer Organisation BEUC. An internal working group is also working on the issue and **PEARLE* together with FEAT addressed the issue in the 'Music moves Europe' stakeholder group** facilitated by DG Culture.

3. Culture

European funding for culture, an expert group for cultural heritage, relations between the sector and the DG culture and more.



European financing for culture is an ongoing concern for the cultural community. In 2019 the initial focus was to advocate for the maintenance of a single **'Creative Europe'** programme and access for cultural organisations to other European programmes through explicit inclusion of culture. This was expressed in the battle **to get culture back into the title of the new Commissioner**. With the strong support of the European Parliament it was welcomed that culture got recognised as such in the new Commission.

PEARLE* supported several initiatives and actions by co-signing positions and letters. It also provided information and input to the EP or other institutions.

Following the 2018 European year on cultural heritage, PEARLE* joined the expert group on cultural heritage which had a first meeting in 2019 in Brussels. PEARLE* aims to ensure the recognition and importance of intangible cultural heritage. In this regard PEARLE* also followed the new partnership for Culture and Cultural Heritage which was launched in 2019 in the context of the **EU Urban Agenda**.

'Voices of Culture' is the European initiative to hold a structured dialogue with the cultural sector on a range of various themes. In 2019 PEARLE* took part in the thematic group on **gender equality**, which delivered a report from a two day meeting in September in Prague.

Mobility of artists and cultural professionals, financing of the cultural and creative sectors, specific issues affecting the music sector, the theatre sector or the circus sector, and a study on status of the artist: those are areas where PEARLE* provided input and expertise at meetings and studies with a view to contributing to the Commission's policy making and the development of funding programmes.

PEARLE* also took part in a dedicated group on mobility during the Colloquium Culture for the Future organized by **DG Development Cooperation** in June in Brussels.

4. Education, skills, training in a digital world

The European Commission puts great emphasis on education, training, life-long learning and skills of people in the labour market.

Digitalisation of society has a growing impact on all sectors. Whereas the core activity and focus of our sector is on the live event, it goes without saying that the digital environment is integrated in communication and audience building to a larger or lesser extent in live performance organisations.



Over its more than 25 years of existence, PEARLE* has been involved in numerous projects on skills and competences, often in collaboration with the trade unions and/or the education sector. Current activities include ‘**Creative skills Europe**’ in collaboration with the audiovisual sector and a new European social dialogue project with a specific focus on digital skills to start in 2020. PEARLE* is also involved in the working group ‘creating an entrepreneurial mindset’, an initiative of the European Association of Conservatoires (AEC). In addition PEARLE* is represented in the **MuSiQuE quality enhancement body for music higher education**.

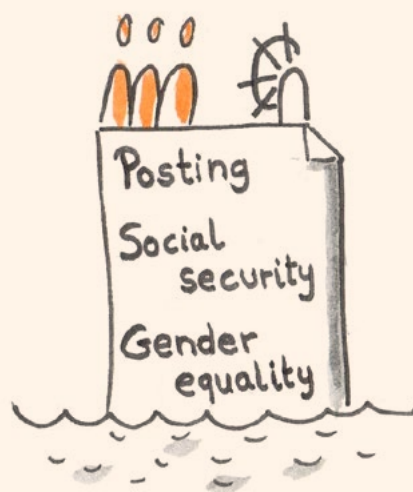
In the framework of the “Behind the Stage” project, PEARLE* invited the **European Centre for the Development of Vocational Training (Cedefop)** to present the work of the agency and its particular area of expertise in VET policies.

In 2019, the Commission invited those involved in **European Skills, Competences, Qualifications and Occupations (ESCO)** to update the taxonomy of occupations and skills/competences, including those involved, such as PEARLE, in this work for our sector in the dedicated ESCO reference group ‘arts, entertainment and recreation’.

5. Employment & social affairs

posting and social security, new European rules, gender equality and a specific focus in 2019 on the celebration of 20 years SSDC Live Performance.

The **revised Posting Directive** is due to be implemented in national legislation by 30 July 2020. The Posting Directive and the Enforcement Directive of 2014, as well as the Social Security Coordination Regulation, are the three main pieces of European law that impact touring companies as well as venues, theatres, festivals and organisers programming foreign productions. PEARLE* welcomed the Commission’s ‘practical guide on posting’ which provides answers to a number of questions, although great uncertainty remains for the thousands of organisations in the sector on how to apply the rules. PEARLE* has repeatedly underlined that the **administrative burdens are disproportionate for very short term posting**. It is hoped that European Labour Authority which was set up in 2019 will provide much needed information, guidance and support.



An ongoing issue concerns the employment of people who remain subject to **social security** in their country of residence but work for employers in different countries on the basis of a fixed term contract to take part in a production or tour.

New legislation such as the work-life balance directive or the directive on transparent and predictable working conditions also increase administrative workload for SMEs. More administration for the purpose of enforcement weighs on the capacity of the numerous small organisations in the sector.

In the area of **gender equality**, social partners continued to exchange initiatives in different countries in relation to sexual harassment at the workplace, arising from the #metoo campaign. The von der Leyen presidency has given a particular focus and attention on gender equality and in this regard social partners decided to apply for funding for a joint project to map initiatives on gender equality across Europe.

In the context of PEARLE’s European funded capacity building project ‘**Behind the Stage**’, the year was put in a specific focus as 2019 was the **20th anniversary of the creation of the European sectoral social dialogue committee ‘live performance’**. This was celebrated on 9 and 10 October and included the signing of a joint declaration in the presence of the Commission (see further in this report).

6. Radio spectrum and the World Radio Conference WRC of October 2019 in Egypt

In times of growing numbers of wireless microphones at live events and performances, it is of crucial importance to have **enough spectrum available for PMSE**. Reducing is not an option, and at least the **470-694MHz should be secured**.

In 2016, the European Commission had decided to free up the 700 MHz frequency by 30 June 2020 and keep the sub-700MHz (470-694MHz) available as priority for audiovisual services and PMSE.

The **WRC-19** in Sharm el-Sheikh, Egypt, took place from 28 October to 11 November. In preparatory conferences, a group of Arabic countries stated they might ask to put the new allocation of the 600MHz band on the agenda, even if it was agreed in 2015 that the whole UHF spectrum would only be subject to revision in 2023.

Freeing up the 600MHz band for other mobile services would have a huge negative impact on our sector: It falls into the core TV broadcasting spectrum (470-694MHz) which is also used by wireless microphones and in-ear-monitors for live events.

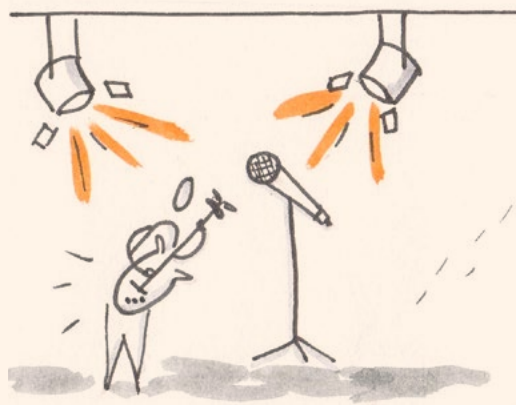
There is a great need to secure cultural frequencies as public good and warning against the commercialisation of these frequencies.

A major action ahead of WRC19 took place in this regard in Germany to safeguard cultural frequencies and also in other countries the PMSE community was very mobilised.

See also: SOS Save our spectrum, Wider Spectrum Group, APWPT

In the end the compromise reached at WRC-15 regarding the agenda item on the UHF band for the next WRC-23 remained unchanged.

In view of WRC-23, it is clear that in the next years the sector will have to deal with a big challenge to **safeguard the spectrum needed by the cultural sector** and to continue defending the cultural values of radio spectrum.



7. Stage technology in particular theatre lighting and the European eco-design regulation

On 1 October 2019, the European Commission adopted a package of 10 ecodesign regulations, including **eco-design requirements for light sources**. The text was voted in December that year by the regulatory committee on ecodesign.

Ecodesign requirements are essential for stage lighting and last year, PEARLE*, in cooperation with the European Entertainment Ecodesign Coalition successfully introduced **technical exemptions for our sector**. Thanks to these exemptions, the vast majority of light sources needed on stage as well as in film studios can continue to be used. However, given the inconsistency of an article on strong white lights, the coalition proposed an amendment which will be considered in the regulatory committee on ecodesign next year.

The European Entertainment Ecodesign Coalition is a European-wide group of associations working in the entertainment, lighting design, live performance and film/TV sectors. We also had exchanges with Lighting Europe who supports specific rules for our sector.

The new provisions of the so-called '**Single Lighting Regulation**', including the above mentioned exemptions for stage and studio lighting will be applicable as of September 2021.

8. Sustainability and climate action applied in the context of live performance organisations

The **2015 Paris Agreement** and **2018 IPCC** report together set the target for a 1.5°C maximum temperature rise: some EU countries have committed to achieving this whilst the EU is working towards doing so. Alongside this the **UN Sustainable Development Goals** demonstrate the intersection between climate change and other issues for the cultural sector such as health and well-being and intergenerational, inter-gender, inter-class and international inequality.

PEARLE* members across Europe are considering ways in which to become more sustainable, whilst realizing that the sector has a great challenge ahead in finding responses to the high mobility which characterises the sector and the high rate of new productions which involve new stage sets, costumes, props etcetera.

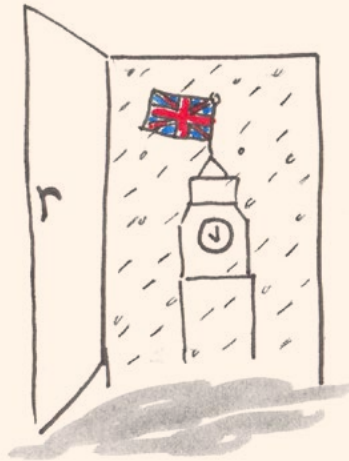
At the PEARLE* conference in Porto on 29-30 November a strong commitment was voiced by members to put this issue high on the agenda for the coming years.

9. UK – Brexit And the question on future cultural mobility

Throughout 2019 PEARLE* followed the negotiations between the EU and UK for an agreement on how to leave the EU.

The British exit from the European Union will impact live performance organisations from the UK but also from the continent travelling to the UK.

Specifically **touring activities** will be under threat for several reasons. Travel – depending on whether a deal will be reached between the EU and the UK – might be disrupted. There is also uncertainty regarding social security coordination (A1 forms) as well as on work permits / visas. CITES certificates for musical instruments



containing protected species will be obligatory for entering and exiting the UK. In addition ATA-carnets will be needed for the transport of sets and props.

Social partners in the sector voiced concerns on the impact of Brexit in particular on mobility which expects to jeopardise the **cultural cooperation** between the UK and the other European countries.

10. Third-country nationals Challenges for those requiring a visa and those that visa-exempt third country nationals – the specific issue of temporary economic migration – the ongoing problems on visas for performers touring to USA

In early 2019 the European Parliament and the Council reached an agreement on the **revision of the Visa Code**. This will become effective as from February 2020 and applies to third-country nationals who need a visa to travel to the Schengen Area. It concerns short stays of maximum 90 days in a 180-day period.



The new Visa Code includes a number of **improvements** for which PEARLE* advocated. PEARLE* also managed to keep a number of beneficial arrangements for the sector which were proposed for deletion. Finally, despite large opposition by many stakeholders, fees for visa have been raised and a new system on multiple entry visa was introduced.

In addition there remains a long-standing restriction in current EU legislation for artists who seek to **tour in the Schengen area for longer than 90 days** without staying more than 90 days in any single Member State. Whereas the proposal for a touring visa in 2014 aimed to address this, unfortunately the proposal was not considered by the Council. PEARLE* hopes to be able to address the issue under the new Commission.

Besides visas, specific attention should also be paid to **temporary economic migration**, as it is normal practice in the sector for third country national artists to come for a short period of a few days, weeks or months to take part in an artistic production. There is no common European approach to such mobile workers and as a result people may have to apply for a work permit in each EU member state for stays which are of short duration. In the context of the policy review on economic migration PEARLE* opposes any initiative to block the freedom to employ artists from any part of the world. Initiatives such as the one proposed by OECD on Building a European Talent Pool would not work for a sector as the live performance one.

Finally, in this context, the issues for EU performers to obtain **visas to travel to the USA in the context of tours**, still remain a burden and a huge investment in 2019.

11. Other topics

Others topics which were discussed and addressed with the relevant services of the European Institutions include:

- **Copyright affairs**, including the new Copyright Directive and issues arising for copyright users (following court cases in Belgium)
- **Security**, more in particular the protection of public spaces (following the terrorist attacks).
- **Taxation**, i.e. in particular the issue of excessive or double taxation, a joint concern by social partners addressed with the Commission.

REPRESENTATION

To bring forward the concerns of the sector and provide technical input to policy and legislative work, as well as support its members, PEARLE* is represented in various expert committees, stakeholder groups, civil society forums, etcetera. PEARLE* works together with other sector federations and European associations on issues of common interests.

Over the more than 25 years of existence PEARLE* has obtained a status as a trustworthy partner for EU policy makers in providing expertise and knowledge on the sector.

European Commission: Stakeholder and expert groups	Coalitions and alliances with stakeholders and sectors	Involvement in international and European organisations
DG EAC (Voices of Culture, Music Moves Europe, Cultural Heritage, Theatre Group, Mobility project, Creative Flip, EENC studies)	ILMC Association Summit – music sector	CAE (Culture Action Europe) – member
DG CNECT (Radio Spectrum)	WSG: Radio Spectrum (SOS Save our Spectrum / APWPT)	EIF (European Internet Forum at the EP) – associate member
DG HOME (Security Public Spaces)		
DG HOME (Migration and VISA)	Kelley Drye lawyers	European Tourism Manifesto group – member
DG EMPL (Employment & Social Affairs, social dialogue)	Social partner : EAEA workers representatives	ILO (International Labour Organisation) – observer status
DG EMPL – Liaison Forum	EEN network by Businesseurope	
DG EMPL – ESCO reference group (Skills and Competencies)	Audiovisual sector	MuSiQuE – music quality enhancement in education – board member AEC (European association conservatoires) partnership
DG ENERGY (Lighting)	EETC and LE: Stage lighting	
DG ENVI (protected species)	CITES: music sector using protected species	CITES: WGs on annotations and electronic systems – member of WG
DG JUST (consumer affairs)	FEAT: ticketing alliance BEUC: consumer organisation	
DG DEVCO (culture – relations ACP countries) CultureXchange		
DG TRADE (Trade Agreements – civil society forum)		
		WIPO (World Intellectual Property Organisation) – observer status



Denys Fouqueray and Morten Gjeltén



Joost Korte and Tamas Szucs

JOINT DECLARATION ON THE OCCASION OF THE 20TH ANNIVERSARY OF THE SSDC LIVE PERFORMANCE



Brussels, 10th October 2019

The European social partners in the live performance sector wish to highlight 20 years of European sectoral social dialogue.

European Social Partners

The European social partners are represented by PEARLE*, Live performance Europe, the Performing Arts Employers Association Europe, and the workers in the sector represented by the EAEA, the European Arts & Entertainment Alliance*, composed of composed of FIM (International Federation of Musicians), FA (International Federation of Actors) and UNI-ME (European Federation of creative, technical and administrative workers in the entertainment sector).

Social dialogue is at the heart of the European foundation and embedded in the European Treaty. Sectoral social dialogue has been acknowledged by the European Union as an additional pillar to cross-industry social partner activities since 1998.

Indeed, the social partners in the sector expressed, more than twenty years ago, a particular desire to be able to discuss and exchange issues of sectoral interest and which have a European or cross-border dimension.

This resulted in the establishment of a sectoral social dialogue committee for the live performance sector with the help and support of the European Commission.

The Juncker Commission underlined the importance and role of social partners to realize the European Agenda on Jobs and Growth. The incoming Commission under Ursula von der Leyen reaffirms the value of social dialogue.



CELEBRATING 20 YEARS OF EUROPEAN SOCIAL DIALOGUE IN LIVE PERFORMANCE

Following on from contacts and exchange initiated between social partners and the European Commission in the mid 1990's, the European Sectoral Social Dialogue Committee "Live Performance" **was formally inaugurated on 26th October 1999**. To mark this important milestone Pearle*, FIM, FIA and UNI MEI organized an informal gathering at the Kaaithheater in Brussels on 9th October, in which representatives from the social partners were joined by Sigried Caspar of DG Employment and Social Affairs, and Stefano Martinelli on behalf of the President of the European Economic and Social Committee. The event recalled the journey undertaken together over the last 20 years as well as expressing the unanimous commitment by social partners to continue working together to achieve a safer and healthier future for the sector.

This important anniversary was formally acknowledged on the following day at the **Sectoral Social Dialogue Committee "Live Performance" Plenary meeting**, where Denys Fouqueray on behalf of EAEA and Morton Gjeltén on behalf of PEARLE* signed a **joint declaration** in the presence of Joost Korte, Director General of DG Employment and Social Affairs and Tamas Szucs, Director for Culture and Creativity in DG Education and Culture. The declaration underlines the important place of social dialogue in the European treaty and European employment policies and calls on Member States to recognise the necessity of employers' associations and trade unions, who should be able to undertake collective bargaining.

It also addresses key issues to be taken up in Member States and reminds the governments, the workers and employers organisations of the necessary conditions to build up strong social dialogue. Referring to the specific characteristics of the live performance sector, social

partners recall the role of culture and arts in society, the freedom of artistic expression and the promotion of cultural diversity, which is also embedded in the European treaty.

At the same time, European social partners endorsed a new two-year work programme under six main headings: social dialogue and the role of social partners, skills and training, health and safety, mobility, gender equality, EU initiatives, the economic situation for the sector and climate change and sustainability.

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04

EUROPEAN PROJECTS

In 2019 PEARLE* was involved in two projects supported by the Creative Europe programme and three projects supported by the dedicated budgetline for social dialogue.

CREATIVE EUROPE

Partner in AEC – SMS project
2017-2021

Partner in EFA Rise 2 project
2017-2021

SOCIAL DIALOGUE

Partner in Creative Skills project
2017-2019

Lead partner in Behind the Stage project
2017-2020

Partner in Mapping Social Dialogue project
2019-2021

EFA RISE 2

Full project title: Rising to the Community

Synergy partnership EFA-PEARLE* for the activity “capacity building in the context of internationalisation, cross-border cooperation and mobility”

EU programme: Creative Europe – sub-programme culture - networks (DG Culture)

Project leader: EFA-European Festivals Association

Role of PEARLE*: Partner in activity 10

Financial contribution received: Reimbursement of the costs for project coordinator, for communication, travel, meeting costs and fees for experts
Own contribution: Staff working time

Activities in 2019:

2 Workshops:

- “**Making diversity work in the cultural sector**”
Plovdiv, 24-25 May 2019
- “**Environmental sustainability: down to grassroots**”
Porto, 29-30 November 2019



Co-funded by the
Creative Europe Programme
of the European Union

WANT TO KNOW MORE?

The European Festivals Associations EFA aims to bring with the network project RISE 2 to full life a community that serves as a pool of peers to ask each other for advice, make agreements, co-produce & get fresh ideas across borders.

As a close partner of EFA, the role of PEARLE* is to help building capacity in the context of internationalisation, cross-border cooperation and mobility

In 2018 workshops focused on preserving immaterial heritage through archiving and building the bridge between historic works and contemporary arts.

AEC SMS

Full project title: SMS – Strengthening music in society

EU programme: Creative Europe

Project leader: AEC European association of conservatoires and music academies

Role of PEARLE*: Member of the Working Group Entrepreneurial mindset and skills for musicians

Financial contribution received: Reimbursement travel costs

Own contribution: Staff working time

Activities:

- 2 working groups meetings : 2 April, 4-5 October
- SMS project conference meeting: 1-3 May, Riga

Creative skills Europe

Full project title: Accompanying the transformations of the market and of individual careers in the European audio-visual and live performance sectors: a social dialogue perspective

EU programme: Social dialogue (DG Employment)

Project leader: Uni-Mei

Role of PEARLE*: Project partner
Member of the steering committee

Financial contribution received: Reimbursement travel costs

Own contribution: Staff working time

Activities in 2019:

Final conference Gothenborg, Sweden – 5 February 2019

5 publications:

- A Step Ahead – Training for Innovation
- A Safe Bet – Training and Workforce Development
- It is a New World – Training in and for the Digital Era
- Joining Forces – Funding our Training Need
- Fruitful Co-operations – Access to training through Social Dialogue



See also: www.creativeskillseurope.eu



Co-funded by the
Creative Europe Programme
of the European Union

WANT TO KNOW MORE?

The European association of Conservatoires and Higher Music institutions (HEIs) aims to continue to support and encourage Music HEIs to adapt to change, embrace innovation and open up new fields of activities through the project Strengthening Music in Society (AEC-SMS). As a member of the working group 'Entrepreneurship' the role of Pearle is to bring a perspective from the daily practice. The goal is to enable artists to gain new skills which will enrich their professional life and embrace their chances on the labour market.



WANT TO KNOW MORE?

Creative Skills Europe, the European Platform for Employment and Training in the Audio-visual and Live Performance sectors, is a project which aims at collecting information and at developing tools to help the sector adjust its skills to the realities of the field.

Ran by a partnership of European trade unions, employers' organisations, and national skills bodies, Creative Skills Europe built on the intelligence of the sector on its evolutions and needs. It looked at creating national and European synergies, and at inspiring new types of actions, both at company level and in a collective way at sector level. Its objective was to steer discussions on the evolving skills needs in our sectors and to promote initiatives to respond to those needs.

Behind the Stage

Full project title: Behind the Stage - A new start for social dialogue: the role and capacity of employers associations in the live performance sector
EU programme : Social dialogue

Project leader: PEARLE*

Project partners: OKO – Belgium, Les Forces Musicales – France, EETEAL – Estonia

Associate partners: BAROK – Bulgaria, PERFORMART – Portugal

Partner on voluntary basis: DBV - Germany

Activities:

- Two capacity building meetings:
Plovdiv, 24-25 May and Porto, 29-30 November
- Two steering committee meetings in Brussels: 28 January and 6 June
- Dedicated webpages on the project **behindthestage.org**
- Second and third newsletter published and disseminated :
January and July 2019
- Specific focus on 20 years European social dialogue



BEHIND THE STAGE
NEWSLETTER #2 – JANUARY 2019

News for anyone managing a live performance organisation, leading an employers association, seeking to foster resilience in a social dialogue, as well as anyone interested in strengthening relations between the live performance sector and employment and social affairs.

BEHIND THE STAGE

Empowering the role and capacity of employers associations and strengthening social dialogue in the European live performance sector.

IN THIS ISSUE

EURO-TALK
Report 3rd capacity building meeting Antwerp
Behind the Stage project partner OKO
Spotlight on PEARLE - 2019 Awards
Announcement 3rd capacity building meeting Plovdiv
Get more info & become involved

WELCOME TO THE 'BEHIND THE STAGE' WORLD

When the magic happens on the stage and while you're enjoying a concert and performance, a world of activity is taking place behind the stage.

As in other sectors, management and workers are best placed to discuss and establish the framework and methods related to working conditions and in addressing challenges of the sector influenced by changes in society.

With the precise aim of making the sector resilient for the future and increase the capacities of employers and those in management positions, at the beginning of 2018 PEARLE - Live Performance Europe launched Behind the Stage, a project that needs to improve industrial relations and provide a new start for social dialogue in the EU live performance sector.

The red thread throughout this project is the European Pillar of Social Rights proclaimed by the European Commission and validated by Heads of State in Gothenburg, Sweden, on 17 November 2017.

Throughout 2018 and 2019 Behind the Stage will be undertaking a series of activities that include four capacity building meetings in Estonia, Belgium, Bulgaria and Portugal and a high-profile Awards Event in Brussels on 22nd November, 2019.

We'll be publishing a newsletter (this is the second of four) every six months after each meeting to share what was experienced and learnt, and which we hope you find both informative and entertaining.

Happy Reading!



BEHIND THE STAGE NEWSLETTER #2 – SUMMER 2019

News for anyone managing a live performance organisation, leading an employers association, seeking to foster resilience in a social dialogue, as well as anyone interested in strengthening relations between the live performance sector and employment and social affairs.

BEHIND THE STAGE

Empowering the role and capacity of employers associations and strengthening social dialogue in the European live performance sector.

TO THE 'BEHIND THE STAGE' WORLD

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Announcement 4th capacity building meeting Porto
Get more info & become involved

EURO-TALK

The TRIPARTITE SOCIAL SUMMIT is a forum for dialogue between EU institutions at presidential, level and the European Commission, the European Council, the President of the European Council, the President of the European Commission, and the head of state or government of the participating countries.

The participating social partners are:
- BusinessEurope, the Confederation of European Businesses
- European Trade Union Confederation (ETUC)
- European Centre of Employers and Enterprises (CEEES)
- Small and Medium Enterprises in Europe (SME Europe)
- Council of European Technicians and Managers (CETM) (European)

The Tripartite Social Summit acts as a bridge between the different partners of conversation and enables

the social partners to contribute, in an integrated way, to the different components of the Europe 2020 strategy. There are four main pillars which together concentrate: labour, innovation, economic, digital, employment, social, protection, security and education and training.

The 2019 Tripartite Social Summit took place on 20th March and was chaired by the European Presidency. The main theme of the summit social summit was "For a stronger, united and forward-looking Europe". Discussion of this summit focused on three areas:
- 50 years of labour mobility - making the best of the movement of workers for well-being
- Better regulation - allowing investments in a digital and green growth
- Building on the new start for social dialogue to shape the new world of work

More info:
www.consilium.europa.eu/en/working/intergovernmental-council/2019/03/20/



BEHIND THE STAGE

WANT TO KNOW MORE?

Social dialogue is a fundamental tool to create a level playing field for all companies and workers in a particular sector. Both employers and trade-union associations therefore need the capacity to realize this ambition.

The project is set against the European dimension, whilst it seeks to address more specifically the challenges expressed in the live performance sector. Many of the challenges arise from external factors such as reduced public support, increase of micro-companies and project-oriented organisations, impact of digital environment on the taste of audiences, greater insecurity for tour planning, increased complexities and administrative burdens for cross-border activities.

By improving the functioning of employers associations and encouraging the transnational exchange on thematic issues the project shall allow for a better contribution the Commission's commitment on a new start for social dialogue and the European social pillar.

Mapping social dialogue in commercial live performance (5 countries)

Full project title: Mapping the situation of social dialogue in the commercial live performance sector in Bulgaria, Czechia, Poland, Romania, Serbia

EU programme: Social dialogue (DG Employment)

Project leader: Uni-Mei

Role of PEARLE*:

- Associate partner, with involvement of members from France, Germany in steering committee and members of Bulgaria, Czechia and Poland for research
- Member of the steering committee

Financial contribution received: Reimbursement travel costs

Activities in 2019:

- Selection of lead researcher and of five national experts
- (BG, CZ, PL, RO, Serbia)
- Steering committee meetings : 1st July, 10 December



WANT TO KNOW MORE?

The European social partners in the live performance sector have launched a project to map and assess the situation of social dialogue in the commercial live performance sector which is largely unmapped in a significant number of EU countries.

This project will focus on five countries in Central and Eastern Europe: Czech Republic, Bulgaria, Romania, Serbia, and Poland. The aim of the action is to identify key players in the commercial sector, to research the state of social dialogue in the commercial live performance sector in these countries.

PEARLE* GOVERNANCE & STRUCTURE

PEARLE* is governed by a General Assembly and an Executive Committee.

The daily management of the association is undertaken by a team based in Brussels.

EXECUTIVE COMMITTEE (UNTIL MAY 2019)

Chairman: Géza Kovács, AHO – Magyar Szimfonikus Zenekarok Szövetsége, Hungary

Secretary: Liesbeth Dejonghe, oKo – Overleg Kunstenorganisaties, Belgium

Treasurer: Tommi Saarikivi, STEFI – Suomen Teatterit ry / Finlands Teatrar rf

Members:

- **Marc Grandmontagne**, DBV – Deutscher Bühnenverein, Bundesverband der Theater und Orchester, Germany
- **Julian Bird**, SOLT/UK Theatre – Society of London Theatre & UK Theatre Association, United Kingdom
- **Alexandra Bobes**, Les Forces Musicales, France
- **Tania Swayne**, FAETEDA – Federación Estatal de Asociaciones de Empresas Productoras de Teatro y Danza, Spain

Delegates (in alphabetical order):

- **Francisca Carneiro Fernandes**, Performart, Portugal
- **Yolande Melsert**, NAPK – Nederlandse Associatie Podiumkunsten, Netherlands
- **Morten Gjeltén**, NTO – Norsk Teater og – Orkesterforening, Norway
- **Zdenek Panek**, APD ČR – Asociace profesionálních divadel České republiky, Czech Republic
- **Mark Pemberton**, ABO – Association of British Orchestras, United Kingdom
- **Aline Renet**, FEPS – Fédération des employeurs du spectacle vivant public et privé, France
- **Ilka Schmalbauch**, DBV – Deutscher Bühnenverein – Bundesverband der Theater und Orchester, Germany

EXECUTIVE COMMITTEE (AS FROM 25 MAY 2019)

Chairman: Morten Gjeltén, NTO – Norsk Teater og – Orkesterforening, Norway

Secretary: Liesbeth Dejonghe, oKo – Overleg Kunstenorganisaties, Belgium

Treasurer: Zdenek Panek, APD ČR – Asociace profesionálních divadel České republiky, Czech Republic

Members:

- **Marc Grandmontagne**, DBV – Deutscher Bühnenverein – Bundesverband der Theater und Orchester, Germany
- **Julian Bird**, SOLT/UK Theatre – Society of London Theatre & UK Theatre Association, United Kingdom
- **Sébastien Justine**, Les Forces Musicales, France
- **Tania Swayne**, FAETEDA – Federación Estatal de Asociaciones de Empresas Productoras de Teatro y Danza, Spain

Delegates (in alphabetical order):

- **Francisca Carneiro Fernandes**, Performart, Portugal
- **Géza Kovács**, AHO – Magyar Szimfonikus Zenekarok Szövetsége, Hungary
- **Gabi Mesters**, VSCD – Vereniging Schouwburg- en Concertgebouwdirecties – Netherlands
- **Mark Pemberton**, ABO – Association of British Orchestras, United Kingdom
- **Aline Renet**, FEPS – Fédération des employeurs du spectacle vivant public et privé, France
- **Tommi Saarikivi**, STEFI – Suomen Teatterit ry / Finlands Teatrar rf
- **Ilka Schmalbauch**, DBV – Deutscher Bühnenverein – Bundesverband der Theater und Orchester, Germany

BRUSSELS OFFICE

- **Anita Debaere**, *Director*
- **Silke Lalvani**, *Head of European Affairs*
(and coordination for the Rise project activities)
- **Camilla Colombo**, *European project Communication officer*
- **Cristina Ward**, *Project Officer 'Behind the stage'*

THE MEMBERS OF PEARLE*

40 full members and 14 associates. Together they represent more than 10 000 live performance organizations.

Full members are European-based associations representing the interests of their members at national level.

Associate members are European-based networks, non-European based associations or individual organisations/entreprises.

PEARLE* welcomed **7 new members**, of which 3 full members and 4 associate members.

Full members:

- **Finland**, *Teatterikeskus (Theatre center)*
- **Hungary**, *Magyar Színházi Társaság (Hungarian Theatre Society)*
- **Slovenia**, *Kolegij direktorjev slovenskih gledališč (Association of Slovene theatre managers)*

Associate members:

- **FEST** – *European Federation for Storytelling*
- **Bozar** – *fine arts center, Brussels*
- **Cyprus Symphony Orchestra Foundation** – *Nicosia, Cyprus*
- **Feld Entertainment** – *Netherlands*

AUDIT COMMITTEE

Composition:

- **Claudia Belchior** (*Performart, Portugal*)
- **Roman Steiner** (*SBV/UTS, Switzerland*)
- **Pierre Van Diest** (*oKo Belgium*)

EMPLOYMENT AND SOCIAL AFFAIRS GROUP

PEARLE* members representing employers in the live performance sector in the context of the European sectoral social dialogue committee 'live performance', facilitated by DG Employment, Unit Social Dialogue.

PEARLE* members taking part in steering groups and meetings of European social dialogue projects.

MuSiQue

Foundation for **Quality Enhancement and Accreditation in Higher Music Education**. It is an external evaluation body dedicated to the continuous improvement of the quality of higher music education across Europe and beyond and to assisting higher music education institutions in their own enhancement of quality.

Representative on behalf of PEARLE*:

Assoc. Prof. Momchil Georgiev, *PhD and Secretary General of Bulgarian Association of Employers in Culture (BAROK)*

57th PEARLE CONFERENCE

In conjunction with 'Behind the Stage' capacity building meeting and Rise project workshops

Dates: 24-25 May 2019

Place: Academy of Music, Dance and Fine Arts - Plovdiv, Bulgaria

Host: BAROK

Attendance: 59

Number of countries represented: 23

Gender balance: 53% F / 47% M

58th PEARLE CONFERENCE

In conjunction with 'Behind the Stage' capacity building meeting and Rise project workshop

Dates: 29-30 November 2019

Place: Mosteiro de Sao Bento da Vitória - Porto, Portugal

Host: PERFORMART

Attendance: 68

Number of countries represented: 21

Gender balance: 68% F / 32% M

20 YEARS OF EUROPEAN SOCIAL DIALOGUE - EVENT

Organisers: PEARLE* in collaboration with EAEA (European Arts and Entertainment Alliance)

Date: 9 October 2019

Place: Kaai theater, Brussels

Theme: celebrating 20 years of existence of the European sectoral social dialogue committee 'live performance'

PEARLE EXECUTIVE COMMITTEE

Six meetings were held in 2019

- 8 February – London
- 3 April – Brussels
- 25 May – Plovdiv
- 10 September -Brussels
- 9 October – Brussels
- 28 November – Porto

WORKING GROUP SSDC 'LIVE PERFORMANCE'
EUROPEAN SECTORAL SOCIAL DIALOGUE COMMITTEE
'LIVE PERFORMANCE'

Date: 21 February 2019

Attendance:

- 15 representatives of Pearle (10 F / 5 M)
- 17 workers representatives of EAEA (5 F / 12 M)

Outcomes of the meeting:

- Joint response to the Commission's consultation on the preparation of the EU action plan on ivory
- Preparing for joint statement for the next meeting of CITES parties in Sri Lanka in May 2019
- Finalisation Creative Skills project with 5 upcoming publications (training for innovation; training and workforce development; training in and for the digital era; access to training through social dialogue; and funding our training needs)
- Start of new joint project on mapping social dialogue in the commercial live performance sector (focus on Czech Republic, Bulgaria, Romania, Serbia, and Poland)



All PEARLE* members, Plovdiv, Bulgaria

WORKING GROUP SSDC 'LIVE PERFORMANCE'

Date: 7 June 2019

Attendance:

- 11 representatives of Pearle (9 F / 2 M)
- 16 workers representatives of EAEA (8 F / 8 M)

Outcomes of the meeting:

- Report of meeting PEARLE* and FIM, together with instrument makers, at the CITES secretariat in Geneva to explain their concerns and needs
- Exchange with DG Taxud on the issue of double taxation who asks for fresh and new examples and evidence.
- Presentation of webpage of the Creative skills project which was conducted together with the Audiovisual Sector: www.creativeskillseurope.eu
- Application submitted for a follow-up project on skills with a focus on digital
- Expression of interest to consider updating the OiRA tools for the live performance sector (venues & productions)
- Joint project application under the social dialogue call to map the situation on gender equality in the sector.
- Proposal for a joint initiative to celebrate 20 years of European social dialogue at next meeting
- Information on the start of the Eurofound representativeness study on the sector

PLENARY SSDC 'LIVE PERFORMANCE'

Date: 10 October 2019

Attendance:

- 20 representatives of Pearle (12 F / 8 M)
- 25 workers representatives of EAEA (8 F / 17 M)

OUTCOMES of the meeting:

- Keynote of Director-General of Employment Joost Korte and of Director Culture (DG EAC) Tamas Scuzs
- Signature of joint declaration on the occasion of 20 years European social dialogue in the live performance sector
- Adoption of new work programme of the SSDC live performance 2020-2021

MEMBERSHIP LIST

STATUS PER 31 DECEMBER 2019

FULL MEMBERS

AUSTRIA

- Wiener Bühnenverein
Association of theatres in Vienna
- Theatererhalterverband Österreichischer Bundesländer und Städte
Association of regional and city theaters in Austria

BELGIUM

- Belgische Schouwspelvereniging, BSV/ Association Belge du Spectacle, ABS
Association of performing arts in Belgium
- Overleg Kunstenorganisaties, oKo
Platform for arts organizations
- Fédération des Employeurs des Arts de la Scène, FEAS
Federation of employers in the performing arts

BULGARIA

- Balgarska asociatsia na rabotodatelite v oblasti na kulturata, BAROK
Bulgarian association of employers in culture

CZECH REPUBLIC

- Asociace profesionálních divadel České republiky, APD ČR
Association of the professional theatres in the Czech Republic
- Asociace symfonických orchestrů a pěveckých sborů České republiky, ASOPS
Association of the Czech symphony orchestras and choirs

DENMARK

- Dansk Teater
Danish Association of Theatres
- Dansk Ensembles, Orkestre og Operainstitutioner - DEOO
Association of Danish ensembles, orchestras and opera institutions

ESTONIA

- Eesti Etendusasutuste Liit, EETEAL
Estonian association of performing arts institutions

FINLAND

- Suomen Teatterit ry / Finlands Teatrare rf, STEFI
Association of Finnish theatres
- Suomen Sinfoniaorkesterit, SUOSIO
Association of Finnish symphony orchestras

FRANCE

- Association française des Orchestres, AFO
Association of French orchestras
- Fédération des employeurs du spectacle vivant public et privé, FEPS
Federation of employers in the public and private live performance in France
- Les Forces Musicales
Employers' association of operas, orchestras, festivals of lyric art and classical music

GERMANY

- Deutscher Bühnenverein, Bundesverband der Theater und Orchester, DBV
German association of theatres and orchestras

HUNGARY

- Magyar Szimfonikus Zenekarok Szövetsége
Association of Hungarian orchestras
- Magyar Színházi Társaság (as from June)
Hungarian Theatre Society

ICELAND

- Samtök atvinnuveitenda í sviðslist og tónlist, SAVIST
Employers association for the performing arts in Iceland

ITALY

- Associazione Generale di institute dello spettacolo, AGIS (on hold)
Association of performing arts organisations

NETHERLANDS

- Vereniging van Schouwburg, en Concertgebouwdirecties, VSCD
Association of Dutch venues and concert halls directors
- Nederlandse Associatie voor Podiumkunsten, NAPK
Dutch Association of Performing Arts & Music Organisations
- Vereniging Nederlandse pop podia en festivals – VNPF
Association of Dutch Music Venues and Festivals

NORWAY

- Norsk Teater, og Orkesterforening, NTO
Association of Norwegian theatres and Orchestras

POLAND

- Zrzeszenie Filharmonii Polskich, ZFP
Society of Polish Philharmonics

PORTUGAL

- Associação para as artes performativas em Portugal, PERFORMART
Portuguese association of performing arts

SLOVENIA

- Kolegij direktorjev slovenskih gledališč (as from Dec)
Association of Slovene theatre managers

SLOVAKIA

- Asociácia Slovenských Divadiel a Orchestrov, ASDO
Association of Slovak Theatres and Orchestras

SPAIN

- Federación Estatal de Asociaciones de Empresas Productoras de Teatro y Danza, FAETEDA
State Federation of Associations of Theatre and Dance Production Enterprises
- Asociación Española de Orquestas Sinfónicas, AEOS
Association of Spanish Symphony Orchestras

SWEDEN

- Svensk Scenkonst
Swedish Performing Arts Association

SWITZERLAND

- Schweizerischer Bühnenverband, SBV / Union des Théâtres Suisses, UTS / Unione dei Teatri Svizzeri
Association of theatres in Switzerland
- Fédération Romande des Arts de la Scène – FRAS
Association of 'Roman' theatres in Switzerland
- Orchester.ch
Association of orchestras in Switzerland

UNITED KINGDOM

- The Society of London Theatre / UK Theatre Association, SOLT/ UK Theatre
- Association of British Orchestras, ABO
- Federation of Scottish Theatre, FST

ASSOCIATE MEMBERS

AUSTRALIA

Live Performance Australia

RUSSIA

Russian Union of Concert Organizations, RUCO

EUROPEAN NETWORKS

- Opera Europa
- ECA, European Circus Association
- EFA, European Festivals Association
- ETC, CTE, European Theatre Convention
- FEST – European Federation of Story-telling (as from June)
- FEVIS Europe
- REMA, EEMN, European Early Music Network

INDIVIDUAL MEMBERS

- Ancienne Belgique (AB) – Concert venue, Brussels
- Bozar – fine arts center, Brussels
- Sport Paleis – Concert venue, Antwerp
- Cyprus Symphony Orchestra Foundation – Nicosia, Cyprus
- Feld Entertainment – Netherlands

PEARLE* MEMBERSHIP OPTIONS:

- Full membership: intended for national associations from a European country
- Associate membership (3 types): intended for
 - Non-European national association
 - European network in the live performance sector
 - Individual organisations or enterprises with a direct link to the live performance

CONTACT: info@pearle.eu

MORE INFO: www.pearle.eu/register

ACKNOWLEDGEMENTS

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Louise Norman (SOLT/UK Theatre - Society of London Theatres/UK Theatre Association, UK) for drafting the action points and minutes of the General Assembly meetings.

With warm thanks to:

oKo (the Flemish Association of Arts organizations) for its logistic and administrative support
Kaaithheater at Square Saintelette in Brussels to host the Pearle* secretariat and offering its spaces

With special thanks to:

all the members for their support, engagement, trust, commitment and expertise.

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Graphic design: Rienk Michielsens

PEARLE* – LIVE PERFORMANCE EUROPE ...

REPRESENTS through its members associations more than 10,000 live performance organizations, including theatres, theatre production companies, orchestras and music ensembles, opera houses, ballet and dance companies, festivals, producers, promoters, music clubs, venues and concert halls, workspaces, comedy, circus and other organizations within the music and performing arts sector across Europe. It concerns both profit and non-profit organizations and enterprises. The size of the companies stretches from professional small scale production companies, music bands and touring companies employing less than 10 persons, to medium-sized and a number of large theatrical organizations employing over a thousand people.

IS RECOGNIZED AS THE ONLY EUROPEAN ASSOCIATION to represent management in the European sectoral social dialogue committee 'live performance' facilitated by DG Employment of the European Commission.

HAS OVER TWENTY FIVE YEARS OF EXPERIENCE on public affairs and is a trustworthy interlocutor to the European Institutions, working along high ethical standards in our contacts with public officials. Based in Brussels, Pearle* is strategically positioned to advocate for the live performance sector and to stimulate a welcoming regulatory environment to help move the sector forward.

ABOUT THE LIVE PERFORMANCE SECTOR

The live performance sector, including music and performing arts, alone employs over 2 million workers (data Eurostat 2014; NACE Rev2, code 90 and EY study 2014). It is the largest job supplier of the cultural sectors.

The annual turnover of the performing arts and live music sector is about 44,5 billion euros (source: EY study 2014).

PEARLE* – Live Performance Europe
Performing Arts Employers Association League Europe
Square Saintelette 19
B-1000 Brussels

T +32 (0)2 203 62 96

E info@pearle.eu

W www.pearle.eu

 [@pearleurope](https://twitter.com/pearleurope)