

BEHIND THE STAGE



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

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 seeks to improve industrial relations and provide a new start for social dialogue in the EU live performance sector.

The red thread throughout this project has been 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* has undertaken a series of activities that have included four capacity building meetings in Estonia, Belgium, Bulgaria and Portugal and a high-profile Awards Event in Brussels on 22nd November, 2018.

We have published a newsletter (this is the fourth and final one) every six months after each meeting in order to share what was experienced and learnt, and which we hope you find both informative and entertaining.

Happy Reading!



EURO-TALK

Paolo Gentiloni for Economy and Elisa Ferreira for Cohesion and Reforms.

The new European Commission under President Ursula von der Leyen took office on December 1st, 2019. Among the 6 main policy priorities for the Commission between 2019 and 2024 is one entitled 'An economy that works for people'. Working for social fairness and prosperity'. It states that "individuals and businesses in the EU can only thrive if the economy works for them. The EU's unique social market economy allows economies to grow and to reduce poverty and inequality. With Europe on a stable footing, the economy can fully respond to the needs of the EU's citizens. For that, it is essential to strengthen small and medium-sized enterprises, the backbone of the EU's economy. It is also essential to complete the Capital Markets Union and to deepen the Economic and Monetary Union."

This policy pillar is led by Vice-President Valdis Dombrovskis, who steers a group of Commissioners contributing to this overall policy. Commissioner **Nicolas Schmit** is specifically responsible for developing the area of **Jobs and Social Rights**. The other three Commissioners in the group are: Phil Horgan for Trade,

Commissioner Schmit will develop an Action Plan to implement the **European Pillar of Social Rights**, propose a legal instrument for a minimum wage, look at ways on how to improve platform workers conditions, design a European Unemployment Benefit Reinsurance Scheme, establish and support the European Labour Authority (posting), promote **Social dialogue** and engage with **Social partners** at the EU across all fields of priority, support the future European Social Fund+, strengthen social protection systems in Europe by using the European semester monitoring system, reinforce the Youth Guarantee and develop a European Child Guarantee, develop a European Action Plan for Social Economy and finally update the skills agenda, exploring the idea of individual learning accounts.

The Commissioner responsible for **Culture** is **Mariya Gabriel**, who also is in charge of Innovation, Research, Education and Youth. Under the Executive Vice-President Schinas culture comes under the overarching policy pillar 'Promoting our European Way of Life. Protecting our citizens and values'.

More info: ec.europa.eu/info/about-european-commission_en

Euro-talk
Report 4th capacity building meeting Porto, Portugal
<i>Behind the Stage</i> project partner PERFORMART
Stories: Spotlight on you!
Celebrating the achievements of employers' associations in 2019
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Announcement: final report
Get more info & become involved

BEHIND THE STAGE PROJECT PARTNER

PERFORMART – PORTUGAL

PERFORMART, *Associação para as Artes Performativas em Portugal* (Portuguese Association of Performing Arts) was founded in 2015. Its principle aims include the promotion of multiple forms of artistic expression in the field of live performance, the representation of its members nationally and internationally, international cooperation with other associations, coordinating joint positions on issues concerning the sector and creating networks that permit the sharing of knowledge among members.

PERFORMART became officially a member of PEARLE* in 2017.

performart.pt/en

PERFORMART

REPORT BEHIND THE STAGE 4TH CAPACITY BUILDING MEETING

PORTO, PORTUGAL. FRIDAY 29TH & SATURDAY 30TH NOVEMBER, 2019

"Time for Action", was the theme chosen for the fourth and final capacity building meeting in the context of the European funded project "Behind the Stage".

Within this context and in the framework of the objective to contribute to social dialogue, the **final capacity building meeting** provided opportunities for further training in a wide range of areas including sustainability, communication, social security and posting and taxation.

The meeting was also an opportunity to establish actions, next steps and a roadmap to contribute to social dialogue and the sustainability of the sector. There

are a wide range of issues which are of importance to a greater or lesser extent for the live performance sector and branch and employers' organisations can play an important role.

On this occasion a total of 63 delegates from 21 European countries took part in the meeting of which 8 guests from organisations based in France, Greece, Latvia, Lithuania and UK attending as observers. 68% of the group were women and 32% were men.

The meeting was hosted by PERFORMART, the Portuguese Association of Performing Arts, at the Mosteiro de São Bento da Vitória in Porto.



STORIES SPOTLIGHT ON YOU

CELEBRATING THE ACHIEVEMENTS OF EMPLOYERS' ASSOCIATIONS IN 2019

One of the objectives of *Behind the Stage* is to raise awareness about the role of employers' associations within the live performance sector and to increase the visibility of the activities they undertake.

We know that sometimes it's hard for those who normally work "behind the stage" to take the spotlight, so during our capacity building meeting in Porto we asked delegates to quickly describe in a few words what they considered had been the major achievements in 2019 of the organisations they represent. The following is an overview of a small selection, amply demonstrating just how dynamic and far-reaching their accomplishments are. Congratulations to all and keep up the good work!

Getting bigger

Pearle members continue to work towards increasing their membership. In 2019 PERFORMART in Portugal expanded its scope of members to include circus organisations while **orchester.ch** (Switzerland) opened its doors to non-permanent orchestras. Three new members joined the **Czech Association of Professional Theatres** this year.

Sharing resources

In 2019 the **Association of Finnish Theatres**, the **Teatterikaskus** (Theatre Centre), the **Association of Finnish Orchestras and Finnish Festivals** moved into a new building together. This renewed proximity has led to fresh cooperation with positive results: thanks to joint lobbying the Government has confirmed an increased state budget for arts and culture in 2020.

Growing networks

The **Choreographers' Association** from Latvia is one of the founders of the "Baltic Dance Platform", launched in 2019 with the aim of promoting contemporary dance from Lithuania, Estonia and Latvia internationally.

In Norway this year **NTO** initiated a network of arts organisations with the aim of working together on any aspect related to freedom of speech, artistic independence, autonomy, etc.

Renewing training topics

Topics covered by the "Behind the Stage" programme have provided the subject for training sessions organised in 2019 by Pearle members. In Spain **FAETEDA** ran a workshop on member recruitment and engagement while in France **Les Forces Musicales** offered seminars on how to work with third parties (how to improve communication and expand influence in relation to local authorities or how to contribute towards better local musical policies in the new regions created in 2017).

Improving the working environment

Pearle members' concern about contributing towards a better and safer working environment in the sector is reflected in the number of projects they have initiated to this effect in 2019. In France **SYNDEAC** organised a series of conferences for their members on how employers should fight against sexual and

gender based violence in the workplace; the **Swiss Schweizerischer Bühnenverband** launched a "value compass" to establish a culture of zero power abuse; together with the unions the **Swedish Performing Arts Association** initiated a project against sexual harassment; **oKo** in Belgium is working on an action plan to prevent abusive behaviour; and this year the **Federation of Scottish Theatre** has been working with the organisation Parents and Carers in the Performing Arts to secure Government funding to develop a network aimed at improving flexible working opportunities in the sector.

Working with third parties

2019 has been witness to significant steps forward in negotiations with the Government on changing a special taxation undertaken by the **Association of Hungarian Orchestras**; in Bulgaria **BAROK** has taken part in two social dialogue projects with the Bulgarian Industrial Association; in the Netherlands the **VSCD**, the unions and a pension fund have initiated a new line of dialogue to try and establish a pension scheme for self-employed similar to that of employed workers; and in Germany the **Deutscher Bühnenverband** has signed a new agreement with Publishers related to the performance and payment of protected works.

Encouraging Diversity

UK Theatre and **Society of London Theatre** launched the Stage Sight website: a collaborative network of theatre and performing arts organisations whose vision is to create an off stage workforce that is inclusive of ethnicity, class and disability. Also in the UK, the **Independent Theatre Council** ran its "Leaders of Tomorrow" leadership programme for 30 BAME leaders as well as organising its "Doing Things Better" conference for 150 leaders focusing on good management, ethical fundraising practices and Diversity & Access.

IN THE SPOTLIGHT

PORTO: TIME FOR ACTION

It is now a little over two years since the **European Pillar of Social Rights** was proclaimed and signed by the European Council, Parliament and Commission during the Gothenburg Social Summit for fair jobs and growth (17th November 2017). Summing up the latest Tripartite Social Summit of 16 October 2019 in Brussels, Jean-Claude Juncker, declared that ... *"With more than 24 legal initiatives adopted to support it, the European Pillar of Social Rights has become a reality and is making a difference in Europeans' lives, from better work-life balance to more fairness in the labour market. In a fast-changing world, it is more important than ever to keep asserting the social dimension of the European Union. Because Europe will be social or it will not be Europe."*

The 20 principles and rights that comprise the "Pillar" have provided the context for the 22 topics that will have been covered at the close of the four *Behind the Stage* capacity building meetings.

Many of these topics already form part of our members' work programmes whereas others are still among the goals they are setting for the near future. During the two years in which PEARLE* has been running *Behind the Stage* we have seen how a number of issues dealt with by the project have quickly gained much greater weight on the European and global stage such as environmental protection, sustainable economic development leading to productive employment or new narratives in relation to migration policies.

The theme for the fourth and last *Behind the Stage* capacity building meeting was "Time for Action" and opened with a presentation by Julia Flintrop from the **European Agency for Health and Safety at Work**. The agenda also included a number of relevant themes that have not yet been dealt with. Dr Ben Twist of Creative Carbon Scotland introduced the challenge of including a policy on **sustainability in arts organisations and their**



> Marco Rocca, Dick Molenaar, Frederic De Wispelaere

role in society. This led to a discussion on the subject facilitated by Jude Henderson (FST) and supported by two experts from the Belgian-based organization PULSE. With the European Pillar of Social Rights as a background, three experts explored how to deal with **social security and posting in a cross-border and mobile context and the issues related to taxation.** Frederic De Wispelaere of HIVA-KUL presented data on the high mobility which is significant higher compared to other sectors. Dr. Marco Rocca explored the challenges for very high mobility in the context of the social security coordination regulation and the posting directives. Dr. Dick Molenaar added another layer of complexity by presenting the particular issue of double taxation and how to deal with it. Finally, Cristina Salvador ran two workshops, one on **Communication and PR for associations** and a second one on communication techniques and tools for live performance organisations.

The second day of the capacity building meeting started with a keynote entitled **'Rethinking cultural management: the case for civil disobedience'** by Vania Rodrigues who had undertaken research on the theme. The penultimate session of the meeting in Porto aimed to provide delegates with the opportunity to re-visit the 22 topics that have been covered by the project in order to set the scene for future initiatives and actions under the professional facilitation and guidance of Marzena Gawenda, supported by Marie Dubost and Silke Lalvani.



> Cristina Salvador



> Ben Twist



> Vania Rodrigues

SPECIAL FEATURE

CELEBRATING 20 YEARS OF 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 Kaaiteater in Brussels on 9th October, in which representatives from the social partners were joined by Sigfried 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 Morten 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.



> Denys Fouqueray and Morten Gjeltén

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 and economic situation for the sector.



> Joost Korte and Tamas Szucs

GET MORE INFO & BE INVOLVED

Find the *Behind the Stage* 'in focus' feature of the month on PEARLE*'s website at www.pearle.eu
Be inspired, get involved, share your thoughts and experiences on the BtS Voices blog at behindthestage.org/blog
Read more on the project and activities on behindthestage.org
Follow PEARLE* on Twitter ([@pearleurope](https://twitter.com/pearleurope)) and check out the hashtag follow [#BehindtheStage](https://twitter.com/behindthestage), and keep up to date on Facebook (facebook.com/pearleEurope)!
Grow your professional contact network on PEARLE*'s LinkedIn group [Behind the Stage](https://www.linkedin.com/groups/12121212)
Subscribe to our newsletter: www.pearle.eu

IN THE SPOTLIGHT

THE EUROPEAN AGENCY FOR HEALTH AND SAFETY AT WORK

The *Behind the Stage* project has given us the opportunity to present three European agencies which focus on specific European policy areas and support the work of the European institutions through research, policy recommendations, campaigns and exchange with member states and partners. The EIGE (European institute for Gender Equality) and CedeFoP (the European Centre for development of vocational training) presented their activities in the capacity building meetings that took place in May 2018 and May 2019 respectively. We were therefore delighted to welcome Julia Flintrop to our November meeting in Porto to present the European Agency for Health and Safety at Work.

Based in Bilbao, the aim of the European Agency for Health and Safety at Work (EU-OSHA) is to make European workplaces safer, healthier and more productive – for the benefit of businesses, employees and governments.

The agency promotes a culture of **risk prevention** to improve working conditions in Europe. The Agency pays particular attention to **micro and small companies** as it is often more difficult to address health and safety issues at the workplace in smaller organisations.

By developing tools such as the **Online interactive Risk Assessment (OIRA)** which allow sectors to integrate sector-specific content, anyone can easily access information and measures on how to tackle risks. The live performance sector has developed two European tools, one for venues and one for production, which are accessible from <https://oiraproject.eu/en/oira-tools>. The European social partners in the live performance sector who created these tools have also produced a short and funny video to present the challenges.

Julia Flintrop also explained the difference between **psychosocial risks and work-related stress** and the possible impact on health. The Agency has several OSH wiki articles and infographics on the different elements of psycho-social risks.

Participants were informed that in October 2020 a campaign will be launched on MSD musculoskeletal disorders. More info will be available on the website of EU-OSHA osha.europa.eu



> Watch the video 'OIRA tools for the Live Performance' on Youtube

OIRA

SPECIAL ANNOUNCEMENT

BEHIND THE STAGE FINAL REPORT

Following two years of intense activity *Behind the Stage* will publish its final report in Spring 2020. Its aim will be to illustrate how the project has contributed towards:

- Capacity building and empowerment to ensure the position of Employers' Associations as key players in the European Live Performance sector
- Encouraging innovative practices and new ways of cooperation in all aspects related to dialogue and communication with social partners
- Increasing in knowledge and fostering trans-national exchange on thematic issues in the area of EU social policy

- Awarding and recognising the achievements of employers' associations
- Awareness raising about the role of Live Performance employers' association through external communication, dissemination and information

The Report will provide an overview of all the actions undertaken during the project (the capacity building meetings held in Tallinn, Antwerp, Plovdiv and Porto and the Awards Event in Brussels) and will present the issues addressed and the conclusions reached during its thematic presentations, seminars, workshops and

working groups. It will also highlight the innovative practices being carried out throughout the PEARLE* community drawing from the information gathered from members in the *Behind the Stage* mapping exercise.

Based on this material and on the input received from Delegates during the session focused on "Next Steps" which brought the Capacity Building Meeting in Porto to a close, the Report will conclude with a section entitled "Opening doors to the future", delineating a roadmap of proposals for further actions with the aim of stimulating future initiatives and ensuring the sustainability of employers' associations in the sector and their leveraging effect on social dialogue.

PEARLE

LIVE PERFORMANCE EUROPE

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BEHIND THE STAGE



PEARLE* - Live Performance Europe, is the European employers federation of music and performing arts organisations. PEARLE* represents through its members associations the interests of more than 10,000 live performance organisations across Europe (such as theatres, theatre production companies, bands and music ensembles, orchestras, opera houses, ballet, dance companies, festivals, concert venues, producers, promoters, agents, comedy, variété, circus, event suppliers and others). List of PEARLE members www.pearle.eu/members

PEARLE* is recognised as the only European employers association to take part in the European sectorial social dialogue committee 'live performance' with on the workers side the EAEA – European arts and entertainment alliance -, regrouping FIA, FIM and Uni-Mei. Facilitated by the European Commission-DG Employment, the European social partners meet about three times per year.

SPECIAL THANKS TO the Project Partners oKo (Belgium), EETEAL (Estonia) and Les Forces Musicales (France); Associate Partners BAROK (Bulgaria) and PERFORMART (Portugal) and Voluntary Partner Deutscher Bühnenverein (Germany) for their commitment.

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