



PEARLE
LIVE PERFORMANCE EUROPE

- **SECTOR FEDERATION**
- **EMPLOYERS ASSOCIATION**
- **INTERNATIONAL NETWORK**

Activity Report

2017

2017

20
17

Activity Report

INTRO- DUCTION





ON

**Welcome to the unique world
of the stage where a few
square metres are enough
to take your mind, body and
soul into another dimension.**

Every day the more than 10,000 organizations and cultural leaders that Pearle* represents provide joy, happiness, emotions and unique experiences, challenge thinking and open horizons for millions of citizens and audiences around the world. They do that through music, theatre, dance and a wide range of different live expressions brought by musicians and performers onto stage with the support of technical crews and professional management working behind the stage.

Making this happen in a world that operates constricted by international rules is like an acrobat moving on a wire high above the ground. As every year artists are celebrated and awarded for their creative works, there is something to say for those who are in charge of the managerial aspects of the enterprises and organisations they run. They make it possible for concerts and performances to happen and deal with a multitude of rules and regulations whilst being under the pressure of obtaining funds and making the budgets sound.

Aiming for a sustainable environment for live performance, Pearle* seeks to address those particular policy and regulatory affairs and initiatives that may impact the daily operations of a live performance organization.

Looking at what 2017 brought for Pearle*, in this publication we will also take a look at the novelties and activities to come in 2018.

CONTENT

01	This was 2017 for Pearle*.....	7
02	EU projects	19
03	Visibility	23
04	Services to members	25
05	Association activities	27
06	Membership list	32

THIS WAS 2017 FOR PEARLE*...

In a rapidly moving world it sounds like an anachronism that people meet to spend a couple of hours in a theatre, concert hall or outdoor space to be immersed in what is shown, heard and experienced. It will not surprise the reader that the sector remains resilient and that audience and box office figures demonstrate that citizens enjoy the entire experience of going to an event.

Embracing the new ways of life, it goes without saying that digital tools and the digital environment create new audience experiences, allowing to reach out to new communities and understand our audiences more and in greater depth. Pearle* continues to unravel bit by bit the many opportunities that are still available to offer its members new insights and ideas.

To summarize in five key topics, 2017 meant for the live performance sector:

Innovation: digital and live go hand in hand, whilst live performance remains an inexhaustible source of creation, creativity and innovation.

Great diversity: there is a performance, concert and live event for everyone's taste and for every citizen.

Mobility, touring and cross-border cultural cooperation: the true expression of Europe and the DNA of live performance.

Sense of belonging: music, performing arts and all expressions of culture give people a good feeling and enhances in general the well-being.

Recognition by European leaders: culture and education as drivers for Europe's society and the role of culture as the backbone of EU unity.

The micro-cosmos of the stage and the world that surrounds it is still a magic place.

The micro-cosmos of the stage (on the stage and behind the stage) and the world that surrounds it is still a magic place. It is for the thousands of people who are involved in the production process on a daily basis to make the 'magic' happen, for the millions of visitors who today and the billions of audience members who for centuries have enjoyed the exquisite feeling overwhelmed by sound, light and performance, that Pearle* is committed to when working towards a sustainable environment for the live performance sector.

Please read on if you'd like to learn more about Pearle*'s priorities, activities and achievements.

1. Importance of Culture endorsed by Commission, Heads of State and European Parliament

Without any doubt autumn 2017 was a highlight for the cultural sector, when President Juncker in the State of the Union for the EP on September 9th acknowledged the role of culture in building Europe. The next highlight was when in Gothenburg on November 17th the Heads of State endorsed the importance of culture as the basis of the “European identity”, including a contribution of the Commission “culture as driver for EU unity”. The last milestone was at the Cultural Forum in Milan on December 7th when Commissioner Navracsics, EP President Tajani and minister of culture in Italy Dario Franceschini and Council presidency minister of culture Indrek Saar from Estonia launched the European Year of cultural heritage 2018.

Already the 2017 had started with an important momentum on the Occasion of the celebration of 30 years of the Treaty of Rome and the first G7 cultural ministers meeting the day after.

Other initiatives which caught the attention of the cultural sector included the Reflection paper on the social dimension of Europe and the role of the Regions highlighted in the European week on cities and regions.

On each of those occasions, Pearle* as co-coordinator of the European Alliance for Culture and the Arts issued statement and wrote letters. Pearle* met with the cabinets of Vice-President Dombrovskis, Commissioner Thyssen, Commissioner Cretu, and the Committee of the Regions.

See allianceforculture.com/papers

The recognition of the importance of culture in all its aspects from the intrinsic value of art, the role of culture in society and the fact that millions of people and thousands of enterprises make a living of it and contribute to Europe's economy, has been welcomed by the cultural sector.

European
Alliance
for
CULTURE
and the
ARTS

Priority for 2018

For 2018 the priority is to put those words in concrete policy action and attributed funding after 2020. In competition with the high political goals on defense, migration, security and global economy, the challenge is clearly big.

> A PEARLE* SECTOR FEDERATION ACTIVITY

> A PEARLE* NETWORK ACTIVITY

Pearle* representation, collaboration and exchange with:

- European Alliance for culture and the arts
- CAE membership
- ABmusic group & Music moves Europe stakeholder group
- Voices of culture structured dialogue and Stakeholder committee member cultural heritage
- Unesco bureau in Brussels

2. Culture policy in light of concrete needs, expressed by live performance sector

The live performance sector is a sector with many dimensions and specific needs and demands. As part of the wider group of CCI it is matter of accommodating specific as well as transversal needs.

In 2017 a large focus has been on the needs identified in the music sector, which includes again specific demands for the live music. As part of the ABmusic group and the ‘Music moves Europe’ initiative Pearle* contributes with its expertise in stakeholder meetings and other events.

With historic theatres and building on centuries of theatre, music, dance and other expressions of immaterial heritage, Pearle* actively contributed to the structured dialogue initiative of the Commission with the sector. The official launch of the European Year of Cultural Heritage 2018 at the European Cultural Forum was a highlight for all those involved. Both in terms of support for funding through dedicated

budgets allocated by the EP and preparing the ground for the future Multi Financial Framework MFF, as well through other activities evoking the interest to cultural issues, the European Parliament undertook leading initiatives with regard to:

- Support for music, in view of developing the policy work to develop a specific strand for music on the initiative of the Intergroup CCI
- Support for mobility of cultural professionals in view of more dedicated financial resources for mobility grants or others
- Initiative on a circus manifesto to help create a ‘big top circus label’ on quality
- Other stakeholder meetings including on the EFSI or the public support to culture in the EU

Pearle* welcomed, in particular issues raised by Member States with the Commission or in bilateral exchanges, including Visas for performers to the USA and other issues related to mobility. See further in this report.

Attention for targeted support and specific needs by the different parts of the live performance sector is welcome as it endorses the dynamics and particularities of the different players in the field.

At the same time support for transversal, cross-sectoral or shared initiatives is necessary because it acknowledges the trend of cultural expressions and creations to be increasingly a matter of collaborative and cross-cultural cooperation.

Pearle* is also particularly interested in synergies with other sectors, such as the audio-visual sector, the tourism sector and with cities and regions. Exchanges on issues of common interest and the expression of shared priorities help to give culture the right place in society and the wider economy.

Priority for 2018

Advocating for a Creative Europe programme in the future MFF and for continued support for cultural cooperation in a cross-border context and for support to the different cultural sectors.

> A PEARLE* SECTOR FEDERATION ACTIVITY

> A PEARLE* NETWORK ACTIVITY

Pearle* representation, collaboration and exchange with:

- European Alliance for culture and the arts
- CAE membership
- ABmusic group, Music moves Europe stakeholder group
- Voices of culture structured dialogue and Stakeholder committee member cultural heritage
- Tourism manifesto group

3. Supporting the goals of the EU on environmental protection whilst finding a way to continue travelling with musical instruments containing CITES protected species

Travelling with musical instruments which contain ivory, Brazilian rosewood or other protected species can be risky, as customs may seize them if there is a suspicion of trespassing the international CITES convention rules. Over the past years, Pearle* has worked closely with partners in the music sector, including instrument makers and the League of American orchestras to find workable solutions for touring musicians and music groups and ensembles.

At the CITES Standing Committee meeting at the end of November in Geneva, discussions on travelling with musical instruments containing Dalbergia (all rosewood species, apart from Brazilian rosewood which remains highly protected) were moving forward. On the proposal of a working group dealing with the interpretation of annotation #15, which is the footnote including an exemption for musical instruments, new interim rules were adopted.

Following the EU and US interpretation of annotation #15, it was agreed that a single instrument containing less than 10kg of Dalbergia can travel without CITES certificates. “Consolidated shipments” for groups and orchestras also

fall under this rule, meaning that the so-called “10kg rule” refers to each of the instruments carried in cargo and not to the whole shipment. Reparation of musical instruments are equally considered as “non-commercial” travelling and fall under the exemption. The interim rules need to be approved by all countries at the next CITES Conference of the Parties (CoP18) to be held in May 2019 in Sri Lanka.

Pearle* welcomes the clarification on this issue of Dalbergia and will further work with the music community to enhance relevant CITES rules that impact international travels of musical instruments containing protected species.

Pearle* participated in a public consultation meeting of the Commission on the EU position for the 69th Standing Committee of CITES parties which was held in November 2017. Another consultation meeting was organised on a possible ban of worked ivory within the EU in the context of the EU Action Plan on Ivory. Pearle* supports the goal of the European Union on combating wildlife trafficking and welcomes the initiative of the European Commission to adapt and harmonise EU legislation on ivory with the aim to ban illegal cross-border trade in ivory and protect elephants, a highly endangered species.

However, musical instruments need to be exempted from the overall ban on worked ivory, so that the sales of instruments and their travelling for non-commercial purposes such as for live performances would still be authorised.

Priority for 2018

Pearle* continues the fruitful exchange and collaboration with the music sector on the issues of Dalbergia and the ban on worked ivory.

At international level, Pearle* will continue to take part in discussions on an adequate exemption for instruments containing Dalbergia.

At European level, it should be ensured that instruments containing small parts of ivory can still be sold, go on tour and be repaired.

> A PEARLE* SECTOR FEDERATION ACTIVITY

> A PEARLE* EMPLOYERS ASSOCIATIONS ACTIVITY

Pearle* representation, collaboration and exchange with:

- European sectoral social dialogue committee ‘live performance’, in particular FIM
- EILA - International Association of Violin makers, CAFIM – Confederation of European Music Industries, CFSI - Chambre Syndicale de la Facture Instrumentale
- League of American Orchestras
- CITES working group on annotation #15
- CITES authorities and the DG Environment

4. Fair taxation as an EU key objective and the challenge to resolve excessive or double artist taxation

Touching upon tax issues at a European level is, due to the limited competences of the EU in this area, a sensitive matter. The goals of the Commission to develop mechanisms for fairer taxation and establish anti-avoidance systems are therefore supported by the sector. In fact, when the OECD included an article in the model tax convention in the sixties on artists and sportsmen, allowing states to introduce a source withholding tax to find ways against anti avoidance behaviour by top stars.

The European social partners in the live performance sector, representing management and workers, argue and demonstrate that this article impacts the normal employed artists, the enterprises and the organizations or festivals in a way that their income is lowered because of this particular rule.

Following the publication of the Commission expert group on ‘ways to tackle cross-border tax obstacles facing individuals within the EU cross-border tax obstacles’ the European social partners Pearle* and EAEA wrote to the Commissioners Moscovici and Navracsics to remind of the proposals and options in general and specific on artist taxation formulated in the report and had personal exchanges with members of both cabinets to present the issue.

For fair taxation to prevail Article 17 of the OECD model tax treaty should be abolished so that the employees and the live performance organizations themselves are treated in the same way as in other sectors, whilst tax evasion or tax avoidance (by top stars) would be hindered and stopped thanks to the new mechanisms of information sharing between tax administration and others.

Priority for 2018

Continue working towards the live performance sector become included in the EU's actions on Fair Taxation.
Continue supporting the sector with accurate information through dissemination of booklet on artist taxation.

- **A PEARLE* SECTOR FEDERATION ACTIVITY**
- **A PEARLE* EMPLOYERS ASSOCIATIONS ACTIVITY**

Pearle* representation, collaboration and exchange with:

- European sectoral social dialogue committee 'live performance'
- Dr Dick Molenaar, Erasmus University Rotterdam & All Arts Tax Advisers

5. VAT reduced rates foster the functioning of the live performance sector

As part of the VAT Action Plan published in April 2016, the Commission initiated three public consultations to gather input from stakeholders with a view of preparing legislative proposals which aim to establish a single European VAT area. The Commission invited stakeholders to respond to the consultations which examine other aspects of VAT, such as the existing special rules for small enterprises (SMEs) and the VAT rates which can be applied by Member States.

EU initiatives related to reform of VAT rates are of particular interest to the live performance sector as the EU allows Member States to apply reduced rates for tickets (admission to shows, ...) and for the supply of services by writers, composers and performing artists.

In addition, live performance organizations which are primarily SMEs and micro-companies also took interest on the Commission intention to develop a special scheme for SMEs, Pearle* presented in a separate contribution specific issues of concern for the live performance sector in relation the fore-mentioned public consultations.

In response to the Commission's consultations Pearle* underlines the need to maintain the option of VAT reduced rates and exemption for the sector as part of the VAT directive and calls for simple rules for SMEs.

On October 4th the Commission proposed reform of the EU VAT system including four main pillars: tackling fraud, one-stop-shop, greater consistency by moving to the principle of 'destination' and less red tape by simplification of invoicing rules.

Priority for 2018

Continue following the announced legislative proposals on VAT reduced rates and special scheme for SMEs.

Continue supporting the sector with accurate information through dissemination of booklet on VAT.

- **A PEARLE* SECTOR FEDERATION ACTIVITY**

Pearle* representation, collaboration and exchange with:

- Pearle* members in EU member states

6. Lighter administrative regimes for very short-term mobility, incl. posting, is the best way to help the highly mobile live performance sector

When touring with groups of artists from one country to the other for one or more performances staying as little as a day or a few days, mechanisms should be in place for lighter administrative regimes.

In 2017 the European institutions were negotiating on the revision of the posting of workers directive, whilst member states had implemented the 2014 enforcement directive on posting in their national legislation and had started to apply enforcement rules. The impact started to show from concrete cases in the sector where touring companies reported on excessive and disproportionate administrative burdens and costs. The situation seemed to be particularly alarming when performing in France, where authorities had decided to ask an administrative fee of 40€ per posted to the employers, which would cost for example a symphony orchestra touring with a hundred musicians 4000€. Pearle* members alerted their respective ministers responsible for employment and ministers of culture to call for the French authorities to stop the practice. Towards the end of the year it was learned from the Pearle* members in France that from 2018 onwards the administrative fee would be abolished and that during the year a lighter administrative regime for cases of very short-term posting, such as for the live performance sector, would become applicable. At its members conference in November members could raise questions and have an exchange with a representative of the DG Employment

It is a general observation that the enforcement rules and aims to tackle fraud or abuse are impacting bona fide employers by increasing administrative requirements which are disproportionate to the size of the enterprise, the number of people employed or the duration of the contract or cross-border activity.

Administrative burdens and compliance costs are also the case for employers employing a third-country national artist remaining subject to the social security scheme of

his/her country of residence and in new proposals of the Commission presented in 2017, such as the proposal on written statement directive. The combination of all those obligations on employers will put the sector for great challenges in the coming years.

As a highly mobile sector, Pearle* took part in the Business-Europe delegation for the hearing organised in December 2017 on the European labour authority and European social security number.

Priority for 2018

Continue following the announced legislative proposals and other initiatives following from the European pillar on social rights.

Continue supporting the sector with information through dissemination of booklet on social security and to the members with briefing notes and analysis.

➤ A PEARLE* SECTOR FEDERATION ACTIVITY

➤ A PEARLE* EMPLOYERS ASSOCIATIONS ACTIVITY

Pearle* representation, collaboration and exchange with :

- Pearle* members across Europe
- EEN Employers network facilitated by Businesseurope
- Liaison forum facilitated by DG Employment

7. Pearle*, contributing in several ways to the policy debate on skills and competences

In a rapidly changing world, following from the high speed of technological development and the disruption caused in traditional models of career and work, people need to adapt their skills and competences to match with the changing environment. Although the essential artistic skills of what musicians, actors, dancers and performers do on stage is still based on long-lasting traditions of artistic training, the work environment requires them to be equipped with a rucksack that allows them to move smoothly through their career. For that purpose, Pearle* teams up with the AEC for the training of musicians. Together with theatre technical training institutes, in particular the Accademia Teatro alla Scala of Milan, new

ways are researched on qualifications of theatre technical professions in a European context.

Based on the Commission's New Skills Agenda for Europe and following from earlier projects a group of national skills bodies, employers and workers, professional organizations, experts and training bodies in the live performance and audio-visual sectors, discuss and exchange various aspects of skills and competence, referred to as 'Creative Skills Europe'.

On another account it has been reported that skills and competences for musicians, performers and technicians, but the offstage occupations such as in communication, marketing and finances as well as leadership skills and uplifting female managers to run large enterprises or public cultural institutions need to become fit for the challenges of today and resilient for the future.

In a changing world of work, as Pearle* explained at the ESCO conference held by the Commission in October, people need to be versatile and flexible whilst at the same time have specific skills that gives them a unique portfolio to be present on the labour market.

As team- and project work is becoming more and more the model across many sectors, equipping people with the right skills from formal education throughout their careers requires a change of mindset and tools to do so.

Priority for 2018

Continue exchanging through the European projects in which Pearle* is involved

Develop a more thorough and in-depth discussion with Pearle* members on the skills gaps, defining the priority areas and components to tackle those and explore tools and best practices

> A PEARLE* EMPLOYERS ASSOCIATIONS ACTIVITY

Pearle* representation, collaboration and exchange with :

- ESCO reference group 'arts, entertainment and active leisure'
- MuSiQuE, music quality enhancement and accreditation for higher music education
- AEC, European Association of Conservatoires and higher music academies
- Accademia Teatro alla Scala (Milan) and STEPP (Belgium)
- EAEA (European alliance for entertainment and arts, regrouping FIA, FIM and Uni-Mei)
- Employers of the audio-visual sector (EBU, CEPI, AER, ACT, FIAPF)
- National skills bodies, training institutes

8. Radio spectrum and PMSE, public sector information directive, copyrights, the GDPR and web accessibility are just a few issues on Pearle's agenda in the context of the Digital Environment

The EU aims to bring down barriers to unlock online opportunities through the Digital market strategy. In workshops at Pearle* conferences members looked at examples and opportunities to reach new audiences and use data in the context of audience building. In this regard Pearle* contributed to the consultation for a review on the Directive on the re-use of public sector information with the aim to maintain exemption for the cultural sector.

To prepare the sector Pearle* organised dedicated workshop on the GDPR, General Data Protection Regulation, and issued a briefing note to support the members in the implementation of the GDPR in cultural organizations. Bearing in mind the upcoming entry into force of the Directive on accessibility of public sector's websites, Pearle* organized a dedicated workshop on web accessibility of websites from cultural organizations.

A particular issue in the context of the digital environment concerns the access to radio spectrum for the usage of wireless microphone technology, where Pearle* shares with other culture and creative industries assembled in the Wider Spectrum Group WSG common concerns. The group follows closely EU initiatives and policy

developments related to 5G, the electronic communication code, PMSE, the ITU agenda and others.

As end users of wireless microphones, together with APWPT and with EBU, Pearle* has actively contributed to the consultations on the opinion of the RSPG on a long-term strategy for PMSE. With a constant reduction of available spectrum, bearing in mind the cost to replace wireless microphone equipment and a lifetime of at least ten years, live performance organizations need to have interference free usage of the spectrum, certainty and stability for the long run and an ongoing dialogue with ministries of telecom and regulators.

Finally, Pearle* also followed the Proposal on Copyright in the Digital Single Market, which was heavily debated in the EP and elsewhere. Pearle* welcomed the exemption for cultural heritage organization to copy works for preservation purposes and took note of the proposal to include press publishers right which is not expected to have a significant impact on the sector. In relation to copyrights and neighbouring rights, the immediate concern of the live performance sector is with practices of collecting management societies, where Pearle* awaits news on a court ruling in Belgium in 2018.

The digital environment provides great opportunities for the sector which continuously explores innovative ways of presenting and accessing audiences. Policy initiatives should foster the innovation in the sector through making available the right regulatory framework and funding opportunities.

Priority for 2018

Continue following the announced legislative proposals and other initiatives following from the Digital Agenda

Continue supporting the sector with information through dissemination of booklet on copyright clearing in a cross-border context and to the members with briefing notes and analysis.

> A PEARLE* SECTOR FEDERATION ACTIVITY

Pearle* representation, collaboration and exchange with :

- WSG Wider Spectrum Group
- APWPT & EBU
- Copyright users group, WIPO
- European Internet Forum EIF at the EP

9. Third-country nationals travelling to Europe and European artists touring to the USA : a remaining challenge

Making tours happen, festivals attractive or a production successful with an artistic team of different nationalities can be a nightmare when difficulties happen along the visa application process.

Obtaining necessary Schengen visa for third-country nationals, dealing with the limitations of maximum allowed touring of 90 days in a 180-day period, or the costly and complicated procedures for European artists and groups to tour in the USA, regularly make a tour either happen or be cancelled.

The Commission's agenda for migration and the Communication on the delivery of the agenda published in September 2017 announces an assessment of the current visa policy. The aim is to balance migration, security and border management, with business interests and Europe's external relations.

It is unfortunate that the co-legislators did not finalise the negotiations in relation to the visa package, including the Visa recast and the proposal for a Touring visa, which was proposed in 2014. With more than two years of input and contributions in particular as regards the Touring visa proposal, Pearle* regrets that Member States showed resistance to the needs of the sector for more flexibility in relation to the 90 in 180-day limitation.

Priority will now be given to review visa issuing rules, building further on the areas on which co-legislators were on the same length. As part of the Commission convened stakeholder group, Pearle* could bring forward its views to the questions raised and underline the specific needs of the sector.

On another file, Pearle* followed the legislative process on the proposal for Directive on Conditions of entry and residence of third-country nationals for the purposes of highly skilled employment, the so-called Blue card directive. Such blue card could potentially be of interest for the live performance sector provided the definition of highly skilled could also acknowledge highly artists of young age which through their reputation and talent could fall under the scope of the directive.

In the framework of security concerns, the Commission proposed in 2016 a proposal of the EU Travel Information & Authorisation System (ETIAS) to be able to check the visa-free travellers to the Schengen area. More burdens on travellers to Europe can of course impact decision of such travellers not to come to Europe and instead choose other travel destinations which in turn can impact economy.

Another concern raised by a large group of tourism stakeholders, including Pearle, concerned the visa reciprocity with the US. On 2nd March the European Parliament adopted a Resolution calling on the European Commission to take measures temporarily reintroducing visa requirements for US citizens, given that the US still does not grant visa-free access to nationals of five EU countries, notably Bulgaria, Croatia, Cyprus, Poland and Romania. The introduction of a visa requirement for US nationals would have important impact. A Joint statement of the EU and the US to commit on making efforts towards achieving full reciprocity in June followed by an ongoing intense work at technical level to make the five remaining EU countries ready to enter the visa waiver programme.

Touring is in the DNA of artists playing music and performing all over the world, but visa procedures and conditions can make it difficult to share it with audiences around the world.

In the meantime, whilst Pearle* together with EAEA in the context of the European social dialogue, reported for many years problems for artists to showcase, perform and tour in the USA due to expensive, complicated and long visa procedures, it was welcomed that cultural organizations from the USA visited the Commission to present the difficulties experienced by the American organisers and

sponsors of concerts and performances. The white paper presented for that purpose was welcomed for that matter.

As progress is made towards achieving full visa reciprocity, it is welcomed that the Commission and Member States support the live performance sector in discussing the specific issues of visas for performers travelling to and performing in the USA.

Priority for 2018

Monitor the proposal for review on the visa procedures and deliver views and position, follow up on the proposal on the ETIAS, consider

Support the sector by issuance of a booklet at the beginning of the year on visas for third-country national artists and cultural professional travelling to the Schengen area.

- > A PEARLE* SECTOR FEDERATION ACTIVITY
- > A PEARLE* NETWORK ACTIVITY
- > A PEARLE* EMPLOYERS ASSOCIATIONS ACTIVITY

Pearle* representation, collaboration and exchange with :

- Tourism manifesto group
- Kellye Drye partners and the ECA, European circus association
- Tamizdat, artistfromabroad.org
- EAEA, regrouping FIA, FIM and Uni-Mei

10. Making the security of live performance venues, festivals, concerts and other shows a priority in times of terror threat

In recent years the frequency of attacks committed in the name of religious and political motivations has increased in Europe. In the frame of the fight against terrorism, the European Commission presented an action plan in 2017 with the aim to support Member States to protect public spaces and create public-private partnerships.

Apart from funding opportunities for cities and guidance material to be published, the Commission invited stakeholders to exchange on challenges for different sectors, prevention and communication measures as well as new

emergency plans and approaches to enhance the security of public spaces and buildings.

At the Commission meeting, Pearle* had the opportunity to present the impact of terror threats and attacks on the live performance sector and exchange with representatives of Member States and other stakeholders on policy measures and new approaches to face terror threats and attacks

It must be underlined that whilst the live performance sector is seeking information and guidance on how to establish emergency plans, set up means for prevention, train staff and communicate with audiences, it is essential to maintain a general atmosphere of joy and pleasure for artists, personnel and the audiences.

Priority for 2018

Continue the dialogue with stakeholders and the European Commission on the security of public spaces.

- A PEARLE* SECTOR FEDERATION ACTIVITY
- A PEARLE* EMPLOYERS ASSOCIATIONS ACTIVITY

Pearle* representation, collaboration and exchange with :

- Pearle* members
- Security experts from different European countries





	April 2014	year 2015	September 2016	February 2017	March 2017	June 2017	August 2017	December 2017
RISE EFA-Pearle* partnership capacity building	start				end	start RISE II (until 2021)		
AEC Full Score project & SMS project		start of Full Score project					end of Full Score project	start SMS project (until Nov 2021)
TALQ			start					end
Creative skills – social dialogue				start (until 2020)				
ETC Engage project							start (until 2021)	
Behind the Stage								start (until 2020)

Timeline of the EU funded projects Pearle* was involved in as a partner in 2017

EU PROJECTS

Generating added value to the goals and activities of Pearle* and for the benefit of it's members

In 2017 Pearle* was involved as a partner in eight European Union funded projects. Two projects terminated in March 2017 but continued in another setting from April 2017.

Pearle* has over the years built long relations with different networks and organizations from the cultural sector, the educational world and with social partners. This is reflected in the type of European programmes in which Pearle* is involved.

Typology of programmes for projects in which Pearle* is involved in 2017

Erasmus Plus	partner in TALQ project		
Creative Europe	partner in AEC – Full Score project and in SMS project	partner in EFA Rise and Rise II projects	partner in ETC Engage project
social dialogue	partner in Creative Skills project	lead partner in Behind the Stage project	

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:

- 27-28 June, workshop Sadler's Wells, London
- 30 November-1 December, workshop Bronx Youth theatre, Brussels

Website: www.creativeskillseurope.eu



EFA RISE and RISE II

Full project title:

RISE I – **Rising to the Occasion** – Enabling a sustainable, innovative and influential cultural landscape through festivals

RISE II – **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:

- 2 Brochures: *The Ultimate Cookbook for Cultural Managers – VAT in an international context* and *Copyright Clearing for Live Events* Available from www.pearle.eu and www.efa-aeef.eu
- See the videos *Let's cheer for a simpler legislation for live performance* www.efa-aeef.eu/en/initiatives/efa-pearle
- 3 Workshops: Copenhagen, June 2017 (Rise I) and Madrid, November 2017 (Rise II)



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

AEC Full Score & SMS

Full project title:

Full Score: Fulfilling the Skills, Competences and know-how Requirements of cultural and creative players in the European music sector (2014-2017)

SMS: Strengthening Music in Society (2017-2021)

EU programme: Creative Europe

Project leader: AEC European association of conservatoires and music academies

Role of Pearle*: partner in activity WG Learning Outcomes (Full Score), partner in activity WG Entrepreneurial skills for musicians (SMS) – starting in 2018

Financial contribution received: reimbursement travel costs

Own contribution: staff working time

Activities: meeting London, 9-10 May 2017

Outcome: revised AEC Learning Outcomes for music studies from 1st- to 3rd-Cycle www.aec-music.eu/projects/current-projects/full-score/b1-learning-outcomes-working-group



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

TALQ project

Full project title: Transparency in Art Levels and Qualifications

EU programme: Erasmus+ Key Action 3: Support for Policy Reform, Support to European Policy Tools

Project leader: Accademia Teatro alla Scala

Role of Pearle*: social partner

Financial contribution received: partner contribution for working time

Own contribution: staff working time

Activities:

- presentation at the ESCO conference in October 2017
- final report December 2017
- 15 December 2017 common position adopted by Uni-Mei & Pearle* at Plenary meeting of the European social dialogue ‘live performance’

Website: talqproject.org



Co-funded by the
Erasmus+ Programme
of the European Union

ETC ENGAGE project

Full project title: ENGAGE - Empowering today's audiences through challenging theatre (2017-2021)

Project leader: ETC European Theatre Convention

Role of Pearle*: strategic partner

Activities: preparing for joint cultural heritage campaign (for EYCH 2018) through creation of a dedicated

website: www.onstage2018



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

Behind the Stage project

Full project title: Behind the Stage – a new start for social dialogue: the role and capacity of employers associations in the live performance sector (December 2017-March 2020)

Project leader: Pearle*

Project partners: OKO (Belgium), BAROK (France), EETEAL (Estonia)

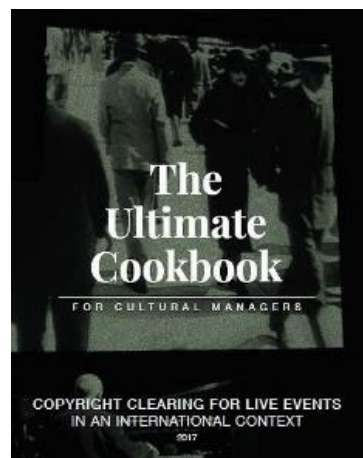
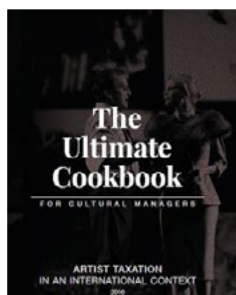
Associate partners: BAROK (Bulgaria), PERFORMART (Portugal)

Activities:

- four capacity building meetings
- one award event
- visibility and awareness raising
- final report



**BEHIND
THE STAGE**



The Ultimate Cookbook – series of booklets published bij Pearle*



video on risk assessment for the live performance (available on YouTube)

VISIBILITY

Pearle* making its voice heard

WEBSITE

Pearle* publishes its main position papers, statements and news release on the website.

www.pearle.eu

NEWSLETTER 'ON THE EUROPEAN STAGE'

Pearle* has a newsletter *On the European Stage* sent five times per year (except July and August) to its contacts. The newsletter includes update on regulatory affairs, state of play on projects, information on upcoming events or other issues on the agenda.

Subscribing to the newsletter and news releases can happen via the Pearle* website www.pearle.eu/news

PRESENTATIONS

Pearle* regularly presents the association and its activities at conferences or seminars to members, interested stakeholders and key players in the live music and performing arts sector.

ARTICLES AND CONTRIBUTIONS

Pearle* provides on request targeted articles or short contributions for magazines or newsletters targeted at readers in the industry. Pearle* also provides video messages and other media messages.

SOCIAL MEDIA

Pearle* is an active user of twitter [@pearleurope](https://twitter.com/pearleurope)

Pearle* providing information and tools to the live performance sector

PUBLICATIONS

As part of the partnership with the European Festivals Association EFA, in the context of the RISE project which is supported by the Creative Europe programme, Pearle* issues a series of booklets targeted at cultural managers to get a better understanding of legislation with a high impact on the cross-border cultural cooperation.

The themes are: social security, artists taxation, VAT and copyright clearing for live events. The first two were finalised in 2016, the other two in 2017. A fifth one on visas to be published in 2018. The publications can be downloaded for free from the Pearle* & EFA websites. Hard copies upon request.

TOOLS

As an output of the European sectoral social dialogue *live performance Europe*, Pearle* & EAEA developed two European tools on risk assessment in the live performance sector: one focused on venues and one on productions. The tools help in a practical way to run through the key steps of a risk assessment. They are based upon the European legislation for health and safety at the workplace. Some countries have started to develop national tools.

Learn in the short video what risk assessment is and run a test www.oiraproject.eu/oira-tools



Being a member of Pearle* is about this:

- * be part of a highly professional and high-level network,
- * take part in conferences, working groups, committees or other meetings,
- * raise issues and questions of specific interest to your organization,
- * see interests represented at the highest levels,
- * obtain information focused on the sector,
- * learn and be informed,
- * receive analysis and briefings on various legislative issues,
- * have input in the drafting of position papers or responses to consultations,
- * exchange with colleagues in confidentiality and trust,
- * be better prepared on what will come into effect through national legislation,
- * being represented in and partnered with other European associations and bodies,
- * work together to ensure a sustainable environment for the live performance sector

SERVICES TO MEMBERS

Pearle* delivering a variety of services to its members

Pearle* members enjoy exclusive services based on knowledge, information, expertise and know how on international and EU regulatory and policy affairs. Both the Brussels office which takes account of the international dimension and the Pearle* members with the insights of their respective countries consolidate their intelligence. This allows exchanging and sharing in a confidential but open way on issues of common interest.

Members of Pearle* have exclusive access to targeted briefings, analysis, in-house publications. About 50% of the papers produced by Pearle* are exclusive for members.

Almost ¾ of the papers are related to information on culture, employment and social affairs, the digital environment, radio spectrum and taxation. The other domains covered include: travelling with musical instruments, security, third-country nationals.

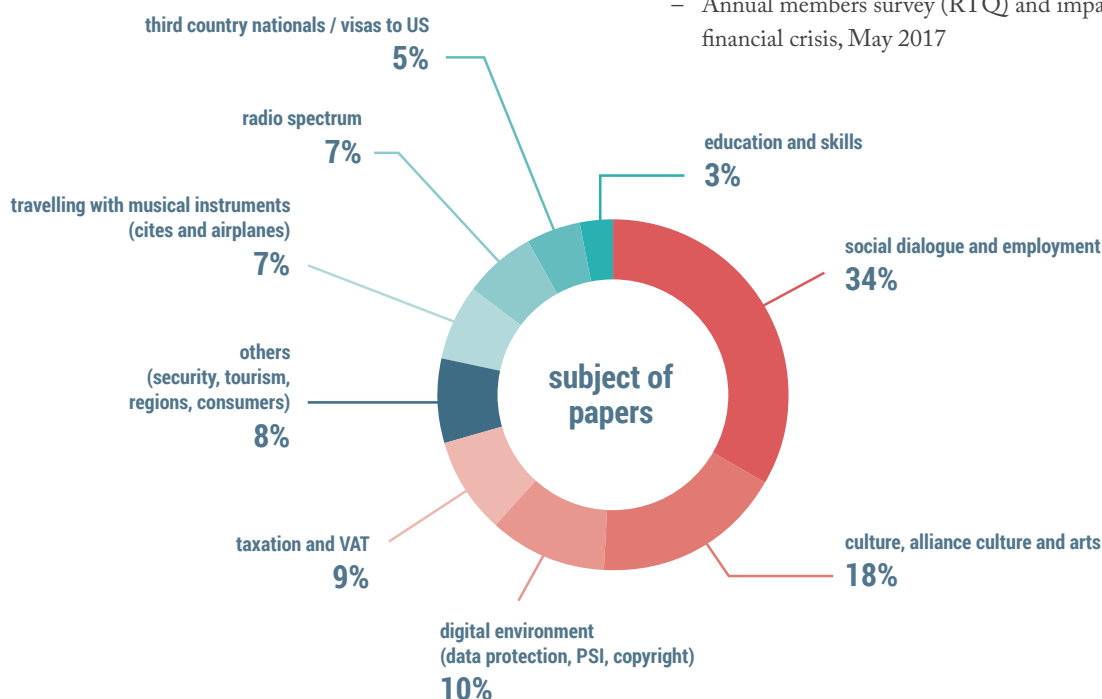
ISSUES COVERED IN BRIEFING NOTES AND ANALYSIS

- GDPR – data protection rules
- Analysis of directive on accessibility of public sectors' bodies websites and mobile apps
- Services e-card
- Implications revision of posting of workers directive
- Cohesion policy and culture

IN-HOUSE PUBLICATIONS ISSUED IN 2017

exclusively for Pearle* member associations and its own individual member organizations:

- VAT rates applied for performing arts sector in EU Member States, October 2017
- Mapping of members, January 2017
- Travelling with musical on airplanes, December 2016 (updated guidance document on terms and conditions of European airline companies, related to the carrying of musical instruments on planes, with an extensive overview of the different airline policies).
- Annual members survey (RTQ) and impact of the financial crisis, May 2017



53rd Pearle* conference, Copenhagen, Denmark



54th Pearle* conference, Madrid, Spain



ASSOCIATION ACTIVITIES

1. Two members' conferences and general assembly meetings

53RD PEARLE* CONFERENCE

Dates: 2-3 June 2017

Place: Copenhagen Opera, Denmark

Host: Association of Danish Regional Symphony Orchestras (LOF) & Danish Association of Theatres (DTF)

Attendance: 43 participants

Number of countries represented: 19

Gender balance: 45% M / 55% F

54TH PEARLE* CONFERENCE

Dates: 24-25 November 2017

Place: SGAE, Madrid

Hosts: State federation of associations of theatre and dance production enterprises FAETEDA, Association of Spanish symphony orchestras AEOS, Spanish association of managers, agents, artists, promoters and festival directors in the entertainment sector A.R.T.E

Attendance: 48 participants

Number of countries represented: 18

Gender balance: 37% M / 63% F

Pearle* is a dynamic association driven by and working for its members.

WORKSHOPS AND SEMINARS: CAPACITY BUILDING (IN THE CONTEXT OF THE RISE PROJECT)

Themes:

- The diversity of audiences at live performances and in the online environment: How to ensure accessibility for disabled persons?
Accessibility of websites from a users' point of view (Lars Holm Sørensen, Accessibility consultant)
The texting app initiative created by the CHP Stage Festival (Andreas Buhl, Project manager CHP Stage)
The Open orchestra – an innovative approach to reaching audiences by the Copenhagen Phil: (Uffe Savery, CEO Copenhagen Phil)
 A recording is available of this workshop
- The future of data protection in the live performance sector – legal overview and guidance how to prepare the implementation of the GDPR for your organization and members
(Herman Croux, Partner MVVP law firm)
workshop 25 November, Madrid
- How to transform data into information and knowledge? The use of data for audience building: (Pepe Zapata, Communication Director Group Focus)
workshop 25 November, Madrid
 A recording is available of this workshop



2. Committees

EXECUTIVE COMMITTEE: GOVERNING BODY OF THE ASSOCIATION

Composition: see further in this brochure

5 meetings:

- 13 March 2017, London
- 1 June 2017, Copenhagen
- 21 September 2017, Brussels
- 11 October 2017, Brussels
- 23 November 2017, Madrid

AUDIT COMMITTEE:

Composition: Eric Lavanchy (UTR Switzerland), Tommi Saarikivi (Suosio Finland), Pierre Vandiest (oKo Belgium)
At the 54th General Assembly a newly composed audit committee was elected composed of:
Claudia Belchior (Performart Portugal), Roman (UTS Switzerland), Pierre Vandiest (oKo Belgium)

COPYRIGHT COMMITTEE:

Composition: chair Ilka Schmalbauch, DBV
and anyone interested

One meeting held during Pearle* conferences: 2 June 2017

ELECTION COMMITTEE:

Composition: Pierre Vandiest, Monika Larini,
Eric Lavanchy

The election committee is composed and meets on the occasion of the bi-annual elections of the President and members of the Executive Committee.

Elections were held on 3rd June 2017 in Copenhagen at the 53rd General Assembly.

3. EOF – European Orchestra Forum

Informal group discussing issues of common interests for orchestras.

2 meetings:

- 2 June 2017, Copenhagen
- 24 November 2017, Spain

4. Working groups

CULTURE WORKING GROUP

The group follows the activities of the Alliance on culture and the arts and the developments in the field of European cultural policy and the future of the European programme for culture.

2 meetings:

- 2 June 2017, Copenhagen
- 24 November 2017, Madrid

EMPLOYMENT & SOCIAL AFFAIRS GROUP

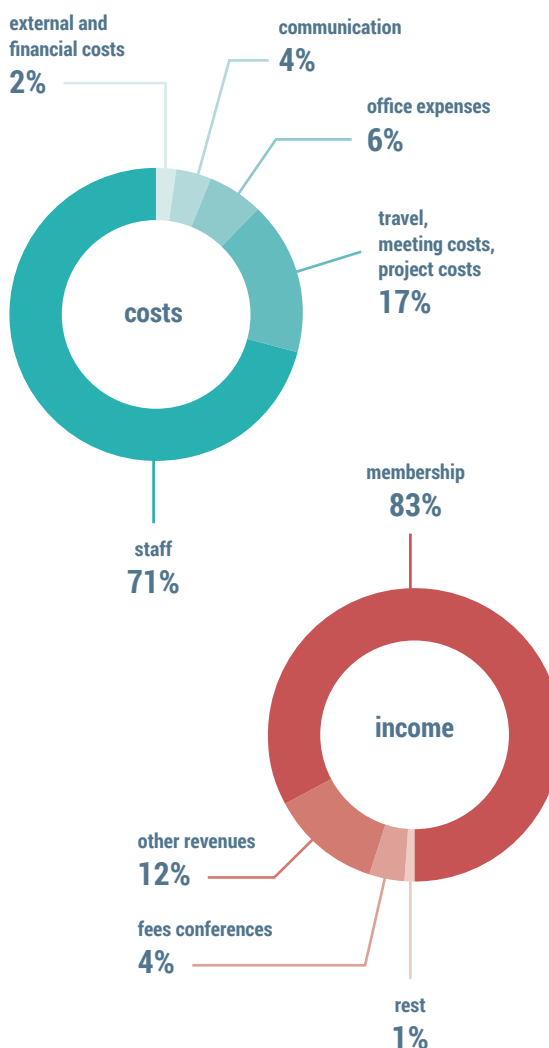
This group meets on the occasion of Pearle* member's conferences and ahead of meetings of the European social dialogue to discuss matters of interest to employers and social dialogue.

5 Meetings:

- 25 April 2017, Brussels
- 3 June 2017, Copenhagen
- 21 September 2017, Brussels
- 25 November 2017, Madrid
- 15 December 2017, Brussels

5. Finance

The association's operations are mostly supported by the income from membership fees, which allow covering the costs for staff and general office and communication expenses. revenues from partnership with other associations for project purposes cover expenses in relation to travel and meetings.



6. Who is who at Pearle*?

At the Pearle* conference in Copenhagen members bid farewell to:

Eric Lavanchy, UTR – Switzerland

Ulrika Holmgaard, Svensk Scenkonst – Sweden

Aila Sauramo, Suosio – Finland

Rolf Bolwin, DBV – Germany

With many and sincere thanks for the years of collaboration and commitment. Special thanks to Rolf Bolwin who has been a long-lasting member of Pearle* and held positions as board member and President.



EXECUTIVE COMMITTEE

Until June 2017 the composition was as follows:

Chairman: **Rolf Bolwin**, DBV – Deutscher Bühnenverein – Bundesverband der Theater und Orchester, Germany

Vice-chair: **Géza Kovács**, AHO – Magyar Szimfonikus Zenekarok Szövetsége, Hungary

Secretary: **Liesbeth Dejonghe**, oKo – Overleg Kunstenorganisaties, Belgium

Treasurer: **Julian Bird**, SOLT/UK Theatre – Society of London Theatre & UK Theatre Association, United Kingdom

Members:

- **Ulrika Holmgaard**, SvSc – Svensk Scenkonst, Sweden
- **Sébastien Justine**, FEPS – Fédération des employeurs du spectacle vivant public et privé, France
- **Kathleen López Kilcoyne**, FAETEDA – Federación Estatal de Asociaciones de Empresas Productoras de Teatro y Danza, Spain

Delegates (in alphabetical order):

- **Alexandra Bobes**, Les Forces Musicales, France
- **Dirk De Clippeleir**, AB, Belgium
(replacing Ignace De Breuck, BSV/ABS, Belgium)
- **Morten Gjeltén**, NTO – Norsk Teater og Orkesterforening, Norway
- **Cristina Loglio**, AGIS – Associazione Generale di institute dello spettacolo, Italy
- **Zdenek Panek**, APD ČR – Asociace profesionálních divadel České republiky, Czech Republic
- **Mark Pemberton**, ABO – Association of British Orchestras, United Kingdom
- **Ilka Schmalbauch**, DBV – Deutscher Bühnenverein – Bundesverband der Theater und Orchester, Germany

Elections were held at the 53rd Pearle* conference and general assembly in Copenhagen. For the next two-year term the following persons were elected to the board:

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

Secretary: Liesbeth Dejonghe, *oKo – Overleg Kunstenorganisaties, Belgium*

Treasurer: Tommi Saarikivi, *STEFI – Suomen Teatterit ry / Finlands Teatrari ry*

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**, *FEPS – Fédération des employeurs du spectacle vivant public et privé, France*
- **Tania Swayne**, *FAETEDA – Federación Estatal de Asociaciones de Empresas Productoras de Teatro y Danza, Spain*

Delegates (in alphabetical order):

- **Alexandra Bobes**, *Les Forces Musicales, France*
- **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*
- **Ilka Schmalbauch**, *DBV – Deutscher Bühnenverein – Bundesverband der Theater und Orchester, Germany*

BRUSSELS OFFICE

- **Anita Debaere**, *director*
- **Silke Lalvani**, *EU Policy Adviser (and project coordination for the Rise project activities)*
- **Sara Machado**, *May–November 2017*
- **Adela Svidova**, *communication assistant – intern (until March)*
- **Nina Vurdelja**, *Communication assistant (as from October onwards)*
- **Cristina Ward**, *project officer ‘Behind the stage’ (as from December)*

THE MEMBERS OF PEARLE

45 members associations in total, 37 full and 8 associate. Together they represents 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 either European-based networks or non-European based associations.

Pearle* welcomed three new full members in 2017:

- **Orchester.ch** from Switzerland
- **Performart** from Portugal
- **DEOO** Danske ensemble, orkestre og Operainstitutioner from Denmark (the LOF having merged with DEOO)

orchester.ch **PERFORMART** **DEOO**

OPENING THE MEMBERSHIP TO INDIVIDUAL ORGANIZATIONS

At the 54th Pearle* members voted in favour of a change to the statutes for individual enterprises to become associate member of Pearle.

The participation of individual organizations will give a further dynamic to the association and help to push the interests of the sector forward.

Information about the eligibility and options are available from the Pearle* website www.pearle.eu

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
- Chambre Patronale des Employeurs permanents des Arts de la Scène d'Expression française
Chamber of employers in the performing arts of the French language

BULGARIA

- Balgarska asotsiatsia 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

- Danske Teatres Faellesorganization, DTF
Danish association of theatres
- LandsdelsOrkesterForeningen, LOF
Association of Danish regional symphony orchestras
- DEOO Danske ensembler, orkestre og Operainstitutioner (as from November 2018)

ESTONIA

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

FINLAND

- Suomen Teatterit ry / Finlands Teatrar 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
National federation for public and private performing arts employers
- 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

ICELAND

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

ITALY

- Associazione Generale di institute dello spettacolo, AGIS
Association of institutes in the performing arts

MEMBERSHIP LIST

STATUS PER 31 DECEMBER 2017

NETHERLANDS

- Nederlandse Associatie voor Podiumkunsten, NAPK
Dutch association for stage arts
- Vereniging van Schouwburg, en
Concertgebouwdirecties, VSCD
Association of Dutch venues and concert halls directors

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 (*new association in phase of creation*)
Portuguese association of performing arts

SLOVAK REPUBLIC

- 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
- Asociación de Representantes Técnicos del
Espectáculo, A.R.T.e
*Spanish Association of managers, agents, artists,
representatives, promoters and festival directors in the
entertainment sector*

SWEDEN

- Svensk Scenkonst
Swedish Performing Arts Association

SWITZERLAND

- Orchester.ch
Association of orchestras in Switzerland
- Schweizerischer Bühnenverband, SBV / Union des
Théâtres Suisses, UTS / Unione dei Teatri Svizzeri
Association of theatres in Switzerland
- Union des Théâtres Romands, UTR
Association of 'Romands' theatres in Switzerland

UNITED KINGDOM

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

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
- FEVIS Europe
- REMA, EEMN, European Early Music Network

ACKNOWLEDGEMENTS

With the invaluable and priceless collaboration of:

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 Sainctelette 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.

Photos: courtesy to (in alphabetical order)

Silke Lalvani (photos Madrid)

Adela Svidova (photos Copenhagen)

Graphic design: Rienk Michielsen

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.

The live performance sector alone, including music and performing arts, employs over 2 million workers. 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.

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)