

# Activity Report

PEARLE\* the voice of music, performing arts, and live performance organisations

- SECTOR FEDERATION
- EMPLOYERS ASSOCIATION
- INTERNATIONAL NETWORK

# 2023

# 2020

# SHARING A PASSION FOR LIVE PERFOR- MANCE

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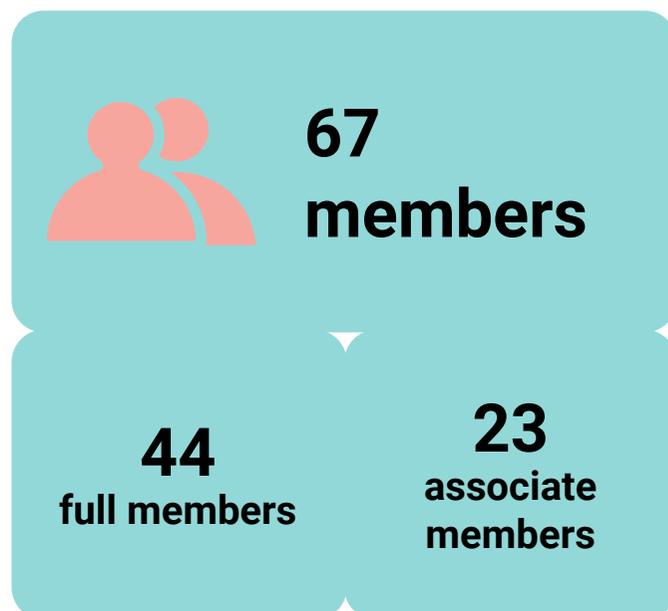
# 01 INTRODUCTION

As a member of Pearle\*, one gains an in-depth understanding of policy and regulatory affairs at the international and European levels which may impact the daily affairs of live performance organisations.

In its capacity as a European employers association, Pearle\* contributes to policy-making in Europe and represents through its members more than 10,000 organisations in the broad live performance sector.

Value for money: being a member of Pearle\* is about being informed and updated on current affairs in a wide range of policy areas, being able to anticipate and organise what changes are expected to come, and having a representative voice in multiple stakeholder groups and committees, at conferences and international meetings.

These are the 2023 numbers:



## About Pearle\*

Created in 1991, Pearle\*-Live Performance Europe is the “Performing Arts Employers Associations League Europe”, the European sector federation of live events, music and performing arts organisations.

Pearle\* represents through its members more than 10,000 theatres, theatre production companies, orchestras, operas, ballet and dance companies, festivals, promoters, service providers and other professional organisations in the live performance sector in Europe.

## What we do

Pearle\* aims to establish of a stable environment by supporting the sustainability and promotion of the live performance sector across Europe through three main strands.

**As a sector federation,** Pearle\* follows closely international and EU policy development and takes action in policy areas and regulatory affairs that impact the performing arts sector, such as EU cultural policy, education and training, employment and social affairs, copyright affairs, taxation and VAT, third-country nationals, the environment or digital services.

**As an employers’ association,** Pearle\* is recognised by the European Commission as a European Social Partner for the live performance sector. As such, Pearle\* collaborates with the other social partners in several joint activities relating to skills, gender equality, risk assessment and more.

**As an international network,** Pearle\* brings together national federations, individual organisations and European networks to support the sustainability of the performing arts sector and promote live performance across Europe through the exchange of information, experiences, ideas and best practices.

# 02 KEY AREAS IN 2023



# 01 Employment, social affairs & social dialogue

## Social dialogue

Published in January, the Commission issued a package on social dialogue, including a chapeau Communication on strengthening social dialogue in the EU and a proposal for a Council Recommendation on the role of social dialogue at the national level. Throughout the year the future organisation and financing of sectoral social dialogue committees steered debate between European sectoral social partners and the Commission.

## ILO technical meeting on arts & entertainment

Between 13 and 17 February took place a technical meeting focused on the future of work in the arts and entertainment sector at the ILO in Geneva. The tripartite social partners agreed on joint “conclusions” based on opportunities and challenges for decent work in the sector in the context of digital technologies, globalisation, environmental sustainability, demographic changes and a human-centred COVID-19 recovery, as well as recommendations for future action.

## Employment and social affairs affairs

The following issues of interest to Pearle\* members were on the table: implementation of the work-life balance directive, pay transparency directive to address the gender pay gap, tripartite negotiations on social security coordination regulation, and proposal for a directive on a European disability card.

## Cross-border employment issues

In relation to cross-border working, pilot initiatives such as the ESSpass on social security and the eDeclaration about the posting of workers are much welcomed, provided those digital tools can be deployed across Europe. Pearle\* organised on 1st February a well-attended webinar on cross-border social security for its members, with the input of the Belgian social security office.

## Special focus: employment/culture

Working conditions of artists and cultural professionals: OMC report & EP resolution – see further under [item 3 “Cultural Policy and CClIs”](#).



### Spotlight on...

- [Pearle\\* Statement on Commission communication on digitalisation of social security systems](#)
- [Pearle\\* Declaration on good employment by live performance organisations](#)

# 02 Sustainability, climate & energy

The Green Deal impacts in many ways the operations of a live performance organisation. For that reason, Pearle\* issued a dedicated brochure on the topic, as part of the series “The Ultimate Cookbook for Cultural Managers”, in the framework of its partnership with the European Festivals Association (EFA).

In 2023, Pearle\* was particularly interested in the ongoing discussions on the energy performance of buildings directive, the revision of eco-design rules (in relation to theatre lighting) and sustainable product initiative, the RoHS directive, corporate sustainability reporting, and more.

Pearle\* was also part of exchanges on culture and sustainability, including [Voices of Culture](#) and stakeholder meetings on greening Creative Europe. See further under [item 3 “Cultural Policy and CClIs”](#).



### Spotlight on...

[The Ultimate Cookbook for Cultural Managers: The EU Green Deal and Live Performance Organisations & its infographic version](#)

## 03 Cultural Policy and CCIs

### Culture and innovation

Under the patronage of Commissioner of Culture Mariya Gabriel, three high-level round tables on culture and innovation were organised between February and June 2023, in which Pearle\* took part. Representatives of different sectors were asked to look at ways to strengthen the ecosystem of CCSI and cross-sectoral shared challenges including: enhancing sustainability; cross-sectoral innovation and support; centre-periphery, regional, and local dimensions; new technologies, artificial intelligence, platforms, fair remuneration, digital skills; and outreach and audience development.

### EIT KIC Culture & Creativity: cities and regions policy group

Under the baseline: “Creatives without borders - Innovation without limits”, the EIT Culture & Creativity is the ninth Knowledge and Innovation Community of the European Institute of Innovation and Technology (EIT). It is designed to strengthen and transform Europe’s Cultural and Creative Sectors and Industries (CCSI) by increasing its innovation capacity and competitiveness. Pearle\* is part of a policy group launched in Berlin in June 2023 and following a meeting in Bilbao in October, officially named “EIT CC cities and regions network”. Pearle\* took part in the regional hub meeting in Amsterdam and organised a dedicated session on the topic at the Pearle\* conference in Ljubljana in November.

### Culture and sustainability

Following an application, Pearle\* joined the “Voices of Culture on CCI in service of Green Transition and Energy Crisis” to brainstorm for two days on ways to green the CCI and the role of culture in society in the green transition process. There is a great willingness to commit to environmental and sustainability objectives, internally and towards its audiences.

Pearle\* contributed to stakeholder meetings ahead of the study “How Creative Europe aims to go green”, published in May. It includes steps and recommendations that the Creative Europe programme should take into account

in the future to become more sustainable and support the EU’s climate change goals.

### Creative Europe programme

Pearle\* contributed in 2023 to the mid-term review report on the implementation of the Creative Europe programme of MEP Smeriglio (IT, S&D).

Financed by Creative Europe, Pearle\* is part of the consortium running “Perform Europe”, a grant-giving pilot scheme for small-scale cross-border collaborative performing arts projects.

### Culture and artist working conditions

As part of the Culture Council work plan, the OMC group on artist working conditions published its report in July 2023, which included an overview of initiatives and status of the artist in the different Member States. In November, the Culture Council held a debate on artist working conditions, which was led by the Spanish Presidency.

In April, the EP initiated a stakeholder consultation with cultural organisations in view of a future joint report of the employment and culture committees, following which Pearle\* published an exhaustive position paper including proposals. A draft report was voted in the two EP committees, followed by a vote in plenary at the end of November. Shortly before the plenary and adopted at the Pearle\* conference in mid-November, Pearle\* members endorsed a declaration on good employment. In its resolution, the EP calls for an EU framework for artists and a legislative initiative on decent working conditions, including the determination of employment status.



#### Spotlight on...

- [Pearle\\* position on an EU framework for the social and professional situation of artists and workers in the cultural and creative sectors](#)
- [Pearle\\* Declaration on good employment by live performance organisations](#)

## 04 Stage technology

Live performances rely on the indispensable role of stage technology. This is why Pearle\*, with the great cooperation of technical suppliers, pays particular attention to new policy orientations and regulatory affairs.

### Wireless microphone technology and access to radio spectrum

Across Europe and at the global level, broadcasting and PMSE are threatened in their access to frequencies in the UHF band. Those “cultural” frequencies are essential to be preserved and guaranteed for the future.

As part of the Wider Spectrum Group (WSG), Pearle\* contributed to the consultation of the Radio Spectrum Policy Group (RSPG) on the draft opinion on a “Strategy on the future use of the frequency band 470-694 MHz beyond 2030 in the EU”, which was finalised and published on 25 October.

While the RSPG proposes a secondary allocation of the “cultural band” to mobile, Pearle\*, together with the WSG defends a “No Change” position and regulatory certainty for the broadcasters and live performance sector beyond 2030. This position was also presented by Pearle\*, on behalf of the WSG at the European Spectrum Management Conference on 7 June in Brussels.

Stakes were again high at the World Radio Conference (WRC23), which concluded on 15 December. The outcome is that broadcasting (and linked with that PMSE) retains the exclusive primary allocation in the 470-694 MHz band as a general principle, complemented by some footnotes and depending on the country, allowing for a secondary allocation to mobile in 470-694 MHz, but is still consistent with the EU common position.

### Eco-design regulations

Five years ago, the EU reviewed its legislation on eco-design, which deals with energy efficiency requirements for electrical devices, including lamps. For stage lighting (used in concert halls, theatres, opera houses, outdoor festivals, and other live events), special provisions are applicable and are currently exempted from some energy efficiency requirements.

In addition, of interest is also the application of Eco-design rules for Sustainable Products such as textiles or other materials and the future digital product passport that will be put in place.



### Spotlight on...

- [Position of the WSG to the Council to preserve the current UHF Band allocation by defending No Change at WRC-23](#)
- [“Call to Europe” campaign of SOS Save our spectrum: The show must go on – vote to protect culture and media](#)
- [The Ultimate Cookbook for Cultural Managers: The EU Green Deal and Live Performance Organisations](#)

## 05 Third-country nationals

In 2023, after a highly impactful period due to Covid, touring became possible again, and consequently, there were also issues related to touring and cross-border mobility.

### EU visa procedures and others

For third-country nationals (TCN) travelling to Schengen, Pearle\* welcomed the Commission’s initiative to digitise the visa procedure in the future. It is noted, however, that it will still take several years before it is possible to use in practice.

Closer to date is the introduction of the Entry-Exit System EES, expected for autumn 2024, and the European Travel and Information Authorisation System ETIAS for visa-exempt travellers from mid-2025 onwards.

Furthermore, Pearle\* cooperated and contributed to a survey and report by On the Move with a particular focus on the African continent and the still complex issues of the visa application process for a Schengen visa.

## Working as TCN in the EU

Pearle\* also followed the 2022 recast proposal on the Single Permit Directive for third-country nationals, since this is of interest to employers who offer an employment contract to a third-country national artist.

Regarding options to employ temporarily third-country national artists in the EU, Pearle\* organised a dedicated webinar, with the support of Fragomen.

## EU and the UK

In the context of the review on the implementation of the EU-UK TCA agreement, Pearle\* provided input to the opinion of the EP CULT committee (MEP Laurence Farreng, FR-Renew) and the joint report of the AFET and INTA committees.

In this regard, as part of the business group in the EU DAG domestic advisory group, Pearle\* contributes by raising specific issues (including on visa/work permits) for the live performance sector, while UK members of Pearle\* take part in the UK DAG group. This allows to raise issues on both sides.

## US visas

Last, but not least, great concern was raised in relation to announced increases in visa fees for artists and performers (O and P visas) travelling to the USA, as was proposed in January by the U.S. Department of Homeland Security (DHS). On 27 February, Pearle\* sent, at its initiative, together with 191 signatories, an open letter to the Commission to call for support regarding the US proposal to increase visa fees and additional administrative burdens, and to address the issue with its US counterparts.

It was appreciated that the Commission discussed the request together with Member States, noting however that, due to a lack of competence on the matter, only individual member states could address concerns with US counterparts, which several countries did.



### Spotlight on...

- [Infographic on visas for third country national artists travelling to the Schengen area](#)
- [Pearle\\* proposal for amendments on the EP implementation report on the EU-UK Trade and Cooperation Agreement](#)
- [Call by 192 European cultural organisations to the Commission for specific attention and support in relation to a US proposal for change in immigration rules](#)

## 06 Digital environment & data protection

As a general approach, Pearle\* aims at finding ways for the sector to thrive in the digital environment, while also exploring opportunities and new audiences.

### Online secondary ticketing and fight for fair reselling

As in November 2022, the Digital Services Act came into force, stricter rules are now applicable for online platforms, including the fight against illegal trade in services, and the liability of those platforms.

In 2023, Pearle\* joined the [Make Tickets Fair!](#) campaign launched by FEAT, the Face-value European Alliance for Ticketing, with whom it closely cooperates to further protect consumers and fight against illegal secondary ticketing. According to FEAT, over 40 major ticket resale court cases have been taking place since 2016 across Europe. Pearle\* therefore calls on Member States to take action on secondary ticketing through the EU's Consumer Protection Cooperation Network.

### AI Act

2023 was dominated by discussions on the proposed AI Act, as the cultural sector felt alarmed by threats impacting artists' copyrights and neighbouring rights.

To better understand what exactly is Artificial Intelligence, a dedicated session was devoted to the topic at the Pearle\* conference in Ljubljana in November.

## Music streaming

Music streaming was the centre of attention at the EP with a report initiated by MEP Ibán García del Blanco (ES, S&D). The CULT committee aimed to look deeper into the European music streaming market and investigate cultural diversity and the conditions for authors, thereby mainly looking at commercial music streaming platforms.

Pearle\* welcomed the initiative and gave input to the draft text to also bring the perspective of non-commercial (public) platforms of which the aim is to reach a wider audience as part of the public mission of subsidised organisations.



### Spotlight on...

- [The Ultimate Cookbook for Cultural Managers: Connecting the EU Digital Strategy with Live Performance Organisations](#)
- [#MakeTicketsFair – campaign coordinated by FEAT](#)

## 07 Education & skills

### European Year of Skills

As the European Year of Skills kicked off on 9 May, the Pact for Skills on CCIs allowed the development of a large-scale partnership with over a hundred organisations involved. Their focus is to discuss areas of shared interest and good practices on re- and upskilling, and the development of new skills. Pearle\* is actively involved as part of the social partner collaboration [“Creative Skills Europe”](#).

The European social partners in the live performance and audiovisual sectors finalised in 2023 a joint “Framework of Action on skills”, including a focus on the

following three themes: the digital environment, accompanying transitions, and access to training for all.



### Spotlight on...

[Press release: Shortages of skills in technical, production and administrative functions in the live performance need to be urgently addressed](#)

## 08 Funding, state aid & public sector

### Increased thresholds on GBER exemption for culture

On 23 June, the European Commission adopted targeted changes to the [General Block Exemption Regulation \(GBER\)](#), with the aim of further simplifying and speeding up the support of Member States for the EU’s green and digital transition.

Under certain conditions, the GBER declares specific categories of State aid compatible with the Treaty on the Functioning of the European Union. The cultural sector is included in this scheme, allowing aid up to an indicated threshold to be granted to cultural organisations without notification to the Commission.

In the context of the amended GBER, the notification threshold for cultural organisations went up from €150 million for investment aid to €165 million per project. Operating aid raised from €75 million per undertaking per year to €82.5 million. The Commission also introduced new schemes for investment aid for energy efficiency measures in buildings.



### Spotlight on...

[Update of in-house publication on EU legislation targeted to the public sector – Members only](#)

## 09 Copyright affairs

### Piracy of online live content

Pearle\* is part of the Live Content Coalition, calling for a legislative instrument to better protect online live content, and in this context, increase the liability of online intermediaries. As the value of the live event ends with the show, the demand is made to immediately take down the pirated content and not only when the live event is over.

On 4 May, the European Commission published a Recommendation to tackle online piracy of live events in the sports and cultural sectors. The Live Content Coalition, of which Pearle\* is a member, welcomed the Commission's initiative. However, concerns remain about the 2.5 years' review of the text, which can delay the stock-taking of legal and administrative actions to fight online piracy in the Member States. The Coalition also regrets that there is no legally binding instrument to challenge the ongoing drain on our sectors' resources through online piracy.

### Collective Rights Management

The issue of balancing the relationship with collective rights management societies, online platforms and rightsholders is an ongoing issue in the digital environment.

Live performance organisations are users, and in this capacity, they have no particular (neighbouring) right compared to other groups in the cultural sector. Clearing the many rights that are part of a live performance is complex in an offline environment; it is even more so in an online context. Pearle\* regularly reports a lack of transparency on tariffs and arbitrary methods of calculation by collecting management societies and other rightsholders, such as music publishers. This may lead to the conclusion that certain productions become financially impossible to present to the audience. It also explains why live performance organisations are often reluctant to put content online.



#### Spotlight on...

[Press release of the Live Content Coalition following the Commission Recommendation to tackle online piracy of live events](#)

## 10 Travelling with musical instruments

### CITES and musical instruments containing protected species

Shortly before the CITES plants committee held its meeting in Geneva from 5 to 9 June, music sector federations, together with partners from the music industry and bow makers, published guidance for owners and users of Pernambuco wood, such as ensembles, orchestras and individual musicians. The publication helps the sector to better understand the new CITES rules on Pernambuco which were adopted at the meeting of CITES parties in November 2022 (CoP19) and went into effect in February 2023. The guidance will allow musicians and music groups to continue travelling with Pernambuco bows without CITES certificates.

At the same time, further exchange on the use of the musical instrument certificate (MIC) continues, to facilitate the international travelling of orchestras and other music ensembles.



#### Spotlight on...

[Know your bow: tips for owners and users of Pernambuco bows](#)

# 03 IN FOCUS: THE PEARLE\* MEMBERS

The Pearle\* members are active on many topics that can be either specific to their own countries, or have an echo across Europe. As a network, Pearle\* facilitates exchanges between its members and believes in the sharing of ideas and good practices to tackle challenges.

## The Pearle\* members on sustainability

Sustainability and the question of climate change have been on the EU agenda for several years now, and the Pearle\* members work every day to make the live performance sector more sustainable, durable and inclusive. In 2023 several of their initiatives were put at the forefront during members' conferences and via the Pearle\* communication channels.

The **Association of Norwegian Orchestras**, alongside 4 other organisations, created a roadmap that identifies effective measures for operating more sustainably and reducing the carbon footprint of the cultural sector. Guidelines and tools have been gathered to help facilitate the transition to green production. The roadmap uses the UN's Sustainable Development Goals (SDGs) as a basis, looking at the specific areas where culture can make a difference.

In Belgium, in the French-speaking community, the association **FEAS** developed an Action Plan for sustainable development for the performing arts. Taking the form of a charter, it includes several concrete recommendations for the sector. It is articulated around 5 themes that are at the heart of performing arts production: eco-design, mobility & transports, digital, food and infrastructures & energy.

Created in 2022 by Theatre Green Book UK, the Theatre Green Book has quickly become a reference for performing arts organisations in their journey towards sustainability. This guide sets common standards for sustainable productions,

buildings and operations and is being used by all the major UK subsidised theatres, opera houses and the UK's three national theatres. One of the Pearle\* members in Finland (**STEFI**) has worked on the Finnish translation of the Theatre Green Book, while the Pearle\* members in the Netherlands (**NAPK** and **VSCD**) contributed to the Dutch translation. In the Nordic countries, the **DEOO** alongside the Iceland Symphony Orchestra and other partners, have created the Nordic Green Orchestra Guide that, like the Theatre Green Book, provides concrete strategic goals and advice for short- and long-term changes to reach a sustainable music sector. The **European Theatre Convention (ETC)** adapted the Theatre Green Book to the needs of its member theatres across Europe.



More initiatives from our members are available in The Pearle\* Green Library – Members only

# The Pearle\* Conversations: the members in the spotlight

In 2023, Pearle\* shifted the focus toward the members of the League. To put the spotlight on the persons behind the associations that are part of Pearle\* and find out more about their work at the national level, the Pearle\* Conversations were launched. This series of interviews tackles the many topics the Pearle\* members are working on, from statistics collection to audience engagement, skills shortages, sponsorship policies, diversity and more.

**Claudia Schmitz, managing director of the Deutscher Bühnenverein** (German Theatres and Orchestras Association) talked about their work collecting **statistics** on theatres in Germany, which has been going on for almost 60 years and provides insights into the German cultural landscape.



**Asbjørn Keiding, Director of DEOO** (Danish Ensembles, Orchestras and Opera Institutions) shared their work on **audience engagement**, as part of the “TUTTI” audience development programme that aims at bringing people back to the concert halls and finding innovative solutions to bring newcomers to their first musical experience.

**Randell Greenlee, EU Policy Officer at VPLT** (German Entertainment Technology Association) highlighted the organisation’s ongoing efforts in addressing **skills shortages** in performing arts and provided insights on how to make the sector more attractive to the new generations.



**Isabel Vidal, Vice President of FAETEDA** (State Federation of Associations of Theatre and Dance Production Enterprises), delved into the Spanish legislation on **sponsorship and patronage** and the association’s efforts to improve it with the creation of a new law on patronage.



**Mirjam Terpstra, Director of the NAPK** (Dutch Association of Performing Arts & Music Organisations), spoke about the Dutch cultural sector’s longstanding dedication to promoting **diversity and inclusion**, the latest developments and challenges that are still to be tackled.

The Pearle\* Conversations continued in 2024... head to our [website](#) to find out more!

# 04 EUROPEAN PROJECTS

	Revealing the Alliance – Steps 1 2 3	Perform Europe 2	LP Capacity building project	FoA skills AV and LP sector
<b>EU funding programme</b>	Creative Europe	Creative Europe	DG EMPL	DG EMPL
<b>Roles</b>	EFA - European Festivals Association's network funding Pearle*: synergy partner	IETM: lead partner Pearle*: member of the consortium	UNI-MEI: coordinator Pearle*: co-beneficiary	UNI-MEI: coordinator Pearle*: co-beneficiary
<b>Period</b>	Jan. 2022 - Dec. 2024	Apr. 2023 - Mar. 2026	Sept. 2023 - Aug. 2026	Sept. 2023 - Aug. 2026
<b>State of play</b>	Year 2	Year 1	Year 1	Year 1
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>• <a href="#">The Ultimate Cookbook for Cultural Managers: The EU Green Deal and Live Performance Organisations</a></li> <li>• <a href="#">Infographic on the EU Green Deal Cookbook</a></li> <li>• Contribution to EFA's Arts Summit in Girona</li> <li>• Workshop on the UN SDGs at Pearle* spring conference</li> <li>• Joint EFA/Pearle* webinar on SDGs</li> <li>• Workshop on AI at Pearle* autumn conference</li> <li>• <a href="#">Infographic on visas for third-country national artists travelling to the Schengen area</a></li> <li>• <a href="#">The Ultimate Cookbook for Cultural Managers: Connecting the EU Digital Strategy with Live Performance Organisations</a></li> </ul>	<ul style="list-style-type: none"> <li>• Info-session on the Open Call at the 66th Pearle* conference in Ljubljana</li> <li>• Launch event of the project on 1st December and release of the Open Call</li> </ul>	<ul style="list-style-type: none"> <li>• Start-up phase: communication and administration</li> </ul>	<ul style="list-style-type: none"> <li>• Final text of the <a href="#">Framework of Action on skills in the live performance and audiovisual sectors</a></li> <li>• Start-up phase in September: communication and administration</li> </ul>

# 05 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. The Executive Committee elected in June 2021 finished its mandate in June 2023. A new Executive Committee was elected at the 65th General Assembly in Oslo in May 2023.

## Executive Committee (term June 2021 – June 2023)

### Chair

Morten Gjelten, *NTO – Norsk Teater og- Orkesterforening*, Norway

### Secretary

Liesbeth Dejonghe, *oKo – Overleg Kunstenorganisaties*, Belgium

### Treasurer

Zdeněk Pánek, *APD ČR – Asociace profesionálních divadel České republiky*, Czech Republic

### Members

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

Marc Grandmontagne, *DBV – Deutscher Bühnenverein – Bundesverband der Theater und Orchester*, Germany; replaced by Claudia Schmitz at the General Assembly in Manchester in May 2022

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 – Associação para as artes performativas em Portugal*, Portugal

Asbjørn Keiding, *DEOO – Dansk Ensemble, Orkestre og Operainstitutioner*, Denmark

Géza Kovács, *AHO – Magyar Szimfonikus Zenekarok Szövetsége*, Hungary, replaced by Momchil Georgiev, *BAROK – Bulgarian employers in culture*, Bulgaria at the General Assembly in Manchester in May 2022

Mark Pemberton, *ABO – Association of British Orchestras*, United Kingdom

Berend Schans, *VNPF – Vereniging Nederlandse pop podia en festivals*, Netherlands

Ilka Schmalbauch, *DBV – Deutscher Bühnenverein – Bundesverband der Theater und Orchester*, Germany

Malika Séguineau, *FEPS/Prodiss – Fédération des employeurs du spectacle vivant public et privé*, France

# Executive Committee (term June 2023 – June 2025)

## Chair

**Sébastien Justine**, *FEPS/Les Forces Musicales – Fédération des employeurs du spectacle vivant public et privé*, France

## Secretary

**Kristel Vancorenland**, *oKo – Overleg Kunstenorganisaties*, Belgium

## Treasurer

**Francisca Carneiro Fernandes**, *Performart – Associação para as artes performativas em Portugal*, Portugal

## Members

**Hannah Essex**, *SOLT/UKT – Society of London Theater & UK Theater Association*, United Kingdom

**Kaisa Paavolainen**, *STEFI – Suomen Teatterit ry/Finlands Teatrar rf*, Finland

**Zdeněk Pánek**, *APD ČR – Asociace profesionálních divadel České republiky*, Czech Republic

**Claudia Schmitz**, *DBV – Deutscher Bühnenverein – Bundesverband der Theater und Orchester*, Germany

## Delegates (in alphabetical order)

**Chris Dingjan**, *VvNO – Vereniging van Nederlandse Orkesten*, Netherlands

**Momchil Georgiev**, *BAROK – Balgarska asotsiatsia na rabotodatelite v oblasti na kulturata*, Bulgaria

**Asbjørn Keiding**, *DEOO – Dansk Ensemble, Orkestre og Operainstitutioner*, Denmark

**Ilka Schmalbauch**, *DBV – Deutscher Bühnenverein – Bundesverband der Theater und Orchester*, Germany

**Malika Séguineau**, *FEPS/Prodiss – Fédération des employeurs du spectacle vivant public et privé*, France

**Isabel Vidal**, *FAETEDA – Federación Estatal de Asociaciones de Empresas Productoras de Teatro y Danza*, Spain

**Judith Webster**, *ABO – Association of British Orchestras*, United Kingdom

# Audit Committee

**Cláudia Belchior**, *Performart*, Portugal

**Roman Steiner**, *SBV/UST*, Switzerland

**Pierre Van Diest**, *oKo*, Belgium

# Employment and social affairs group

Pearle\* full members are mandated to take part in the European sectoral social dialogue committee “live performance”, facilitated by DG Employment, Unit Social Dialogue.

Ad hoc or thematic meetings on employment and social affairs are accessible to the wider membership.

# European Orchestra Forum (EOF)

Gathering representatives of orchestras and their associations, the EOF is an initiative of AFO, France. Meetings take place on an ad hoc basis, usually just before or during a Pearle\* conference.

Participants discuss a wide range of topics and exchange practices from their respective organisations and countries.

# MusiQuE

**MusiQuE** is the 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.

MusiQuE operates according to the Standards and Guidelines for quality assurance in the European Higher Education Area.

Pearle\* is one of the founding and partner organisations of MusiQuE, together with AEC and EMU.

Representative on behalf of Pearle\*: Assoc. Prof. Momchil Georgiev, PhD, and Secretary General of the Bulgarian Association of Employers in Culture (BAROK) until May 2023.

Finn Schumacker (chair of DEOO) was appointed as the new MusiQuE representative for Pearle\* at the 65th General Assembly in Oslo in May 2023, and in turn replaced by Asbjørn Keiding (CEO of DEOO) in November 2023.

## Brussels office

- Anita Debaere, Director
- Silke Lalvani, Head of European Affairs (until mid-November)
- Flora Croce, Membership and Communication Assistant
- Etienne Durand, legal intern (until mid-February)
- Daniela Lozano Niño, legal intern (September 2023-January 2024)

# 06 ASSOCIATION ACTIVITIES

## Meetings, conferences & GAs

### 2 members conferences and general assemblies

**11-12 May 2023, Oslo.** Host *NTO, Norwegian Theatres and Orchestras Association*

**16-17 November 2023, Ljubljana.** Host *STM, Association of Slovene Theatre Managers*

### 1 meeting of the European Orchestra Forum (EOF)

**10 May 2023, Oslo.** Host *NTO, Norwegian Theatres and Orchestras Association*  
Including annual exchange in the framework of the partnership with MusiQuE

### 4 meetings of the Executive Committee

**2 March** – Brussels

**10 May** – Oslo

**28 September** – Brussels

**15 November** – Ljubljana

## Social dialogue

### 3 meetings European sectoral social dialogue committee “live performance”

**3 March 2023** – working group: online

**12 June 2023** – working group: hybrid

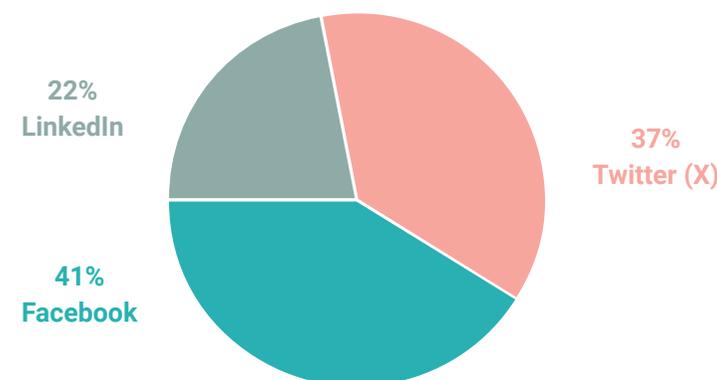
**8 December 2023** – plenary: in person

## Communication

Pearle\* is active on three social media platforms: X (Twitter), LinkedIn and Facebook, with the most following on Facebook.

In 2023, Pearle\* significantly expanded its social media presence across all platforms, 20% increase in followers compared to the previous year. The most notable growth observed on LinkedIn nearly doubling its follower count.

The most active platforms remain X and LinkedIn, which are directed to professionals of the sector and the EU sphere. On a total of 273 posts over the whole year, the majority of it was posted on X (40%).



The internal communication, thus for members only, continues to be the largest, representing almost 50% of Pearle’s whole communication.

In 2023, there was a distinct growth of public content (from 9% in 2022 to 20% in 2023). A distinction is made between “public” communications that are made available on the Pearle\* website and “external” content which is particularly targeted to external bodies (such as the EC or the EP).

# 07 MEMBERS

The Pearle\* membership expanded in 2023 with 2 new full members:

- *Vereniging van Nederlandse Orkesten – VvNO, Association of Dutch Orchestras, Netherlands*
- *Associazione Generale Italiana dello Spettacolo – AGIS, Association of Italian performing arts organisations, Italy*

After the invasion of Russia into Ukraine, the associate member *Russian Union of Concert Organisations (RUCO)* who was on hold for 2 years, is no longer considered as a listed member.

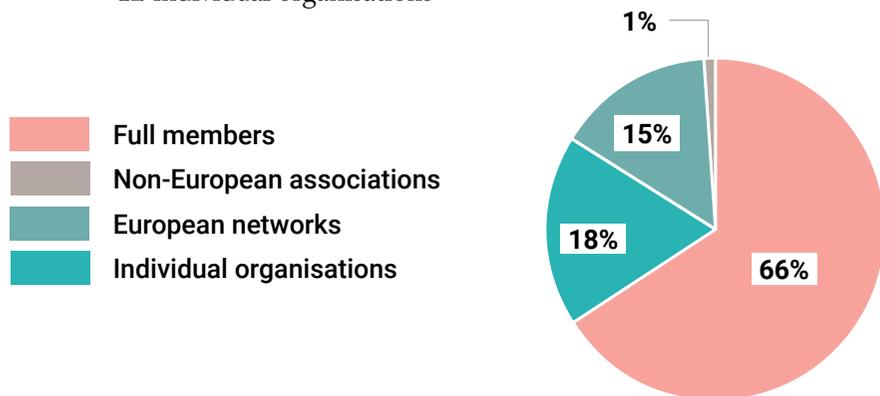


## Pearle\* – 67 members

**44 full members** (European-based national associations)

**23 associate members** of which:

- 1 non-European associations
- 10 European networks
- 12 individual organisations



## 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

## PEARLE\*-LIVE PERFORMANCE EUROPE

**REPRESENTS** through its members associations more than 10,000 live performance organisations across the entire value chain, from creation to production and distribution, including service suppliers. It concerns both profit and non-profit organisations and enterprises. The size varies from micro-companies, to small and medium-sized, to SMEs employing over a thousand persons.

**IS RECOGNISED 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 THIRTY YEARS** of experience on public affairs and is a trustworthy interlocutor to the European Institutions, working along high ethical standards in its 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 in EU, UK, and EFTA, including music and performing arts, employs over 1,6 million workers (source Orbis database, May 2020 – in Mobilive report).

There are more than 800,000 companies active in the live performance sector in EU, UK, and EFTA, which also includes one-person companies (source Orbis database– May 2020 in Mobilive report).

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

## Acknowledgements

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- Kaaithheater in Brussels for hosting 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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