

BEHIND THE STAGE

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

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WELCOME TO THE 'BEHIND THE STAGE' WORLD

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

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

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

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

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

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

Happy Reading!

EURO-TALK

THE EUROPEAN PILLAR OF SOCIAL RIGHTS is a set of 20 principles aimed at delivering new and more effective rights for its citizens, including the requirement to provide support for increased capacity of social partners to promote social dialogue. It has 3 main categories: Equal opportunities and access to the labour market, Fair working conditions and Social protection and inclusion. The European Union leaders solemnly proclaimed the Pillar at the Social Summit for fair jobs and growth in Gothenburg, Sweden in November 2017.

The SSDC LP is the European sectoral social dialogue committee of the 'live performance' sector. Representatives of the social partners from EU Member States belonging to PEARLE*– Live Performance Europe and EAEA (representing FIM, FIA and Uni-mei the international unions of performers, musicians and technicians) meet about 3 times per year in Brussels at the invitation of the DG Employment of the European Commission to discuss issues on the joint work programme.

The primary objective of the committee is the ongoing strengthening of capacities of social partners in the live performance sector across the EU for EU social dialogue.



PROJECT PARTNER OKO – BELGIUM

The oKo-network (overleg kunstenuorganisaties) is the umbrella association and industry federation, consisting of more than 200 members, all professional arts organizations in Flanders and Brussels, engaged in the creation, production, distribution, participation and/or the support of arts. They work in various disciplines: audiovisual arts, visual arts, education, music, performing arts and social-artistic work.

Members meet in disciplinary working groups to discuss issues of common interest. By working together in the oKo-network, the members strive to strengthen the independent position of the arts in modern society. They exchange information and share knowledge about all aspects of both the artistic and business side of arts. Together they take positions in order to ensure decent working and employment conditions, good art policy and a favourable social climate.

The associations' main activities are related to advocacy, employers federation and network.

OKO joined PEARLE* in 1992. From the beginning OKO played an active role and still is a primary partner. Since early 2000, OKO hosts the Brussels office of PEARLE*. OKO has also been a member of the Executive Committee of PEARLE* for many years.



STORIES

THE PEARLE* 2018 AWARDS

CELEBRATING THE ACHIEVEMENTS OF
EMPLOYERS ASSOCIATIONS IN THE EUROPEAN
LIVE PERFORMANCE SECTOR

Major stakeholders related to the live performance sector from all over Europe gathered together on Thursday 22nd November to attend the PEARLE* 2018 Awards Ceremony at the emblematic Bozar Centre for Fine Arts in the centre of Brussels. The aim of the Awards, an essential component of the *Behind the Stage* project, was to highlight and celebrate the achievements many European employers' organisations have accomplished in recent years, in fields as wide-ranging as equal opportunities, diversity, lifelong-learning, social dialogue or heritage with the ultimate objective of making live performance a healthier, fairer and more secure sector in which to work.

The importance of these awards in the context of the European Commission was emphasized by the guests of honour who graciously accepted PEARLE*'s invitation to attend the event in order to announce the award winners; Ms Barbara Kauffmann, Director for Employment and Social Governance at the Directorate General of Employment Social Affairs and Inclusion at the European Commission, Mr Walter Zampieri, Head of Unit for Cultural Policy at the Directorate General of Education and Culture at the European Commission and Mr. Paul Dujardin, Chief Executive Officer and Artistic Director of Bozar. The Flemish actress and columnist Katrijn Van Bouwel conducted the ceremony which included performances from young emerging talents and presented a snapshot of the rich and diverse offer that live performance has to give: the Bulgarian vocal folk trio Sevdena, the Jonathan Westhorp jazz duo, the spoken-word poet and international award winner Samira Saleh and the classical music duo Teresa Madeira and Julie Rivest.

For once the spotlight was trained on organisations whose work is normally carried out anonymously "behind the stage". As PEARLE*'s President Géza Kovács underlined in his opening speech of the ceremony:

"...every nominee is a winner in its own right. And I would personally say the same for the associations who didn't apply to receive an award but whose work contributes to strengthening the performing arts sector every day. Tonight is not about competition, it's about celebrating all these initiatives, undertaken in different ways and in diverse environments. It's about having professional organizations themselves step on stage, for the span of one evening."

All nominees are presented in the Award event programme which you can find here www.pearle.eu/publication/pearle-2018-awards-ceremony-programme

BEHIND THE STAGE SECOND CAPACITY BUILDING MEETING

ANTWERP, BRUSSELS. FRIDAY 23RD & SATURDAY 24TH NOVEMBER, 2018

The second *Behind the Stage* capacity building meeting took place in the Flemish city of Antwerp, world famous for its Renaissance art and avant-garde fashion & design, as well as for its role as a major seaport and home to one of the largest diamond trade centres in the world. Antwerp has a very diverse ethnic population (it is estimated that by 2020 55% of its population will be from a migrant background). This combination of art, innovation and diversity provided a highly appropriate backdrop for this new *Behind the Stage* encounter in which most of the discussions and debates hinged upon these themes. A total of 68 people attended the meeting (54 delegates and 14 speakers) of which a little over 57% were women, representing 39 organisations from 19 countries.



The meeting was hosted by Overleg Kunstenorganisaties – oKo - (the federation of professional arts organisations in Flanders & Brussels) at the Elzenveld site, a unique historical city landmark dating back to the fifteenth-century.



THE JURY

Chair: Dearbhal Murphy, Deputy General Secretary International Federation of Actors (FIA)

Members: Anita Debaere, Director PEARLE*, Karine Duquesnoy, Directrice régionale adjointe des affaires culturelles d'Île-de-France, Rupert Rhymes, former Chief Executive of the Society of London Theatres (SOLT) and a founding member of PEARLE*, Jeroen Vanacker, Artistic Director Brugge Concertgebouw

COOPERATION AWARD

Special Mention: Association of British Orchestras and UK Theatre for "The Family Arts Campaign"

The Award went to: Eesti Etendusasutuste Liit (Estonian Association of Performing Arts Institutions) for "The Tale of the Century"

DIVERSITY & EQUAL OPPORTUNITIES AWARD

Special Mention: Svensk Scenkonst (Swedish Performing Arts Association) for "Work against sexual harassment in the performing arts sector"

The Award went to: Association Française des Orchestres et Les Forces Musicales for "Charter for gender Equality within the Orchestras and Opera Houses"

IN THE SPOTLIGHT

DE ROMA

A PERFORMING ARTS VENUE IN PERFECT HARMONY WITH ITS NEIGHBOURHOOD

Seeing diversity fully introduced into live performance organisations at all levels is one of *Behind the Stage's* principal priorities, and as such was one of the subjects for discussion in Antwerp. We were delighted to be joined by Danielle Dierckx, director of De Roma, who shared with us the unique case of this former cinema now converted into a vibrant multipurpose theatre.

De Roma is located in Borgerhout, an outlying Antwerp district with more than 40,000 inhabitants of more than 90 different nationalities. Always considered as one of the neighbourhood's emblematic landmarks, first as a cinema and then as a concert hall up to its closure in the 1980's, the building was rescued thanks to the determination and efforts of a local group of 100 volunteers led by

Paul Schyvens, the driving force behind the project. They themselves both financed and undertook the venue's restoration until they were able to reopen it in 2003 as a space providing a programme of theater, music or cinema at democratic prices as well as a wide range of sociocultural activities focused on relating to the local community. Since then and thanks to government funding the building has been fully restored. With only 20% of public funding, local involvement is still crucial for the management of De Roma, where the 24 employees are supported by a workforce of 460 volunteers participating in the day to day running of the venue. In 2007 De Roma received the Arkprijs van het Vrije Woord (Ark Prize of the Free Word) in recognition of the cultural benefits and social support it has given to a neglected multicultural neighbourhood.



credits Lieve Boussauw

IN THE SPOTLIGHT

ANTWERP: FOCUS ON CHANGE

The main focus at the Antwerp *Behind the Stage* capacity building meeting was centred on the changes that are compulsorily taking place in the live performance sector as a result of the "new challenges arising from globalization, the digital revolution, changing work patterns and societal and demographic developments" acknowledged by the "European Pillar of Social Rights".

On this occasion the Academy plenary sessions, workshops, working groups and panel discussions revolved around how to adapt management, human

resources, working environment, skills and the very nature of employers organisations to the new employment and social paradigms that are currently taking shape in the context of the European Union. Reflecting this need to embrace change from multiple perspectives a range of external expert speakers were invited to lead the Antwerp sessions. The transition towards a more flexible and therefore healthier working environment was the central thread running through the presentation and workshops conducted by Koen Vandyck, a coach specialized in leadership and strategy for organisations going through a process of change and Dr. Sarah De Groof, a lawyer specialized in achieving work-life balance.

Their perception on the changes that can be made to improve working conditions were complemented by the workshop run by Peter Van Slembrouck, an expert in how to prevent and manage harassment in the workplace.

The changes in the sector are also leading towards a shift in the nature of the skills demanded by the working environment and by employers. Following on from an initial session on skills organized at the *Behind the Stage* meeting in Tallinn, two discussion groups took place in Antwerp more specifically focused on music (facilitated by Venessa Tanovic, of Career & Transfer Service Center, University of the Arts Berlin, and Stefan Gies, Chief Executive Officer of AEC (Association Européenne des Conservatoires, Académies de Musique et Musikhochschulen) and theatre (led by Hannah Gagen, Advocacy Manager at UK Theatre and Society of London Theatre) and the precise issues affecting each sector.

Last but not least, a panel discussion was devoted to examining the notable changes in their structure and scope that several associations belonging to PEARLE* have experienced in recent years, either by merging among themselves, dividing up into smaller and more specific organisations or forming significant new alliances. The session looked at what these changes responded to, their impact, and on whether they had affected the organisation's mission or membership, finally leading into a wider discussion about the role and very nature of employers associations in the context of today's society.

* Preamble, page 7, point 9



SKILLS/TRAINING/ LIFELONG LEARNING AWARD

Special Mention: Association of British Orchestras for "Find your Way"

The Award went to: Asociace profesionálních divadel České republiky (Association of the Professional Theatre of the Czech Republic) for "The Dance Career Endowment Fund"

SOCIAL DIALOGUE/COLLECTIVE BARGAINING AWARD

Special Mention: Overleg Kunstenorganisaties (Flemish industry for the Arts) for its creation of a single collective agreement for the performing arts and music sectors

The Award went to: Werkgeversvereniging Nederlandse Podia for its work in favour of the protection of self-employed workers in the cultural sector and Syndicat des Cirques et Compagnies for the creation of a "Circus Artist" title in the National Collective Agreement for Artistic and Cultural Enterprises

SPOTLIGHT ON HERITAGE IN CULTURE AND THE ARTS: A SPECIAL AWARD FOR AN INDIVIDUAL ORGANISATION'S OUTSTANDING ACHIEVEMENT

Special Mention: CRIT Companyia de Teatre for the project "Escena Erasmus"

The Award went to: European Theatre Convention the project "European Theatre Lab: Drama goes digital"

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

BEHIND THE STAGE THIRD CAPACITY BUILDING MEETING

PLOVDIV, BULGARIA.
FRIDAY 24TH &
SATURDAY 25TH MAY, 2019

Hosted by **BAROK**, the Bulgarian Association of Employers in Culture, the third *Behind the Stage* capacity building meeting will allow representatives of organisations of wider Europe to take part in exchanges with peers from across the region. Preceding the European elections, the meeting expects to have a specific European dimension and will include discussions on issues of shared European interest.

Dating back some 8,000 years, Plovdiv is one of the oldest cities in the world. Thracians, Romans, Slavs and other peoples enriched the city's culture and its architecture. But while Roman amphitheatres, early Christian basilicas, Christian, Muslim and Jewish churches shape its ancient cityscape, hip cafes, artist studios and street art show off Plovdiv's dynamic cultural life today.

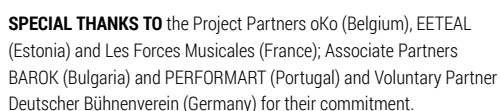
Read more <https://plovdiv2019.eu/en>

BAROK, the Bulgarian Association of Employers in Culture, was officially set up in 2008 as an NGO and non-for-profit organisation gathering together employers in the cultural sector in Bulgaria. The association includes: theatres, entertainment institutions, music institutions, libraries, cultural centres, museums etc. See www.barok.bg



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

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



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