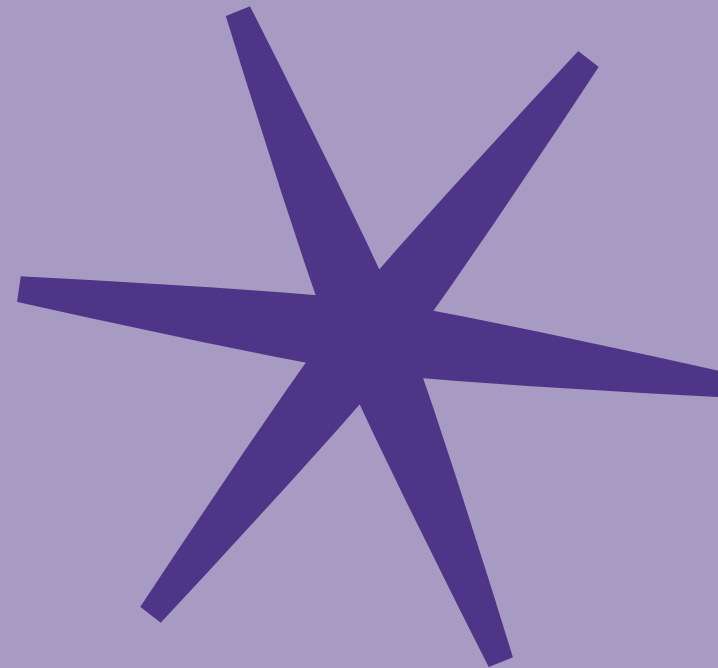


2024

# Activity Report

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

- SECTOR FEDERATION
- EMPLOYERS ASSOCIATION
- INTERNATIONAL NETWORK



# SHARING A PASSION FOR LIVE PERFOR- MANCE

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# 01 INTRODUCTION

## About Pearle\*

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

Pearle\* has 65 members, consisting of **43 full members**—national federations representing live performance organisations in their respective countries—and **22 associate members**, which include prominent European networks.

Through these members, Pearle\* represents, more than **13,600** enterprises, both nonprofit and profit-making. Around **45% of these are performing arts organisations**, more than **30% are music organisations**, and about **15% are festivals**. The remaining 10% includes a wide range of other organisations, such as visual arts, cinema, providers, technical companies, and more, reflecting the broad spectrum of the performing arts sector. Various Pearle\* members also include self-employed and solo traders in their membership.

With a strong presence on the European and international stage, Pearle\*-Live Performance Europe has built a trustworthy relationship with EU and international institutions in a wide range of policy areas and regulatory affairs.

Pearle\* represents the collective voice of the live performance sector at the European and international level.

Pearle\* provides a platform for exchange, learning, sharing, growth, strengthening, expertise and best practices.

Pearle\* members share a passion for live performance, and are stimulated to drive the sector forward

## What we do

Pearle\*-Live Performance Europe aims to establish 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 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.

**As an employers' association**, Pearle\* is recognised by the European Commission as a European Social Partner in the live performance social dialogue committee. As such, Pearle\* collaborates with the other social partners in several joint activities relating to skills, gender equality, capacity building, health and safety and more.

**WE LISTEN. WE CARE. WE SHARE. WE INFORM. WE TRAIN. WE ACT. WE CHAMPION.**

# Pearle\* in 2024 - A Strong Voice for the Live Performance Sector

In 2024, Pearle\* continued to provide its members with direct insight into policy and regulatory developments at the European and international levels, ensuring they stay ahead of changes that impact the daily affairs of live performance organisations.

Beyond information, Pearle\* fosters exchange among professionals across Europe, offering a platform to discuss challenges, share expertise, and contribute to shaping policies.

As a European employers association and a federation for the live performance sector representing a network of more than 13,600 organisations, Pearle\* ensures that the voice of the sector is heard in key decision-making processes.



**158 documents**

incl. position papers, reports, policy briefings, and newsflashes

incl.

**65% exclusively to members**, offering tailored insights on legislative and regulatory changes affecting daily operations.

Actively engaging in discussions at European and international levels, advocating for a sustainable and thriving performing arts sector.



**24 events**

**262 meetings**

**30 stakeholder groups,**

committees, expert groups and advisory bodies, ensuring a strong and informed voice in policy discussions

**450 EU regulations**

have a direct or indirect impact on the live performance ecosystem

across

**24 policy areas**

(see the full list on [our website](#))

**250% increase**

compared to 10 years ago

# 02 STRATEGIC AREAS 2024-2029

Join us on the road to champion the passion for live performance. These are our 5 signposts.

1

The innovative power of  
artistic creation

2

Live performance  
made by and for  
humans

3

Championing greening and  
sustainability

4

Cherishing cultural  
exchange and its mobility

5

Embracing digital and  
technological development

## 1 The innovative power of artistic creation

From an early age, we are encouraged to develop our creative skills. Today, the professional world is in desperate need of creative minds. Europe's richest asset is its culture, which deserves to be showcased to the world while also requiring protection and preservation.

To nurture the innovative power of artistic creation Pearle\* strives to include culture and the arts in the innovation and research strategies of the European Union

In 2024, Pearle\* contributed to the following areas, through various actions and activities...

### Education & skills

- The Pact for Skills and Large Scale Skills Partnership for the Cultural and Creative Industries
- **Creative Skills Europe**
- **INSPIRE**, Erasmus + project on green, digital, entrepreneurial, resilience and soft skills

### Artistic freedom

2024 saw several events across Europe restricting artistic freedom, artistic autonomy and freedom of creation. In this context, Pearle\*

- Produced a members' survey on breaches of artistic freedom and artistic autonomy
- Provided a platform to discuss this topic at the 68th Pearle\* conference in Prague, with an intervention of Miriam Kičiňová, from the Slovak National Theatre and a keynote by Michael Žantovský reflecting on the legacy of Václav Havel and the state of democracy, and the links between theatre and freedom of creation/expression.
- Animated a working group at the 68th Pearle\* Conference in Prague on how to act/react to polarisation as a threat to artistic freedom and autonomy
- Participated in the ETC Conference in Liège "Theater Talks" on artistic freedom
- Gathered input from its members for a reply to the EU Consultation on the Rule of Law
- Initiated with ETC, OperaEuropa and CAE a **Joint Call for Artistic Freedom and Autonomy of the Arts**, on the occasion of the CAE event with members of the EP in Brussels in September
- Supported the "Resistance Now" call for artistic freedom initiated by artistic leaders of the European Theatre Convention (ETC), the Vienna Festival (Wiener Festwochen), and Opera Europa



68th Pearle\* Conference in Prague. Nov. 2024

### European cultural policy

Pearle\* took part in the following:

- Survey on the needs and challenges of the cultural and creative industries
- Consultation on the evaluation of the Creative Europe programme

## Live performance made by and for humans

Live performance, being highly labour-intensive, relies on people as our most valuable resource. As employers, Pearle\* and its members are dedicated to facilitating work under fair conditions for employees and collaborators, adhering to existing laws.

Social dialogue is the best tool for creating a level playing field for those in the sector, and for securing access to social protection to address gaps, especially for those with flexible careers and statuses.

Furthermore, the inclusion of minorities, gender equality, and anti-racism are European goals that Pearle\* fully supports and is committed to implementing policies where it can.

In 2024, Pearle\* contributed to the following areas, through various actions and activities...

## Employment

Following the EP resolution of 2023 on the social situation of artists, Pearle\* took part in various initiatives:

- ELA workshop and report on working conditions in the CCS with a focus on undeclared (cross-border) work
- Seminar of the Belgian Presidency of the EU on artists' working conditions presenting the social partners' database on gender equality

- MoveS Webinar on "Labour mobility and social security challenges for artists"
- Opera Europa Autumn Conference panel "Planning rewarding careers for artistic ensembles – developing artistry and skills"

## Social dialogue

Pearle\* took part in the following social partner consultations:

- Targeted consultation to the European social partners on the common form and the common portal for the posting of workers
- Social partners consultation on Telework and the right to disconnect
- ILO policy guidance note on collective bargaining in the arts and entertainment sector

## DEI

At the Pearle\* conferences, attention was paid to good practices of members including

- the **Nordic Ambitions** mentorship programme involving Pearle\* members from Norway (NTO), Finland (STEFI), Sweden (Svensk Scenkonst), and Denmark (Dansk Teater)
- the **Manual for Inclusive Recruitment** developed by PERFORMART (Portugal)



Seminar of the Belgian Presidency of the EU on artists' working conditions. May 2024.



## Championing greening and sustainability

The live performance sector has enthusiastically embraced the Green Deal, recognising the vital role that individuals and companies play in achieving climate neutrality by 2050. The green transition involves education, training, understanding, and learning, engaging everyone within an organisation and its relationships with suppliers, audiences, sponsors, and funders.

Pearle\* aims to help live performance organisations develop sustainability plans and policies by raising awareness of funding opportunities and providing resources.

In 2024, Pearle\* contributed to the greening of the sector, through various actions and activities...

- Consultation on Energy efficient buildings – portfolio framework to increase lending for renovations (delegated act)
- Seminar of the Belgian presidency of the EU: “Culture and sustainability, the challenges of eco-conditions in Europe”
- Pearle\* responded to the call to join the Expert Group on Ecodesign for Sustainable Products and Energy Labelling (“the Ecodesign Forum”).

Furthermore exclusively for its members, Pearle\*

- Held a webinar on the Corporate Sustainability Reporting Directive
- Published a practical **Timeline on EU Green Deal legislation** of relevance to the sector to complement **The Ultimate Cookbook for Cultural Managers: The EU Green Deal and Live Performance Organisations**.

In connection with the INSPIRE Erasmus project, Pearle\*

- Undertook a **Labour Market Needs Analysis** on green, digital, entrepreneurial, resilience and soft skills in the performing arts.
- Produced a supporting qualitative research **The implementation of the EU Green Deal in the live performance sector: evidence from the field**, which gathers green practices from 10 venues and festivals accross Europe.



INSPIRE Labour Market Needs Analysis Report.  
Jul. 2024



The implementation of the EU Green Deal in the live performance sector: evidence from the field. Qualitative research based on cross-regional and interdisciplinary interviews in the sector.  
Dec. 2024



## Cherishing cultural exchange and its mobility

Cultural exchange, cross-border cooperation, touring, and mobility are integral to live performance and are a powerful testament to Europe's unity in diversity.

Pearle\* strives for further integration of the single market. A single market for services, including culture, importantly involves reducing administrative burdens related to social security, worker postings, artist taxation, labour permits, and visas for third-country nationals. Additionally, it addresses other service-related challenges, such as travelling with musical instruments, touring materials as own-account transportation, VAT, copyright clearance, and health and safety regulations, which vary from country to country or are inadequately adapted.

Establishing cultural relations with the UK - our former neighbour -, with Ukraine and other neighbouring countries, as well as considering culture in trade agreements and external relations with other parts of the world, should also be an integral part of trade discussions.

In 2024, Pearle\* contributed to the following areas, through various actions and activities, by...

### Travelling with musical instruments

- Replying to the Consultation "Better protection for passengers and their rights"
- Replying to the Consultation "EU Customs Code – simplifications for musical instrument accessories"
- Taking part in the FIM European meeting to animate a session on mobility

### EU/UK cultural exchanges

- Providing to its members a Briefing Note on travelling to the US and the UK, and an update on the EES and ETIAS systems
- Participating in the Prolight & Sound session, "EU insights" in March and the PLASA trade show in September
- Taking part in the EU/UK DAG meeting and civil society forum in Brussels

### Posting of workers

- Issuing a Statement on eDeclaration for posting workers

### Social Security

- Providing for its members a Briefing Note on A1 Certificates
- Collecting cases on cross-border social security issues for artists working in more than two member states
- Developing a legal note on solutions

### Third Country Nationals

- Contributing to the publication "International Mobility of Artists and Culture Professionals: The Lexicon" with On the Move, Africalia, Mobiculture France
- Giving a presentation as part of the Arts Infopoint UK Coffee Morning session on the EES and the ETIAS
- Informing its members on specific issues of importance when touring to USA, and on new policies for third-country nationals travelling to the EU
- Releasing a new edition of **The Ultimate Cookbook for Cultural Managers: Third-Country National Artists Working in the EU**



## Embracing digital and technological development

For centuries, the live performance sector has embraced new technologies to achieve the seemingly impossible on stage. Today, audiences experience cutting-edge technologies employed by highly creative technicians, including virtual reality, augmented reality, AI, holograms, digitally-driven lighting, sound, and stage techniques. Digital technology is also vital for communication, data management, efficient production processes, planning, and more. There is a significant need for digital skills at all organisational levels and collaboration with tech experts passionate about the arts.

Since the COVID crisis, live performance organisations have discovered the potential of streaming, which has become a part of the product mix for music bands. However, streaming remains a challenging business model due to high investment costs, complex copyright clearance processes and limited financial gain for organisations.

Digital tools and streamlined administrative processes with public authorities are crucial for live performance organisations, especially when undertaking cross-border touring and cultural exchanges.

In 2024, Pearle\* contributed to the following areas, through various actions and activities, by...

### Digital environment

- Having a presentation on Chat GPT and performing arts organisations at the 67th Pearle\* Conference in Budapest

- Holding two workshops on streaming and copyrights at the 68th Pearle\* conference in Prague as part of the cooperation with EFA.
- Co-organising a seminar on generative AI in the performing arts sector in Warsaw as part of the Social Dialogue project on Capacity Building



*Training seminar on AI in Warsaw as part of the Social Dialogue Capacity Building Project. Dec. 2024*

- Taking part in an interview for a study on the Discoverability of diverse European cultural content in a digital environment
- Providing information to members on:
  - the AI act and its impact on the sector
  - the introduction of eInvoicing across the EU in B2B
  - Ticketing and piracy
  - Unauthorised Streaming of Live Events
  - Unauthorised reselling of tickets
  - Dynamic pricing in ticketing (following the Oasis case)

### Radio Spectrum and wireless microphone technology

- Responding to the Radio Spectrum Questionnaire of the RSPG on prospects for the 470 694MHz band, providing specific input on needs for the PMS in our sector
- Supporting the Wider Spectrum Group presentation at the European Spectrum Conference in Brussels

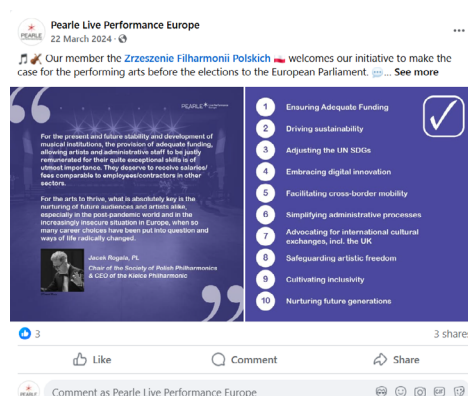
# 03 IN FOCUS: 2024 EU ELECTIONS AND A NEW COMMISSION

2024 was a year of institutional and political changes on the European scene, following the European Parliament elections held between 6 and 9 June, the appointment of a new President of the European Council in mid-2024, and the start of a new political term for the European Commission by the end of the year.

Ahead of the elections, Pearle\* launched a campaign under the slogan **“Empower the live performance sector on the European stage. Your action is crucial.”** Candidates from the different political groups were invited to support Pearle\*’s 10 priority areas and consider including them in their programmes. The paper was sent out in January and supported by a social media campaign featuring quotes from presidents of member organisations relating to one or several of the 10 points.



The 10 Priority Areas



Example of a quote. [Find out more in Chap. 7, “Spotlight on Our Members”](#)

Throughout the year, Pearle\* members received campaign material, information about the new Parliament, and in September, a “Back to School EU Parliament Starter Kit”.

At the end of June, the Council published its strategic agenda for the coming years. In mid-July, the priorities of the new Commission were presented to the newly elected Parliament. Pearle\* analysed both documents, informed its members, and identified common points with its own priorities.



On 16 September, Pearle\* publicly released **“On the European Stage 2024-2029”**, outlining five key priorities for the live performance sector on the occasion of the first plenary session of the European Parliament. The brochure was shared with Members of the European Parliament and the newly appointed European Commission.

In the context of these institutional and political changes Pearle\* president was interviewed by the French magazine *La Lettre du Musicien*, and took part in debates. The Pearle\* director was invited to speak about the impact of EU policies on the sector at

the VPNF members’ congress in the Netherlands and contributed an article to the Boekman Foundation December edition titled **“The impact of EU law on the music and performing arts sector”**.

# 04 EUROPEAN PROJECTS

	Revealing the Alliance – Steps 1 2 3	Perform Europe 2	LP Capacity building project	FoA skills AV and LP sector	INSPIRE - Alliance for a Net Positive Performing Arts Sector
EU funding programme	Creative Europe	Creative Europe	DG EMPL - social dialogue	DG EMPL - social dialogue	Erasmus +
Roles	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	University of Peloponnese: lead partner Pearle*: co-beneficiary
Period	Jan. 2022 - Dec. 2024	Apr. 2023 - Mar. 2026	Sept. 2023 - Aug. 2026	Sept. 2023 - Aug. 2026	Jan. 2024 - Dec. 2027
State of play	Year 3	Year 2	Year 2	Year 2	Year 1
Outcomes	<ul style="list-style-type: none"> <li>• <b>Infographic on the EU Digital Strategy</b></li> <li>• Workshop on culture and the SDGs at the EFA's Arts Summit in Usedom</li> <li>• Workshop on ChatGPT at the Pearle* Spring Conference</li> <li>• <b>Infographic on Copyright Clearing in an International Context</b></li> <li>• Workshops on streaming and on copyrights at the Pearle* Autumn Conference</li> <li>• <b>The Ultimate Cookbook for Cultural Managers: Third-Country National Artists Working in the EU</b></li> </ul>	<ul style="list-style-type: none"> <li>• Joint online info-session on the Open Call with EFA</li> <li>• Dissemination of the Open Call at the BIS de Nantes</li> <li>• Open Call closed on 1st April 2024</li> <li>• July 2024: announcement of the 42 selected projects</li> </ul>	<ul style="list-style-type: none"> <li>• Training Seminar "Negotiation, the Art of Making Constructive Agreements" on 6-7 May in Paris</li> <li>• Survey to map collective agreements and social partners initiatives</li> <li>• Training Seminar on Artificial Intelligence on 9-10 December in Warsaw</li> <li>• Report on AI in the Performing Arts</li> </ul>	<ul style="list-style-type: none"> <li>• Translation of the <b>FoA</b> in 9 languages</li> <li>• Regional conference- Southern Europe in Madrid on 11-12 April</li> <li>• Social media campaign "Creative Pathways to Creative Careers" from September to December</li> <li>• Participation in the Creative Skills Week in Amsterdam (18-19 September)</li> <li>• Meeting of the national skills bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Launch meeting in Athens in March</li> <li>• <b>Labour Market Needs Analysis Report</b>: survey, focus groups and writing of the report (D 2.1)</li> <li>• <b>ESCO Competences Package</b> (D 2.2)</li> <li>• Partners meeting in Milan in December</li> <li>• Supporting research: <b>The Implementation of the EU Green Deal in the Live Performance Sector: Evidence from the Field</b></li> </ul>



# 05 ASSOCIATION ACTIVITIES

## Meetings, conferences & GAs

### 2 members conferences and general assemblies

**23-24 May 2024, Budapest.** Host AHO, Association of Hungarian Orchestras and the Hungarian Music Council

**21-22 November 2024, Prague.** Host APD ČR, Association of Professional Theatres in Czech Republic

### 4 members webinars and workshops

**23 May 2024.** ChatGPT applied to the daily practice of a performing arts organisation. (Pearle\*/EFA partnership)

**10 October 2024.** Corporate Sustainability Reporting Directive (CSRD). (in partnership with Opera Europa)

**21 November 2024.** Streaming: a business opportunity for live performance organisations? (Pearle\*/EFA partnership)

**21 November 2024.** Streaming and copyright issues. (Pearle\*/EFA partnership)

### 2 meetings of the European Orchestra Forum (EOF)

**22 May 2024, Budapest.** Host AHO, Association of Hungarian Orchestras

**20 November 2024, Prague.** Host APD ČR, Association of Professional Theatres in Czech Republic. Including annual exchange in the framework of the partnership with MusiQuE

### 4 meetings of the Executive Committee

**28 March** – London

**22 May** – Budapest

**4 October** – online

**20 November** – Prague

## Social dialogue

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

**1 March 2024** – working group: online

**14 June 2024** – working group: hybrid

**2 December 2024** – plenary: in person

+ 3 meetings of the Working Group on employment and social affairs



67th Pearle\* Conference in Budapest - May 2024



68th Pearle\* Conference in Prague - Nov. 2024

# 06 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 2023 will finish its mandate upon the GA in May 2025.

## 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 oblata 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

## Brussels office

- **Anita Debaere**, Director
- **Beatriz Nobre**, European Affairs Adviser (from August)
- **Flora Croce**, Membership and Communication Officer
- **Marie Dejonghe**, Project and Research Assistant (June to September)
- **Daniela Lozano Niño**, Legal intern (until mid-January)
- **Nathan Willaert**, Legal Intern (February to June)

## 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\*: Finn Schumacker (chair of DEOO) until February 2024. In replacement, Asbjørn Keiding (Director of DEOO) was confirmed as the new MusiQuE representative for Pearle\* at the 67th General Assembly in Budapest in May 2024.

On 2 October 2024, MusiQuE celebrated its 10th anniversary in Brussels. Asbjørn Keiding attended the event, while Pearle\*'s director Anita Debaere was invited to take part in a panel looking back at MusiQuE's achievements.

## Audit Committee

Cláudia Belchior, *Performart*, Portugal

Roman Steiner, *SBV/UST*, Switzerland

Pierre Van Diest, *oKo*, Belgium



## Pearle\* Representation

Depending on the topic, and where possible and relevant, Pearle\* works together and joins forces with other sectors, organisations and associations.

Given the broad spectrum of issues which may have a specific impact on the daily work of a performing arts organisation, Pearle\* is part of various official expert and stakeholders committees at EU or international level, as follows:

- Member of the CITES Standing Committee working groups on Annotations and Electronic systems and information technologies.
- Member of the Stakeholder group on protection of species, facilitated by DG Environment
- Member of the social dialogue Liaison Forum group, facilitated by DG Employment
- Member of the expert group Ecodesign and Energy Labelling Consultation Forum (EELCF), facilitated by DG Energy
- Member of the DAG Domestic Advisory Group on the EU-UK TCA agreement
- Member of the EU Operators Forum on the Security of Public Spaces, facilitated by DG Home
- Member of the Commission Expert Group on Cultural Heritage, facilitated by DG Culture
- Member of the Commission Ecodesign and Energy Labelling Consultation Forum
- Domestic Advisory Group under the Protocol on Cultural Cooperation between the EU and Korea
- Recognised as NGO in the UNESCO Civil Society Forum

Pearle\* is also part of various alliances and groups as follows:

- Member of the International Music Sector Coalition on CITES
- Member of EEN (European Employers' Network) facilitated by BusinessEurope
- Co-founder and coordinator of the European Entertainment Technology Coalition on theatre lighting
- Member of WSG Wider Spectrum Group, facilitated by BNE
- Member of the Live Content Coalition, facilitated by the Football Association Premier League
- Member of the European Internet Forum EIF seated at the European Parliament
- Founding member of Culture Action Europe
- Part of the Cities & Regions Network of the EIT KIC Culture & Creativity
- Part of the One Voice for Music initiative

# 07 SPOTLIGHT ON OUR MEMBERS

## Pearle\* Conversations

In 2024, Pearle\* continued its series the “Pearle\* Conversations”, a series of interviews that put the spotlight on the persons behind the associations that are part of Pearle\* to find out more about their work at the national level.

**Lisa Cunningham, Director of Policy, Research and Advocacy at the Society of London Theatre & UK Theatre** presented their campaign “**Theatre for Every Child**” conducted ahead of the 2024 general election in the UK



**Niek Verlinden, responsible for Employment, good practices and management support at Overleg Kunstenorganisaties (oKo)** told us more about the creation of the **Juist is Juist fair practices charter** and the tools and agreements that emerged from this initiative.

**Francisca Carneiro Fernandes, vice-president of PERFORMART** explained the process and in-depth work carried out in collaboration with several associations working on the topic of inclusion and diversity to create their **Manual for inclusive recruitment**.



## Pearle\* members and the 2024 EU elections

As part of our EU Elections campaign that ran from January to June 2024, presidents of Pearle\* member associations shared their thoughts in relation to one or several of the 10 priorities put forward in our call to EU Parliament candidates.

PEARLE\* Les Performances Europe

The percentage of the national budget allocated to the Ministry of Culture is steadily shrinking in several countries. Estonia has experienced nearly a halving over the past decades. Endless optimisation, cuts and finding reasons not to support culture are eroding the diverse and broad-based foundation of culture and contributing to a decline in creativity and skills of contemplation.

Valvo Väli, EE  
Chair of the Estonian Association of Performing Arts Institutions (EETEAL) & Managing Director of the Rakvere Theatre

An adequate funding is essential for the strengthening of the performing arts.

At FAETEDA, we advocate ensuring appropriate resources to sustain and promote the vitality of our sector for the benefit of the entire European community.

Jesús Cimarro, ES  
President of FAETEDA & Director of the theatres Bellas Artes, La Latina, Reina Victoria and of the International Classical Theater Festival of Mérida.

Vivaldi, Mozart, Bizet, Bartok, Beethoven, Kaija Saariaho, Peter Eötvös et tant d'autres... : les artistes dont nous faisons vivre la musique aujourd'hui, les productions que nous créons et diffusons, c'est l'Europe.

À l'inverse des discours de repli, nous sommes persuadés que la musique et les musiciens, grâce à ce langage universel, peuvent transformer le monde. La musique n'a pas de frontière, elle n'interroge pas la nationalité des interprètes ni celle des compositeurs. Favoriser les échanges, c'est aider le projet européen, le renforcer et le faire rayonner, pour une Europe de la culture et de la paix.

Claire Roserot de Melin  
Présidente Les Forces Musicales & Directrice générale - Etablissement public du Capitole de Toulouse

In Poland, system transformation of 1989 has opened the theatre market for the independent field.

The pandemic showed how unsupported, but also: diverse, significant and vibrant part of culture it became.

Now is the time to establish proper working conditions, so we can all continue to develop.

Maria Seweryn, PL  
President of the Union of Independent Theatres in Poland & Actress and director

# Pearle\* membership composition

## Pearle\* – 67 members

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

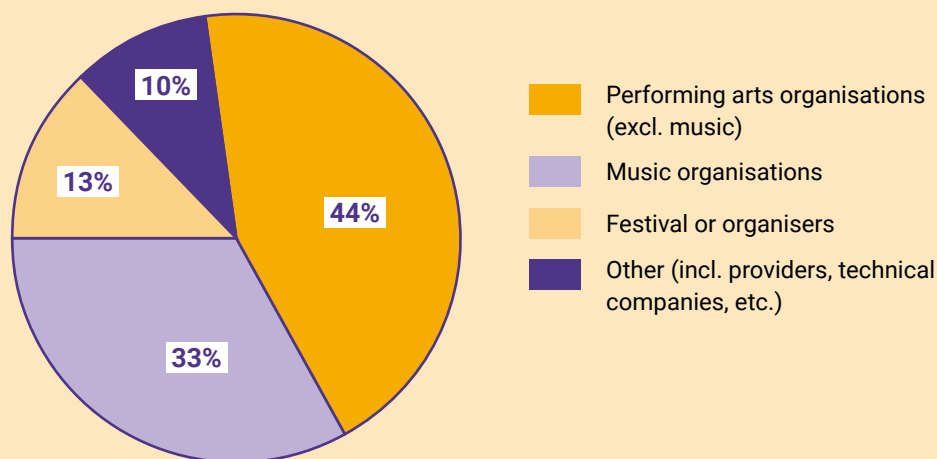
**23 associate members** of which:

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

In 2024, Pearle\* conducted a survey among its members to find out its representativity in terms of sub-sectors within the live performance.

The results showed that through its members, Pearle\* represents through its members associations **more than 13,600 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. The membership is divided as follows:



# Interested to join?

Pearle\* has two main types of members: full members and associate members.

## Full members

**Full membership** of Pearle \* is open to established European national associations representing the interest of music and performing arts organisations and are members or employers.

Only full members have a right to vote for the General Assembly and can be elected for the Executive Committee.

## Associate members

Individual organisations, non-European associations of employers or managers, and European associations representing employees or managers in the performing arts who are established may become **associate members**.

Depending on the type of service, individual organisations can sign up for basic or full associate membership.

# 2024 Members list

## NATIONAL ASSOCIATIONS

**Austria** Bühnenverein Österreichischer Bundesländer & Städte - *Association of Regional and City Theaters in Austria* | Wiener Bühnenverein - *Association of Theatres in Vienna*

**Belgium** Belgische Schouwspelvereniging - BSV/ Association Belge du Spectacle, ABS - *Association of Performing Arts in Belgium* | Overleg Kunstenorganisaties, oKo - *Platform for Arts Organisations* | Fédération des Employeurs des Arts de la Scène, FEAS - *Federation of Employers in the Performing Arts*

**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 Czech Republic* | Asociace symfonických orchestrů a pěveckých sborů České republiky, ASOPS - *Association of the Czech Symphony Orchestras and Choirs*

**Denmark** Dansk Teater - *Danish Association of Theatres* | Danske Ensembles, Orkestre og Operainstitutioner, DEEO - *Association of Danish Ensembles, Orchestras and Opera Institutions*

**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* | Teatterikeskus - *Theatre Centre*

**France** Association française des Orchestres, AFO - *Association of French Orchestras* | Fédération des employeurs du spectacle vivant public et privé, FEPS - *Federation of Employers in the Public and Private Live Performance in France* | Les Forces Musicales - *Association of French Opera Houses, Orchestras and Lyric Theatres*

**Germany** Deutscher Bühnenverein, Bundesverband der Theater und Orchester, DBV - *German Theatre and Orchestra Association* | Verband für Medien- und Veranstaltungstechnik, VPLT - *German Entertainment Technology Association*

**Hungary** Magyar Szimfonikus Zenekarok Szövetsége - *Association of Hungarian Orchestras* | Magyar Színházi Társaság - *Hungarian Theatre Society*

**Iceland** Samtök atvinnuveitenda í sviðslist og tónlist, SAVIST - *Employers Association for the Performing Arts in Iceland*

**Italy** Associazione Generale Italiana dello Spettacolo, AGIS - *Association of Performing Arts Organisations*

**Netherlands** Vereniging van Schouwburg- en Concertgebouwdirecties, VSCD - *Association of Dutch Venues and Concert Halls Directors* | Nederlandse Associatie Podiumkunsten, NAPK - *Dutch Association of Performing Arts & Music Organisations* | Vereniging Nederlandse pop podia en festivals, VNPF - *Association of Dutch Music Venues and Festivals* | Vereniging van Nederlandse Orkesten, VvNO - *Association of Dutch Orchestras*

**Norway** Norsk Teater- og Orkesterforening, NTO - *Association of Norwegian Theatres and Orchestras*

**Poland** Zrzeszenie Filharmonii Polskich, ZFP - *Society of Polish Philharmonics* | Unia Teatrów Niezależnych, UTN - *Union of Independent Theatres*

**Portugal** Associação para as artes performativas em Portugal, PERFORMART - *Portuguese Association of Performing Arts*

**Slovenia** Kolegij direktorjev slovenskih gledališč, STM - *Association of Slovene Theatre Managers*

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

**Spain** Federación Estatal de Asociaciones de Empresas Productoras de Teatro y Danza, FAETEDA - *State Federation of Associations of Theatre and Dance Production Enterprises* | Asociación Española de Orquestas Sinfónicas, AEOS - *Association of Spanish Symphony Orchestras* | Asociación de Festivales de Música, FMA - *Association of Music Festivals*

**Sweden** Svensk Scenkonst - *Swedish Performing Arts*

**Switzerland** Schweizerischer Bühnenverband - SBV/Union des Théâtres Suisses - UTS/Unione dei Teatri Svizzeri - *Association of Theatres in Switzerland* | Fédération Romande des Arts de la Scène, FRAS - *Association of "Roman" Theatres in Switzerland* | Orchester.ch - *Association of Orchestras in Switzerland*

**United Kingdom** The Society of London Theatre, SOLT | UK Theatre Association | Association of British Orchestras, ABO

## NON-EUROPEAN ASSOCIATIONS

**Australia** Live Performance Australia, LPA

## EUROPEAN NETWORKS

AEAA, European Association of artist managers | ECA, European Circus Association | EFA, European Festivals Association | ETC-CTE - European Theatre Convention | FEST, European Federation of Storytelling | FEVIS Europe | Opera Europa | PLASA (Europe) | REMA - EEMN, European Early Music Network | Trans Europe Halles

## INDIVIDUAL MEMBERS

Ancienne Belgique (AB), Concert venue - Brussels, BE | Bozar, fine arts center - Brussels, BE | COE-Chamber Orchestra of Europe - London, UK | Cyprus Symphony Orchestra Foundation - Nicosia, CY | deSingel arts center - Antwerp, BE | Feld Entertainment - NL | LNSO Latvian National Symphony Orchestra - Riga, LV | Malta Philharmonic Orchestra - Floriana, MT | Megaron Athens Concert hall - Athens, GR | Spazju Kreattiv, Malta's National Center for Creativity - Valletta, MT | Sport Paleis, Concert & event venue - Antwerp, BE

For the most recent list, please visit [www.pearle.eu/members](http://www.pearle.eu/members)

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

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**T** +32 (0)2 203 62 96   **E** [info@pearle.eu](mailto:info@pearle.eu)   **W** [www.pearle.eu](http://www.pearle.eu)