

podiumkunsten.be



Sociaal Fonds voor de Podiumkunsten

who are we?

actual formal structure since 2001

- ★ **social dialogue committee 304** = live performance
- ★ **bi-partite**: governed by trade union's and employer's associations
- ★ organise **financial benefits** agreed by social partners for the sector, such as **sectoral supplementary pension (since 2006)**, **additional pension for artists (since 2008)**, **ecovouchers for temporary contracts (since 2012)** and **an end-of-the-year bonus (since 2013)**

- ★ **2 main domains in our actions**
 - **training/skills development**
 - **employment**

how are we funded?

- ★ contribution of **0,1% on every wage** for actions towards groups who need training or who encounter difficulties in finding a job in our sector

- ★ **Ministries of Employment and Education:** subsidies for 1,5 FTE for taking sectoral initiatives on:
 - matching education with labor market
 - describing occupations, acknowledged by social partners
 - stimulate skill based HR policies
 - organise short trainings
 - proportional participation of every group on labour market

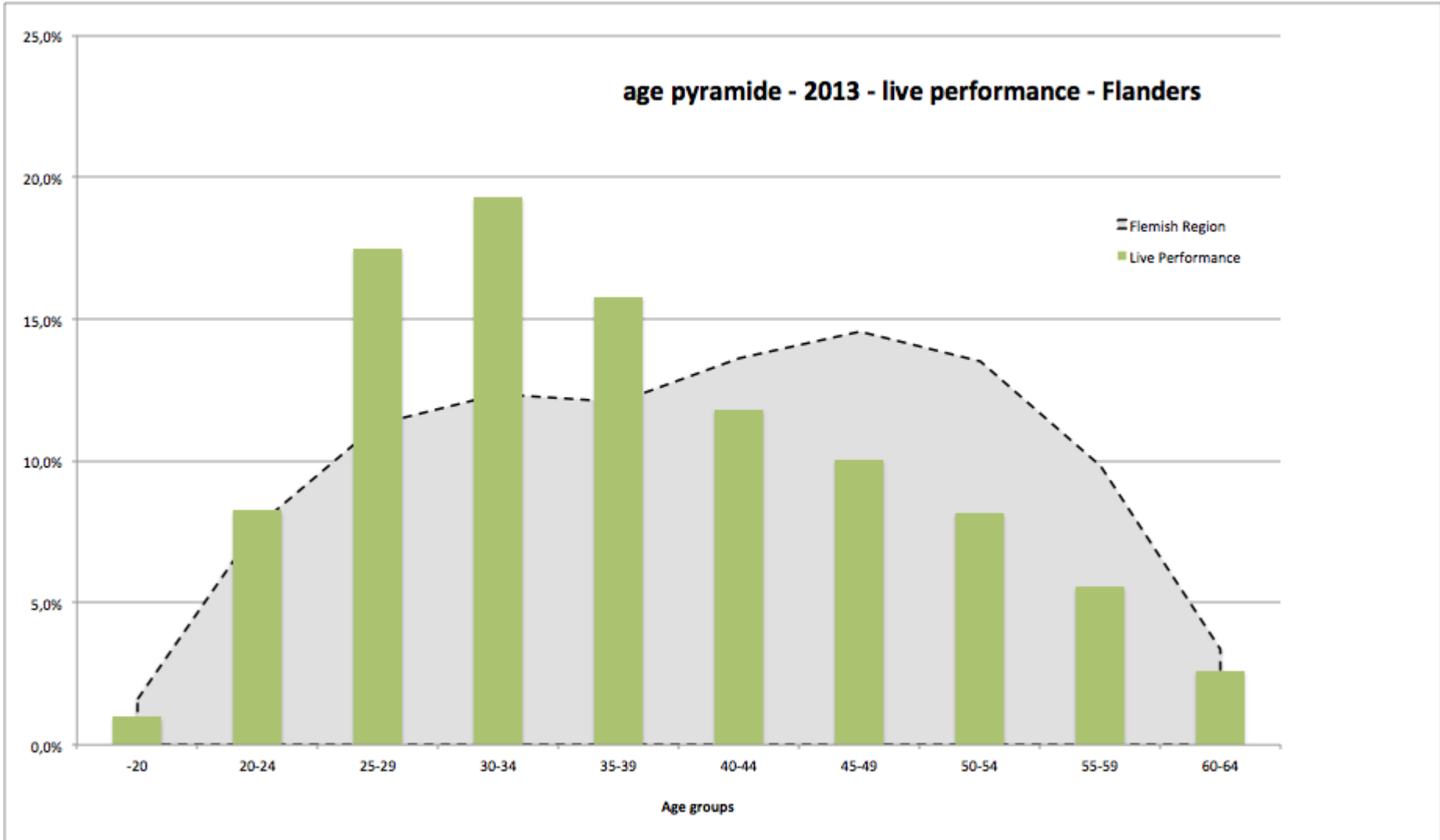
- ★ **Ministry of Culture:** actions on the quality of work in the sector, agreed by social partners, most of them carried out by us.
 - career counseling for artists
 - renewing classification system (function descriptions)
 - developing a sectoral skills dictionary
 - health and safety
 - extra budget for training
 - diversity

some statistics

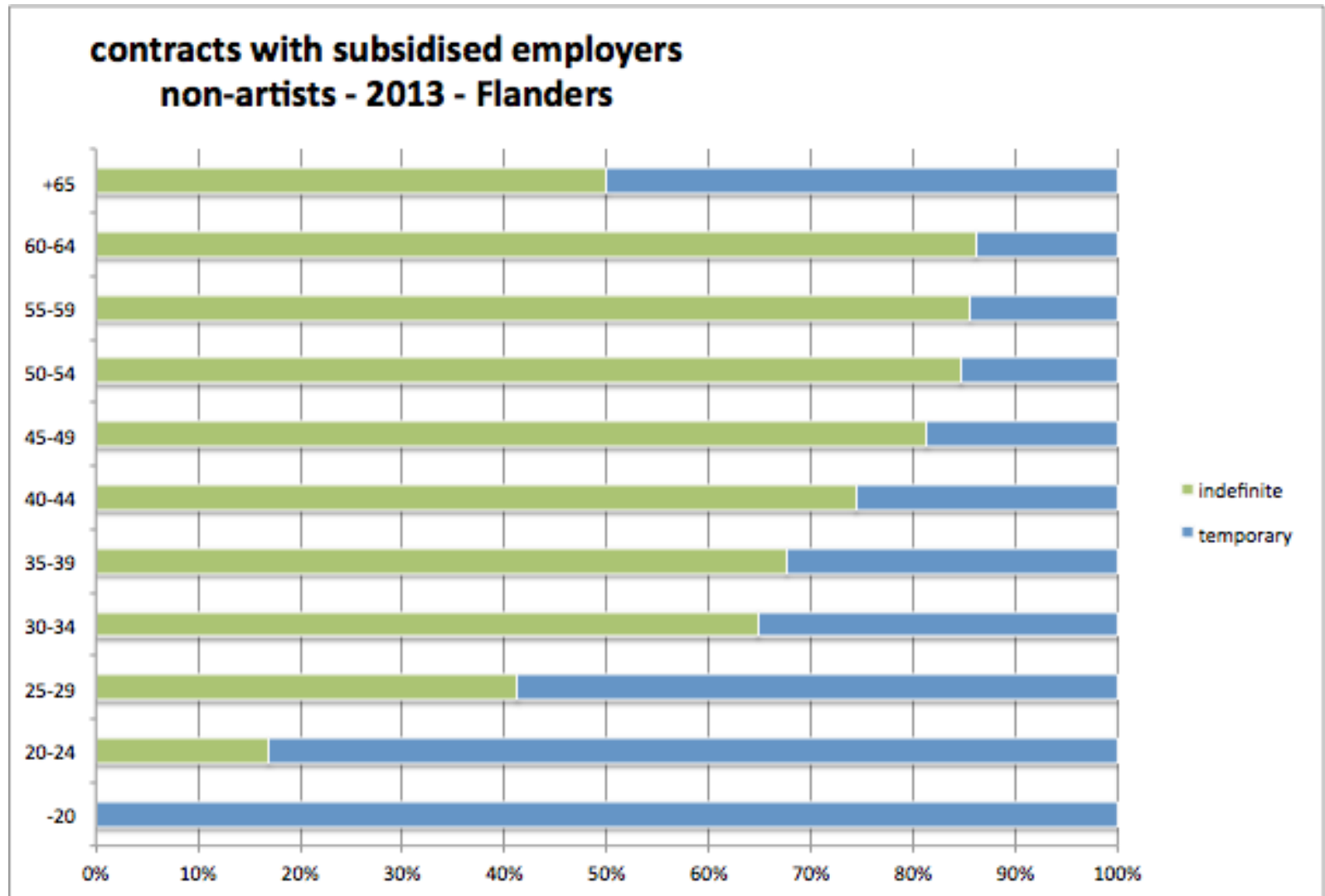
a lot of small organisations

	average employees			according to European SME definition	
size	1 to 4 employees	321	70,5%	micro	84,6%
	5 to 9 employees	64	14,1%	< 10	
	10 to 19 employees	39	8,6%	small	13,0%
	20 to 50 employees	20	4,4%	< 50	
	50 to 99 employees	8	1,8%	medium-sized	2,2%
	100 to 199 employees	2	0,4%	< 250	
	200 to 499 employees	1	0,2%		

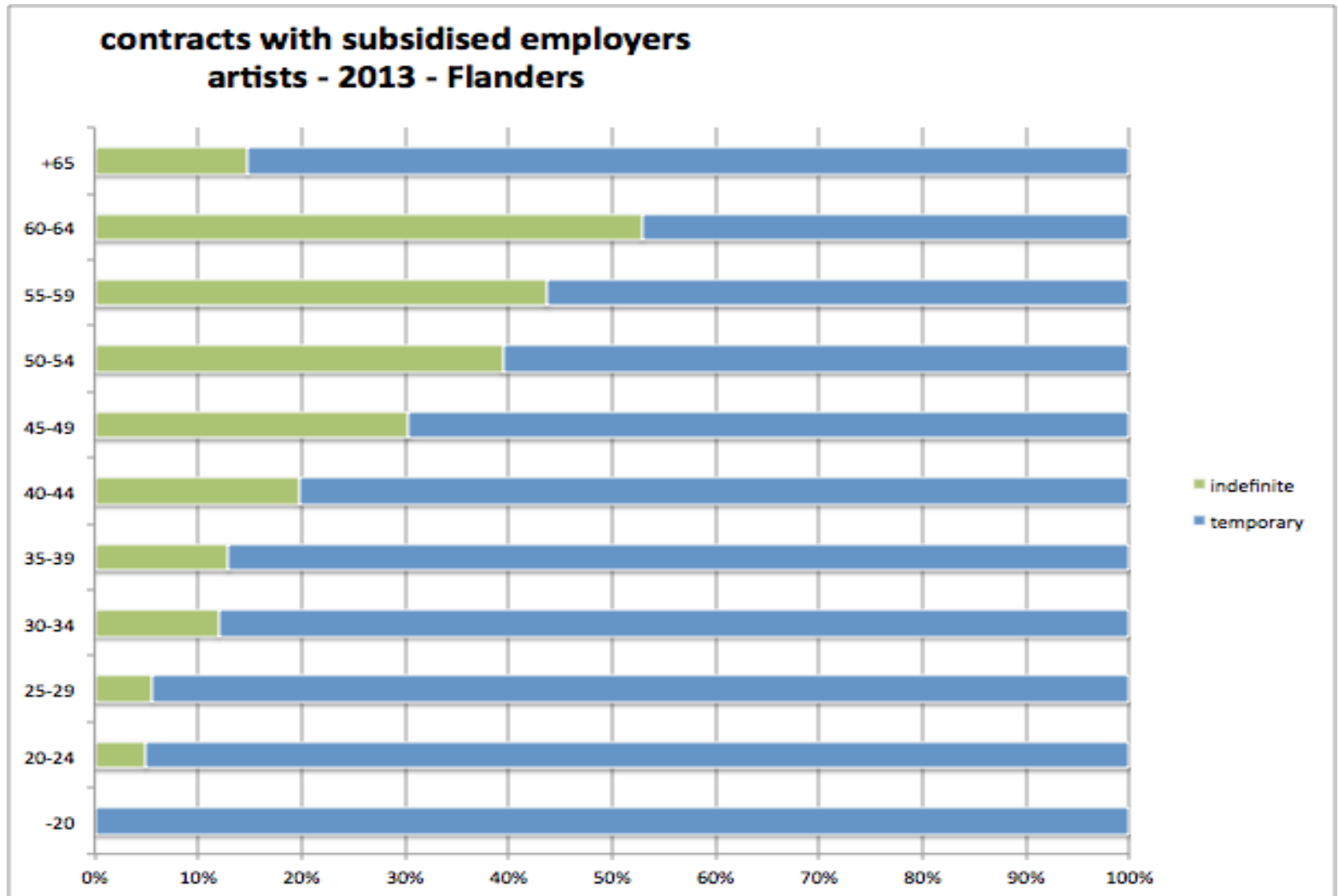
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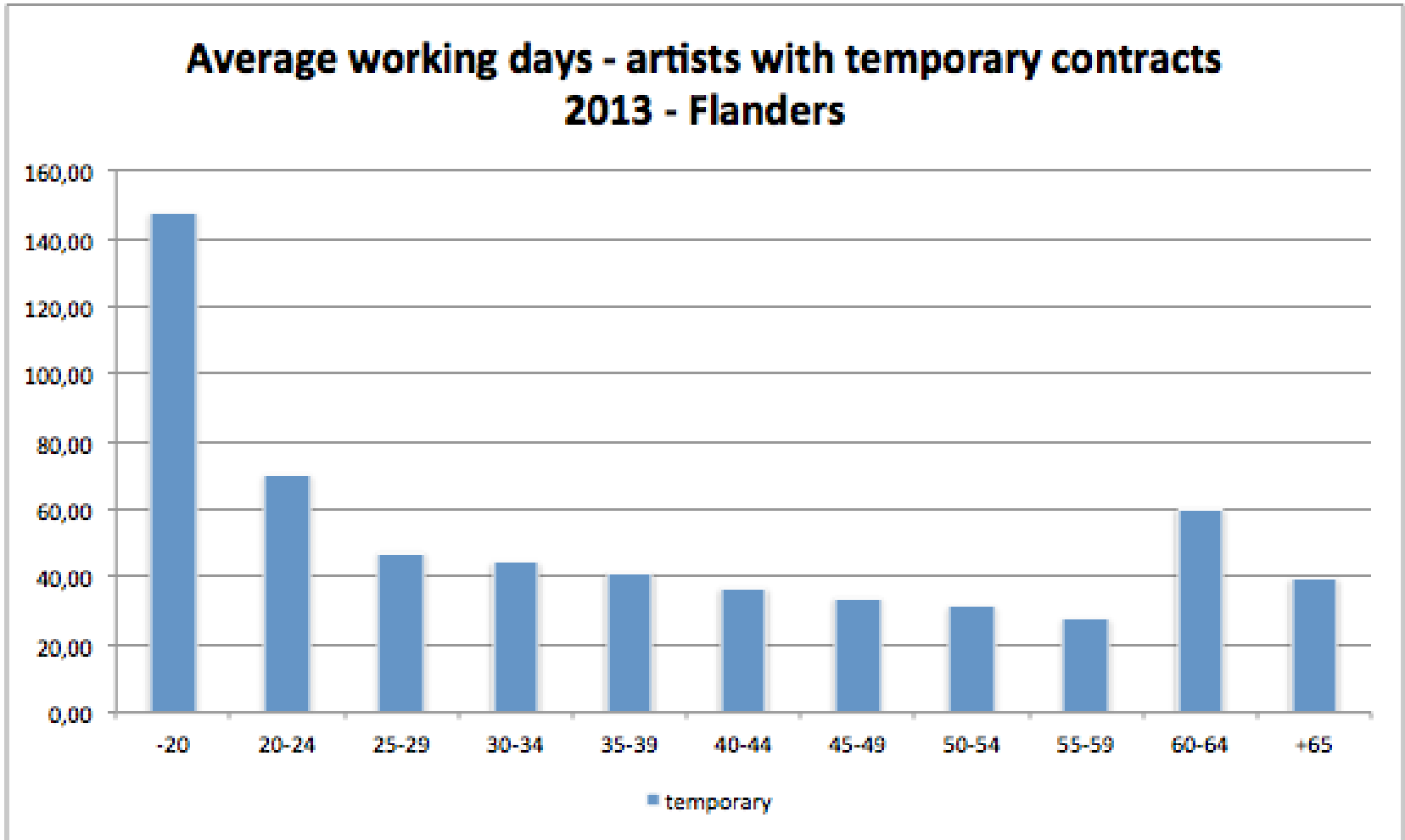
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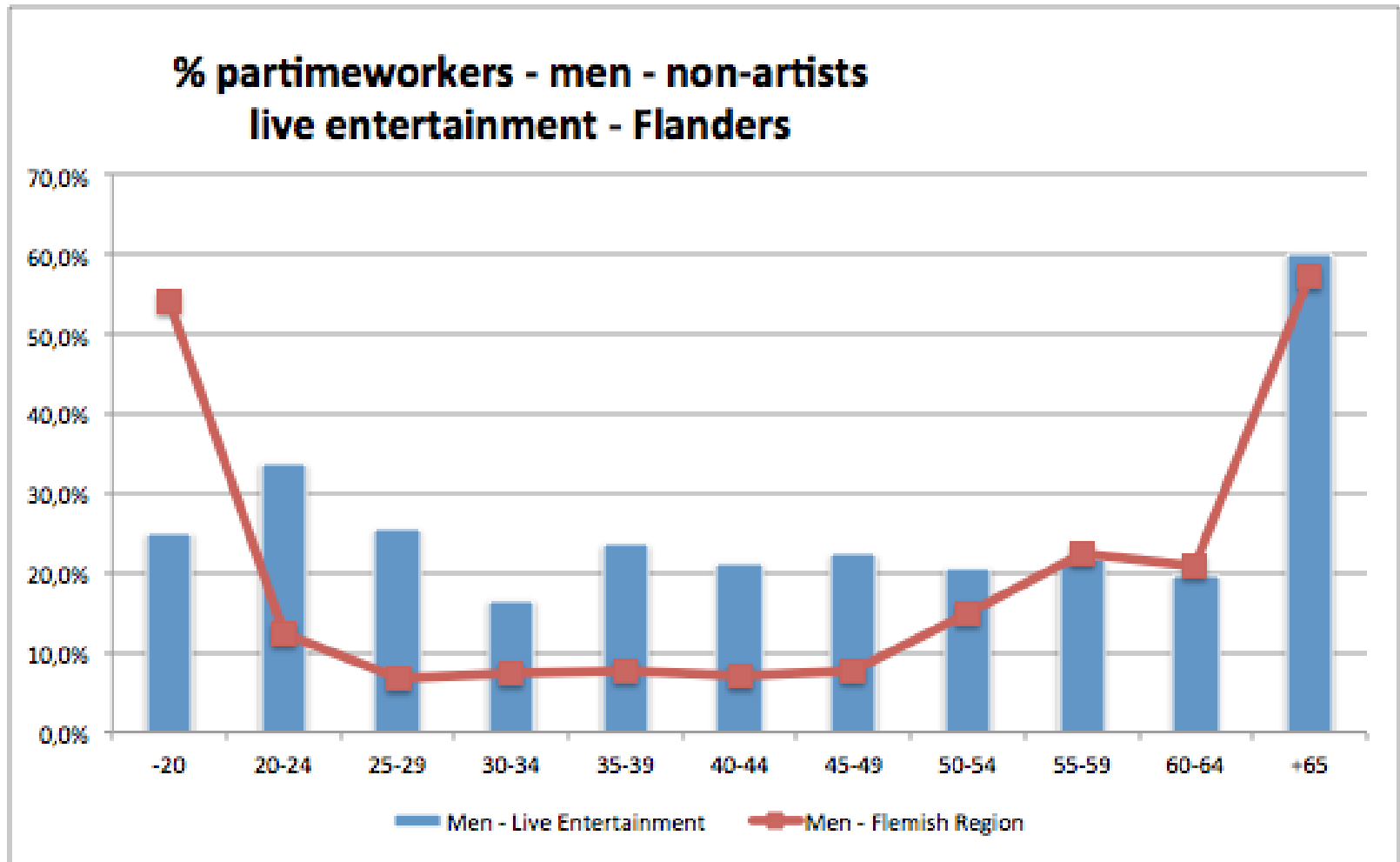
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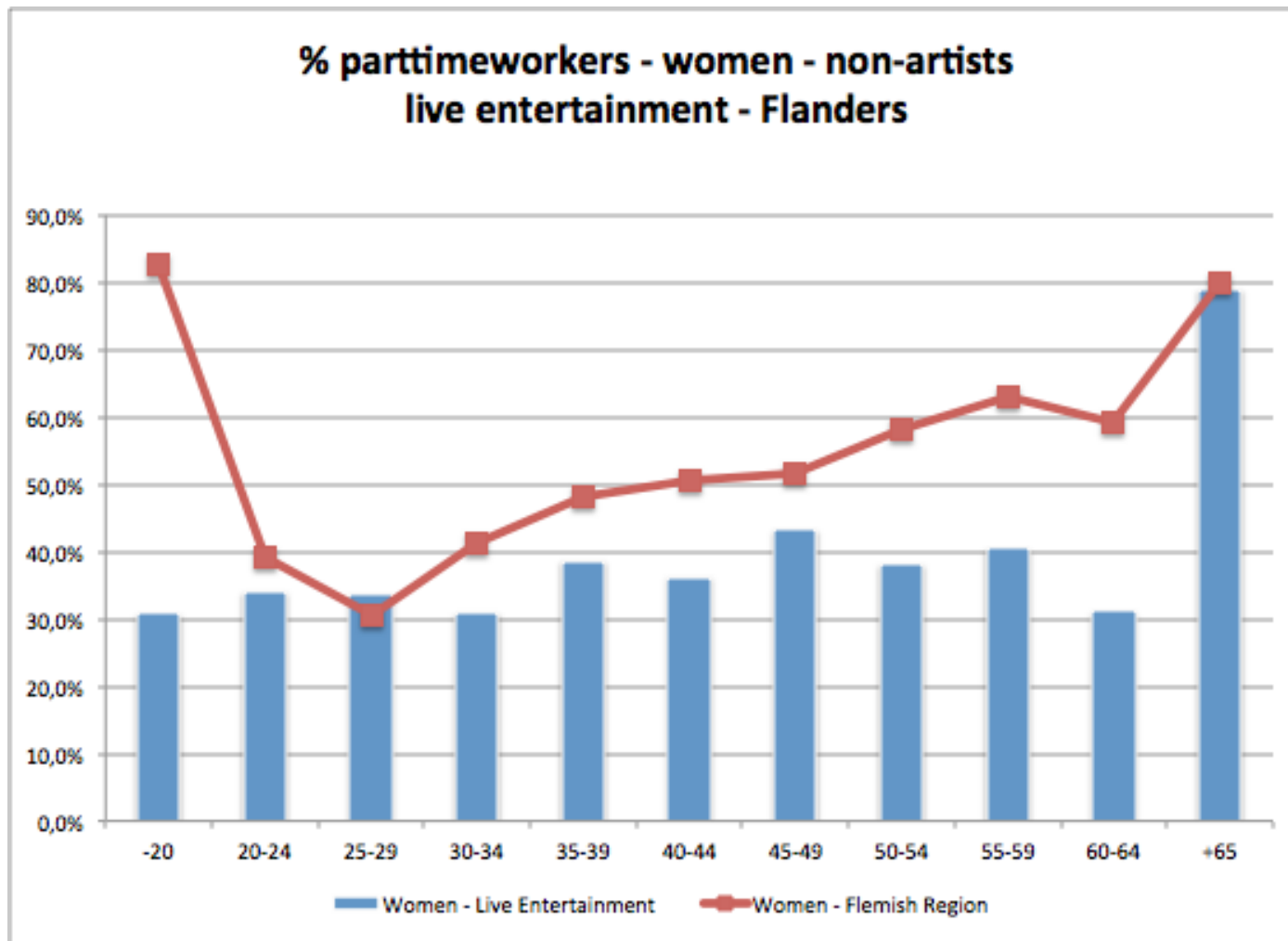
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some statistics



some statistics



some concerns

★ growing freelance market

- quid health and safety?
- pension?
- skills development?

Some findings based on supplementary pension of 2014 >

★ cuts in funding seem to influence employment of young people:

- decrease of 3% of men under 45y
- decrease of 8% of women under 45y: presence of women decreases to 46,9%, lowest in last 7 years

fields of collaboration?

- ★ how do other EU member states work on matching education with labour market? Are sectoral organisations involved?
- ★ are sectoral occupations defined? scaled in EQF?
- ★ sectoral occupations with shortages?
- ★ future skills?

contact

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