



Cultural producers

Minimum salary recommendation

1 April 2020–30 April 2022

Taide- ja kulttuurialan
ammattijärjestö

 Akava
Special Branches

TAKU

Trade Union for
Art and Culture Professionals

Akava Special Branches (Akavan Erityisalat ry) and Art and Culture Professionals' Trade Union TAKU (Taide- ja kulttuurialan ammattijärjestö TAKU ry; also referred to in this document as "TAKU") have drawn up this minimum salary recommendation for people working in cultural producer roles in the private arts and cultural sector. In accordance with the general labour market practice, salaries are increased by a general increase of 1.7% on 1 April 2020 and 1.6% on 1 April 2021.

Traditionally, cultural producers are employed in event production, entertainment, the performing arts and as cultural agents. They work at various stages of projects and event production or related tasks under various job titles. The most typical titles are cultural producer, producer, event producer, coordinator and executive director. In addition, cultural producers may work under various project-specific job titles such as secretary, planner and project manager.

Cultural producers' work is increasingly diverse and done as a self-employed person or entrepreneur, in addition to the traditional employee status. The work is often networked in nature and cross-sectoral.

This recommendation is valid between 1 April 2020 and 30 April 2022.

Helsinki, 6 March 2020.

AKAVA SPECIAL BRANCHES



Salla Luomanmäki
Executive Director

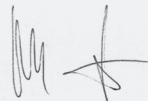


Tuire Torvela
Lawyer

ART AND CULTURE PROFESSIONALS' TRADE UNION TAKU



Juha Isotalo
Chairperson of the Board



Nea Leo
Executive Director

Minimum salary recommendation for employees performing cultural producer duties

I Scope of the recommendation

The minimum salary recommendation applies to the employees of private arts and cultural sector companies, societies, associations, foundations and other organizations.

II Salary principles

A producer's job description depends heavily on the sector of operations. In general, there is a support system in place for artists and projects. A producer's work may include securing and administering finance, schedules, contracts, personnel and various resources needed in production. The work now also involves project work and operating in international networks.

On the basis of the complexity of the role, roles are divided into generalist roles, specialist roles and demanding specialist or management level roles. The criteria for complexity of a role are the multidisciplinary nature of the role, responsibility for producing events, independence of decision-making, communicative skills required at work, and the extent to which the work is supervised.

The salary recommendation distinguishes between the capital region and the rest of Finland with consideration for the higher cost of living in the capital region.

The levels of complexity are:

1. Generalist roles

Duties are performed independently to general instructions received.

The role requires cooperation skills in varying interactive situations. The role primarily consists of performing production duties such as arranging meetings, various office tasks and auxiliary administrative tasks. Performance of the duties requires decision-making in repeated, similar situations requiring discretion. This group typically includes production secretaries and production assistants, among other roles.

The duties in this group include auxiliary duties related to event production or projects, practical arrangements, office duties and auxiliary administrative duties.

2. Specialist roles

The duties are performed independently with a basis in a specialist position.

The discretion and decision-making demanded by the role vary, and success in the role requires the ability to make discretionary decisions in varying circumstances and cooperation skills in varying interactive situations.

This group includes duties with responsibility for event production at one or more stages, such as planning, delivery, marketing, public relations and reporting. The duties may include supervision of others.

The role may include complete responsibility for the production of small-scale projects or events.

3. Demanding specialist/management-level roles

The duties are performed independently based on the operating plan and/or a management role.

The role requires decision-making in varying and diverse discretionary situations. The role requires negotiation skills, cooperation skills and

initiative in diverse interactive situations. The duties include supervisory and/or financial responsibility.

In supervisory work, the holder of the role must be able to manage and instruct people as well as solve possible workplace problems and cope with various personnel matters such as recruitment, orientation and employment questions. Financial responsibility means that operations are financially sound and on-budget.

This group includes role with complete responsibility for delivery of a project or event.

III Minimum salaries

1. Remuneration

The minimum monthly salary is based on working time of 37.5 hours/week. A part-time employee's minimum salary is defined by his or her agreed working hours in proportion to full working time.

The employee's experience, qualifications and the complexity of the role are among the matters which determine the minimum salary. The minimum salary recommendation is the basis for salary negotiations.

Minimum salaries 1 April 2020

I Capital region (Helsinki, Espoo, Vantaa, Kauniainen)

Generalist level	€ 2,273 - €2,554
Specialist level	€2,968 - €3,502
Demanding specialist/management level	€3,818 - €4,502

II Rest of Finland

Generalist level	€2,162 - €2,432
Specialist level	€2,827 - €3,338
Demanding specialist/management level	€3,460 - €4,076

Minimum salaries 1 April 2021

I Capital region (Helsinki, Espoo, Vantaa, Kauniainen)

Generalist level	€2,309 - €2,595
Specialist level	€3,015 - €3,558
Demanding specialist/management level	€3,879 - €4,574

II Rest of Finland

Generalist level	€2,197 - €2,471
Specialist level	€2,872 - €3,391
Demanding specialist/management level	€3,515 - €4,141

If the employee's experience and the scope of the role is limited, the recommended salaries at the lower end of the table may be applied. Correspondingly, if an employee has more experience and the duties are more demanding, this must also be seen in the salary.

In addition the basic part of the minimum salary, the personal performance bonus must be considered.

2. Personal performance bonus

In addition to the part of the salary based on the complexity of the role, the employee must also be paid a personal performance bonus. The personal performance bonus depends on the employee's professional skills, work quality, productivity and linguistic skills.

Annual one-on-one discussions must address the complexity of the role, salary paid on the basis of the complexity of the role, and the personal performance bonus.

3. Intern salary

Internships done as part of studies must be compensated by at least €1,236/month (as of 2020), but in any event by no less than the minimum salary accrued for minimum working hours under the Unemployment Security Act.

4. Employment based on hourly wages

When calculating minimum hourly wages, the monthly salary is divided by 158.

IV Other employment terms

For other employment terms, the recommendation of Akava Special Branches and TAKU on employment terms for the private arts and cultural sector in force at the time should be observed.

V Validity

This recommendation is valid between 1 April 2020 and 30 April 2022.

Helsinki, 6 March 2020.

AKAVA SPECIAL BRANCHES



Salla Luomanmäki
Executive Director

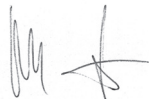


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Calls are free.

Telephone answered on Tuesdays,
Wednesdays and Thursdays between
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