



# Cultural producers

Minimum salary recommendation

1 May 2022–30 April 2024

Taide- ja kulttuurialan  
ammattijärjestö

 Akava  
Special Branches

**TAKU**

Trade Union for  
Art and Culture Professionals

Akava Special Branches and Art and Culture Professionals' Trade Union TAKU have drawn up this minimum salary recommendation for people working in cultural producer roles in the private arts and cultural sector. In this document, the associations recommend that salaries grow by a general increase of 2% from 1 May 2022 onwards and a general increase of 2% from 1 May 2023 onwards.

A cultural producer is a multi-talented facilitator of cultural activities who organizes, builds networks and leads productive operations. A cultural producer is responsible for the successful delivery of cultural services and productions within the given schedules and resources.

Cultural producers find work in event production and artistic and cultural administrative roles, as well as in agency roles for the performing arts and creative sectors. The most typical titles are cultural producer, producer, event producer, coordinator and executive director. Producers' project management skills are also valued in project settings, meaning producers frequently work as project managers, planners and coordinators.

Cultural producers' work is increasingly diverse: in addition to traditional employee status, they work as self-employed people, entrepreneurs, or combinations of all three.

This recommendation is issued for the period between 1 May 2022 and 30 April 2024.

Helsinki, 31 March 2022.

#### AKAVA SPECIAL BRANCHES



Salla Luomanmäki  
Executive Director

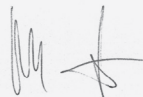


Tuire Torvela  
Lawyer

#### ART AND CULTURE PROFESSIONALS' TRADE UNION TAKU



Pii Lääveri  
Chairperson



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 work may include securing and administering finances, schedules, contracts, personnel and various resources needed in production. A producer liaises between shareholders such as financiers, artists and the public.

The job requirement level criteria in the salary recommendations are the skills and interaction required, the breadth of the role, discretionary situations, responsibility, and independence of decision-making. Roles are divided into generalist roles, specialist roles and demanding specialist/management level roles, depending on the complexity of the role.

The salary recommendation reflects the higher cost of living in the capital region by distinguishing between

the capital region and the rest of Finland.

Descriptions of complexity categories

### 1. Generalist roles

Duties are performed independently to instructions given.

The duties primarily consist of auxiliary event production or project tasks, such as practical arrangements, varying office duties, and auxiliary administrative tasks.

The role requires cooperation skills in varying interactive situations. Performance of the duties requires decision-making in repeated, similar situations requiring discretion.

### 2. Specialist roles

The duties are performed independently based on assigned goals and plans. Performance of duties requires decision-making skills in varying discretionary situations, as well as cooperative skills in varying interactive situations.

This group includes duties with responsibility for production in one or more area of responsibility, such as planning, delivery, marketing, public relations and reporting. The role may include a certain level of supervisory responsibility alongside other duties.

The role may also 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 leadership.

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.

This group includes roles involving complete responsibility for a project, event production, or the running of a small organization.

## **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 criteria which determine the minimum salary.

The minimum salary recommendation is the basis for salary negotiations.

## Minimum salaries 1 May 2022

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

Generalist level	€2,355 – €2,647
Specialist level	€3,075 – €3,629
Demanding specialist/management level	€3,957 – €4,665

### II Rest of Finland

Generalist level	€2,241 – €2,520
Specialist level	€2,929 – €3,459
Demanding specialist/management level	€3,585 – €4,224

## Minimum salaries 1 May 2023

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

Generalist level	€2,402 – €2,670
Specialist level	€3,137 – €3,702
Demanding specialist/management level	€4,036 – €4,758

### II Rest of Finland

Generalist level	€2,286 – €2,570
Specialist level	€2,988 – €3,528
Demanding specialist/management level	€3,657 – €4,308

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 reflected in the salary.

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

## **2. Personal performance bonus**

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

Recommended salary for internships done as part of studies is at least €1,283/month (as of 2022), 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 is observed.

## V Validity

This recommendation is valid between 1 May 2022 and 30 April 2024.

Helsinki, 31 March 2022.

## AKAVA SPECIAL BRANCHES



Salla Luomanmäki  
Executive Director



Tuire Torvela  
Lawyer

## ART AND CULTURE PROFESSIONALS' TRADE UNION TAKU



Piia Lääveri  
Chairperson



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