



Cultural Producers

Minimum salary recommendation

1 May 2024–31 May 2025

Akava Special Branches (AE) 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. According to this recommendation, salary shall be increased from 1 May 2024 onwards by a general pay rise which amounts to 4%. This increase considers the increase under the 2023 recommendation (2%) when compared to the cost effect of the general labour market solutions' increases in 2023–24 (6–7%).

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, festival producer, coordinator and executive director. Producers' project management skills are also valuable 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 2024 and 31 May 2025.

Helsinki, 2 April 2024.

AKAVA SPECIAL BRANCHES AE

ART AND CULTURE PROFESSIONALS' TRADE UNION TAKU

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 the acquisition and administration of finances, schedules, contracts, personnel and various resources needed in production. A producer liaises between shareholders such as financiers, artists and the public.

The salary recommendations' 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. On the basis of the complexity of the role, roles are divided into generalist roles, specialist roles and demanding specialist/management level roles.

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.

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 areas 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 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.

This group includes role with 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 their 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 May 2024

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

Generalist level	€2,498–€2,777
Specialist level	€3,262–€3,850
Demanding specialist/management level	€4,197–€4,948

II Rest of Finland

Generalist level	€2,377–€2,673
Specialist level	€3,108–€3,669
Demanding specialist/management level	€3,803–€4,480

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 part 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, linguistic skills and degree/education level earned.

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 €1,399/month (as of 2024), 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 2024 and 31 May 2025.

Helsinki, 2 April 2024.

AKAVA SPECIAL BRANCHES AE

ART AND CULTURE PROFESSIONALS' TRADE UNION TAKU

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