

To: workers and employers in the performing arts

Date

15 August 2019

Information

Dorien Versloot, dorienversloot@sfpk.nl; 06-12983301

Re:

Sustainable employability survey – we like to hear from you!

Dear colleague,

At the beginning of 2017, the Socio-Economic Council (SER) and the Council for Culture published a joint recommendation about the labour market, stating that the promotion of training and sustainable employability is a prerequisite for increasing the self-reliance and resilience of workers in the sector¹.

A good conversation

Sustainable employability concerns continually searching for a good match between what the worker wants to do and is able to do, and what is required and offered by the work or the employer. This applies not just to the present but also to the longer term, requiring workers to take initiative and to invest in their own health, to make clear the extent to which their work gives satisfaction or energy, and to maintain or expand their knowledge and skills. Employers are required to facilitate this process through HR measures, such as adjusted working hours, health policies, career interviews and training opportunities. An important condition for a good, lasting match between the work and the worker is the dialogue between worker and employer. Sustainable employability requires holding a good conversation that discusses both the worker's needs and the employer's possibilities.

Nowadays, an increasing number of workers in our sector are taking their own initiative to develop their work ability and career opportunities. And an increasing number of employers are taking measures to enable their workers to continue working healthily and productively for longer. At the same time, there are indications that the employability of many workers in the sector is under pressure, due in part to high pressure of work, relatively low incomes and insufficient opportunities for training and retraining. Both the Labour Market Agenda for the Cultural and Creative Sector² and the Fair Practice Code³ call for specific attention to be paid to measures that focus on training and sustainable employability.

Goal of the survey

As yet, there is no clear overview of the current situation of sustainable employability in the performing arts sector. The Performing Arts Social Fund is therefore joining with the social partners in charting the current level of workers' sustainable employability and the measures that are already in place in the sector. In addition, we are looking at which themes should be given priority, which activities are effective in increasing workers' sustainable employability and how we can ensure that more workers and employers actually engage with promoting sustainable employability.

¹ Passie gewaardeerd - Versterking van de arbeidsmarkt in de culturele en creatieve sector. SER/Raad voor Cultuur. April 2017.

² www.smacc.nl.

³ www.fairpracticecode.nl.

Based on the results, we will consult with representatives from the sector in developing an action plan for the coming years, in combination with a selection of measures and tools for promoting sustainable employability that have proven effective.

The Performing Arts Social Fund is coordinating and financing the project, which will run until the end of 2019. The project is subsidised by the European Social Fund (ESF). The survey is implemented by the research agency Kenniseffect.

What we are asking you to do

If you are responsible for or closely involved in the HR policy of your organisation, we kindly request you to fill in the questionnaire as an employer. We also ask you to distribute the invitation to complete the survey among all the workers in your organisation.

If you are an employee, self-employed person or both, we kindly request you to fill in the survey based on the working situation where you spend most working hours. As we do not have the contact details of all workers in the sector, we urge you to pass on the invitation to as many colleagues and fellow professionals as possible.

How will it benefit you?

The survey will produce an overview of the current situation of sustainable employability, including information about the level of sustainable employability, obstacles and existing measures, interventions that are effective in various sub-sectors, any differences between sub-sectors, and success factors, etc. The report will give you an idea of where you or your organisation stand in comparison to other workers and employers.

Confidentiality

Your data will be dealt with in accordance with the legal GDPR guidelines. Personal data cannot be identified or traced in the information published in the survey report. No personal data will be provided to third parties. No organisation whatsoever can demand access to the data gathered by the researchers.

Importance of participating

In order to chart the state of affairs concerning sustainable employability in the performing arts sector as accurately and fully as possible, it is important that as many employers and workers as possible are prepared to share their knowledge, experiences and opinions. We hope we can count on your participation!

If you have any questions about the survey, please contact Dorien Versloot (contact details at the head of this letter).

Many thanks for your cooperation.

Kind regards,

On behalf of the Performing Arts Social Fund (SFPK)
Dorien Versloot
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On behalf of the Association of Dutch Orchestras (VvNO)
Chris Dingjan
Secretary

On behalf of ACT, Association for professional actors in the Netherlands
Anna Drijver
Chair of the board

On behalf of the Dutch Association of Theatre and Concert Hall Directors (VSCD)
Gabbi Mesters
Director



Dit project is mede mogelijk gemaakt door het Europees Sociaal Fonds van de Europese Unie