kunstenloket
Your contact for professional advice
- Who we are and what we do
- How to build social security in Belgium (and problems with mobility)
Kunstenloket: who we are

Contact for first line professional advice and information about all business, legal, financial and organisational aspects of the artistic and creative activity.

For all disciplines of art
Kunstenloket: what we do

Kunstenloket promotes sustainable and independant entrepreneurship, both in artistic sense and economic terms, and stimulates the self-reliance of the artist.

Core tasks:

- Guide and monitor the implementation of the social status of the artist.
- Provide correct and neutral information regarding all business, legal, financial and organisational aspects of the artistic activity.
- Organise and stimulate education and training.
- Conduct field analysis regarding entrepreneurship in the sector.
Kunstenloket: facts

- Founded in 2004
- Funded (Arts Decree) by the Flemish Government
- Knowledge experts: developing knowledge from a theoretical perspective as well as from practice.
- Neutral position
- Consulted by government administrations, organisations focusing on art disciplines, labour & employer organisations, unions, intermediates, copyright collection enterprises, social agencies for artists, ...
- Developing synergies with organisations both inside and outside the sector in relation to:
  - Working in arts and culture
  - Financing of arts and culture
  - Entrepreneurship in arts and culture
- Staff: 6,5 fte
# Personal advice

## Consultations

- Scheduled by appointment Monday and Thursday
- Reachable every day of the week
- Free of charge
- Trilingual: Dutch, French, English
- Approx. 3.750 persons in 2016

<table>
<thead>
<tr>
<th>By phone</th>
<th>In person (1-2 hours)</th>
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<tbody>
<tr>
<td>• Short questions</td>
<td>• Comprehensive questions, coaching, check-up</td>
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<tr>
<td>• Review of contracts and statutes</td>
<td>• In Brussels, Antwerp and Ghent</td>
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<tr>
<td>• Approx. 3.050 consultations</td>
<td>• Skype</td>
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<tr>
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<td>• Approx. 700 consultations</td>
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Education & training

- **On demand**
  - Art schools, academies, universities, …
  - Organisations
  - Intermediates: unions, employers’ organisations, etc.

- **Own initiative**
  - Info sessions
  - Round tables
  - Lunch talks
  - Events

- **Approx. 80 sessions in 2016**
  - Daytime, evening, weekend

- **Approx. 1,500 persons in 2016**
Online & digital information

- **Website** [www.kunstenloket.be](http://www.kunstenloket.be)
  - Online information about:
    - status of the artist: social statutes & security, …
    - reimbursement, IP (copyright), contracts, taxation, …
    - entrepreneurship, management & marketing, pricing, crowdfunding, …
    - artist mobility
    - …
  - **Publications:**
    - Brochures
    - e-publications
    - Model contracts
    - ….  
  - Approx. 250.000 unique visitors in 2016
International focus

- Staying informed about EU-regulations
- Personal advice to artists & organisations about mobility
- Involved in projects with the European Commission
- Member of On The Move (OTM) facilitates cross-border mobility in the arts and culture sector
- Regular invitations to share best practices:
  - Department of Small Business Development in South Africa
  - (Mobility)-information systems with ENICPA, ITI, IGBK – Berlin
  - European Creative Business Network (ECBN) – study tour in Copenhagen
  - About the artist visa – DutchCulture, The Netherlands
  - …
# How to build social security in Belgium

<table>
<thead>
<tr>
<th>Employee</th>
<th>Self-employed</th>
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| Each employment | Degressive: |?
| | < 56.182,45 euro: 20,5% |?
| | 56,182,45 – 82.795,16 euro: 14,16% |?
| | >82.795,16 euro: 0% |?
| Employer contribution: | Main occupation |
| - min. 32,44% | - min. 666,80 euro/quarter |
| - on top of gross wage | |?
| - small compensation for artists | |?
<p>| Employee contribution | In secondary occupation |
| 13,07% of gross wage | - min. 73,77/kwartaal |</p>
<table>
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</table>
| - Health insurance  
- Child benefit  
- Invalidity insurance  
- Pension  
- Work-related injuries & diseases  
- Vacation bonus  
- **Unemployment benefits**  

! **Mobility:** pluri-activity & “substantial activity”, U1-form & tougher unemployment rules! | - Health insurance  
- Child benefit  
- Invalidity insurance  
- Pension |
The road to being an employee...

Artistic activity

Employee
  - direct labour contract
  - through an “SBK”
  - 1bis

Self-employed
“Sociaal Bureau voor Kunstenaars” (SBK)

— Interimoffice
— Takes over social security-responsibilities of the employer
— Guarantees artists a labour contract and employee status

— Mobility: SBK’s want to avoid a “permanent establishment” when posting artists!
Sociaal Bureau voor Kunstenaars

- Commissioner
- Invoice
- Invoice amount
- Labour contract
- SBK
- Artist
— From invoice amount to the artists’ bank account:
  • Vat (0, 6 or 21%)
  • Commission (6 a 8%)
  • SS Employer (min. 32,44%)
  • SS Employee (13,07%)
  • Pre-taxes (min. 18%)

Gross

Netto
Artikel 1bis RSZ-law

— A person who:
  • Does an artistic work
  • Is being payed a wage
  • Was commissioned
  • But there was no possibility to make a labour contract!

Commissioner ➔ Employer

Still be seen as an employee

Visum

• ! Mobility: confusion with the term “visum”!
Choosing a statute

Artistic activity

Commissioned

- Authority
- No authority

- Employee in a labour contract
- 1bis
- Self-employed

Not commissioned

Self-employed

Direct

SBK