



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 independent 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

By phone

- Short questions
- Review of contracts and statutes
- Approx. 3.050 consultations

In person (1-2 hours)

- Comprehensive questions, coaching, check-up
- In Brussels, Antwerp and Ghent
- Skype
- Approx. 700 consultations

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
 - 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
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 - Approx. 250.000 unique visitors in 2016

International focus

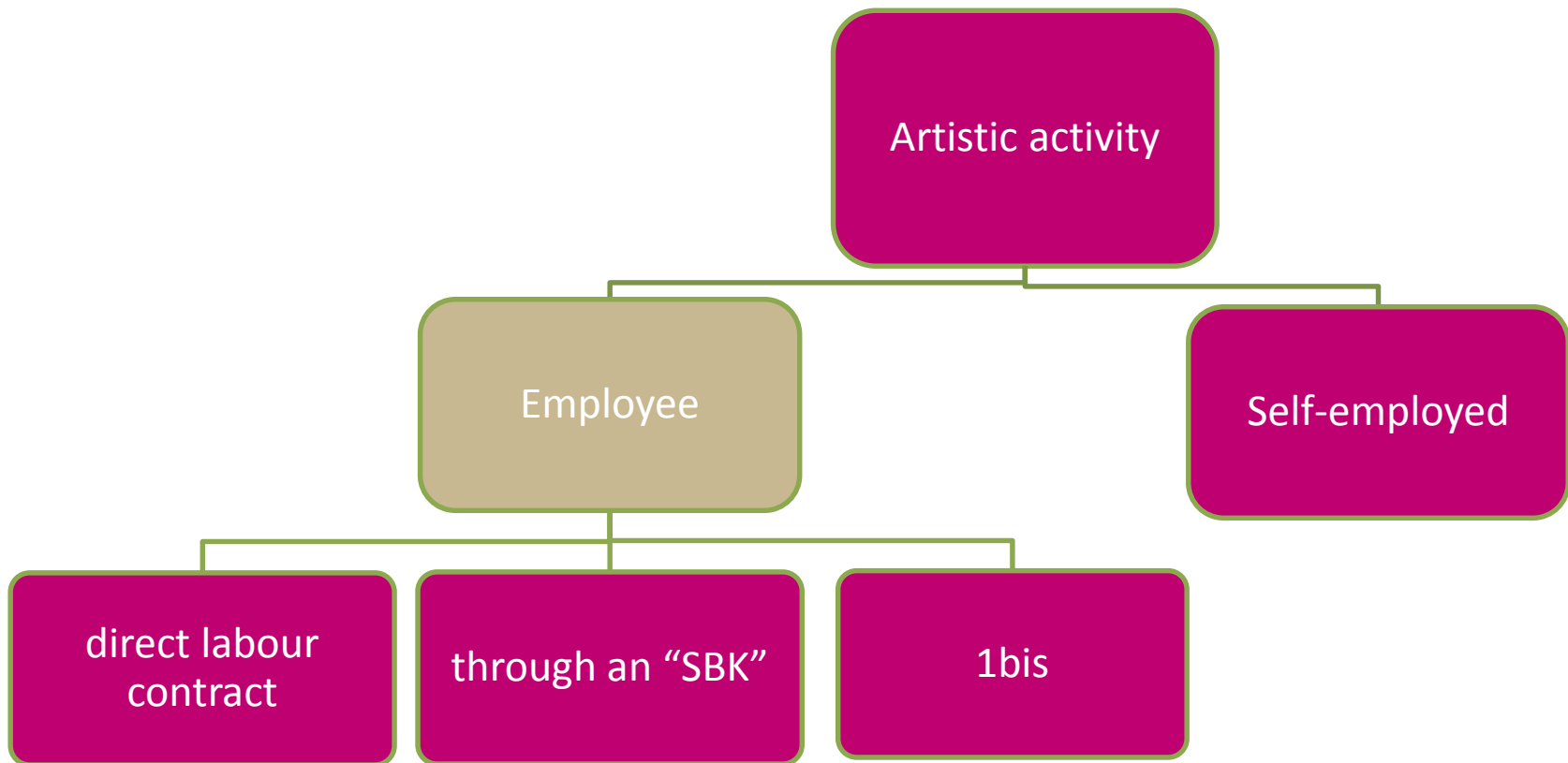
- Staying informed about EU-regulations
- Personal advice to artists & organisations about mobility
- Involved in projects with the European Commission
- Member of On The Move (OTM)
facilitates cross-border mobility in the arts and culture sector
- Regular invitations to share best practices:
 - Department 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

Employee	Self-employed
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: - min. 32,44% - on top of gross wage - small compensation for artists	Main occupation - min. 666,80 euro/quarter
Employee contribution 13,07% of gross wage	In secondary occupation - min. 73,77/kwartaal

Employee	Self-employed
<ul style="list-style-type: none">▪ Health insurance▪ Child benefit▪ Invalidity insurance▪ Pension▪ Work-related injuries & diseases▪ Vacation bonus▪ Unemployment benefits <p>! Mobility: pluri-activity & “substantial activity”, U1-form & tougher unemployment rules!</p>	<ul style="list-style-type: none">▪ Health insurance▪ Child benefit▪ Invalidity insurance▪ Pension

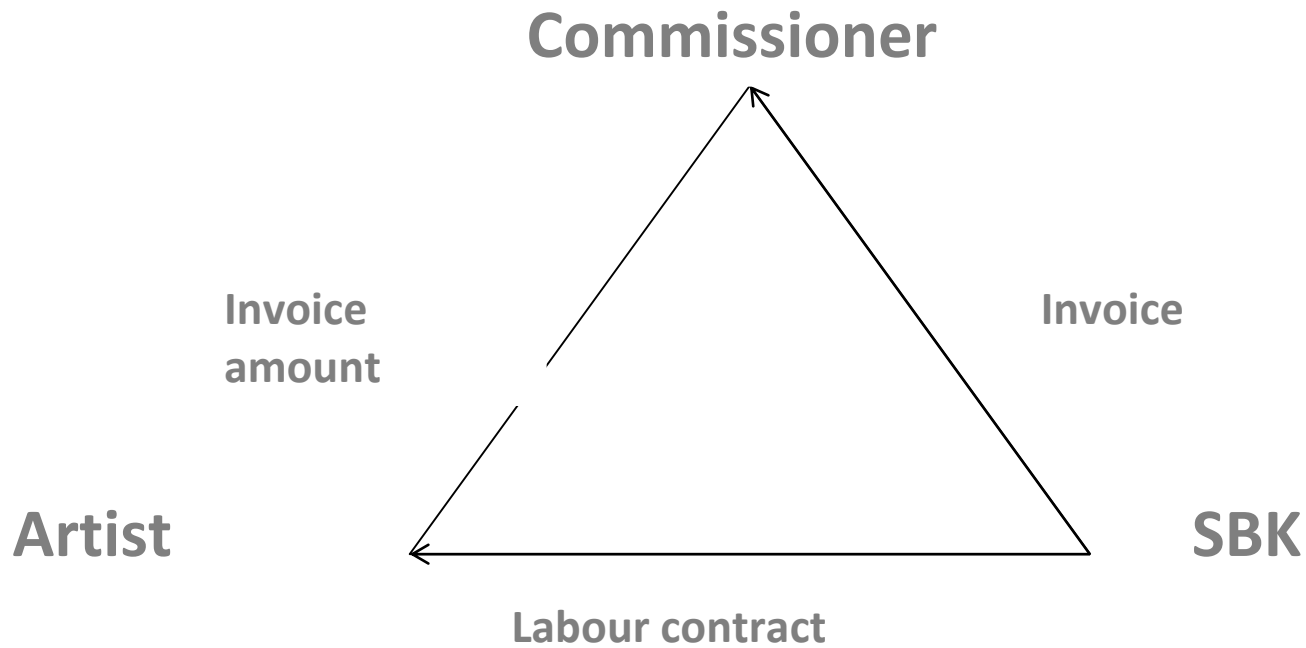
The road to being an employee...



“Sociaal Bureau voor Kunstenaars” (SBK)

- Interimoffice
 - Takes over social security-responsibilities of the employer
 - Guarantees artists a labour contract and employee status
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- ! Mobility: SBK’s want to avoid a “permanent establishment” when posting artists!

Sociaal Bureau voor Kunstenaars



Sociaal Bureau voor Kunstenaars

— 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

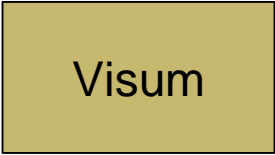
— A person who:

- Does an artistic work
- Is being payed a wage
- Was commissioned
- But there was no possibility to make a labour contract !

Commissioner  Employer



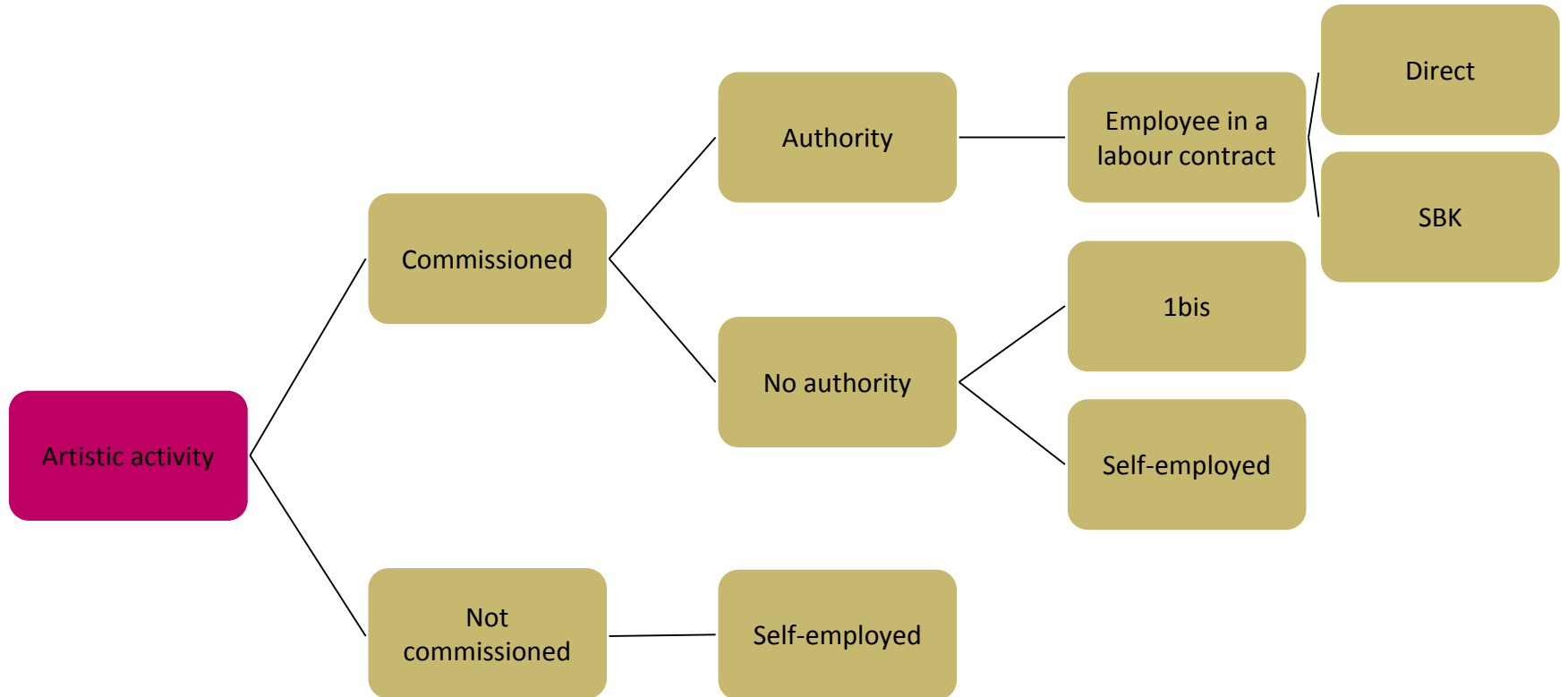
Still be seen as
an employee



Visum

- ! Mobility: confusion with the term “visum”!

Choosing a statute





kunstenloket

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