



EAIPA

The European Association
of Independent Performing Arts

Asociacija & EAIPA Working Session

Beyond Performance:

Sustainable Artistic Careers and the Need to Reinvent Oneself



Charities & Foundations

Primarily funded by private donations, these organisations provide counselling, workshops and financial support.

Open to all performers

Financial support:
One-off payments after successful application

Benefit Schemes

Primarily funded by premiums paid by employees and employers of participating companies and institutions, these organisations provide counselling, workshops and financial support.

Open to all performers / only performers from participating organisations

Financial support:
One-off payments or monthly instalments after minimum no. of monthly premiums

Institutional Bursaries

Primarily funded by the cultural organisations themselves, these bursaries only provide financial support.

Open only to employees of the respective institution

Financial support:
One-off payments after minimum no. of years of fixed employment at the cultural organisation

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SWITZERLAND

Schweizerische Stiftung für die
Umschulung von darstellenden
Künstlerinnen und Künstlern



GERMANY

Stiftung TANZ
Transition Zentrum Deutschland





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Charities & Foundations

SWITZERLAND

Foundation History

The foundation for the transition of stage artists was established in 1993 by the former Swiss Association of Stage Artists (now: Swiss Performing Arts Association).
Since 1997 open to non-members.

The transition centre SSUDK was established in 2016.

Funding

Private donations

GERMANY

Foundation History

Following a working group and study, supported by the German Dance Association, the German Conference of Ballet and Dance Directors, the Fonds Darstellende Künste and Tanzplan Deutschland, the private foundation was established in 2010.

Funding

Private donations, e.g. from ballet galas, John Neumeier matinées



SWITZERLAND

Counselling

- One-on-one consultations
- Coaching & career development
- Scholarship advice

- Workshops
- Educational outreach

Financial support: Annual scholarships

Open to performers from institutions, companies and the IPA

Includes all performing art disciplines

GERMANY

Counselling

- One-on-One conversations
- Coaching & career development
- Psychological support

- Workshops
- Educational outreach
- Annual transition groups

Financial support: Tri-annual scholarships

Open to performers from institutions, companies and the IPA

Only for dancers



SWITZERLAND

Annual Scholarships

Eligibility:

- at least 30 years old
- at least 10 years of work experience as a professional performing artist, with the last 5 years based in German-speaking Switzerland, Tessin or Liechtenstein
- left profession no more than 2 years ago
- proof of training/education at a professionally recognized training or education centre (academy, university, etc)
or
proof of professional stage career

GERMANY

Tri-annual scholarships

(March / June / October)

Eligibility:

- at least 7 years of work experience as a professional dancer, of which at least 5 years based in Germany (nationals from non-EU/non-Schengen countries require a permanent resident permit)



SWITZERLAND

Annual Scholarships

One-time payment

Applicants will only be granted scholarship if no other financial support is available

Scholarship amount depends on no. of successful applicants and annual donation amount

Annual Budget: 50.000 Swiss francs (2023)

Successful applicants: 10

Individual payments: 5.000 Swiss francs

GERMANY

Tri-annual scholarships

(March / June / October)

One-time payment

Successful applicants can re-apply multiple times
100 % success rate

Scholarship amount depends on no. of successful applicants and annual donation amount

Annual Budget: N/A

Successful applicants: 40 (last call)

Individual payments: 600-900 euros

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Benefit Schemes

NETHERLANDS

Omscholing Dansers Nederland



SWEDEN

SOK stiftelsen

The Performing Arts Transition
and Career Change Foundation





NETHERLANDS

Foundation History

The Foundation for Retraining Dancers Netherlands (Stichting Omscholing Dansers Nederland – ODN) was established in 1986.

In addition to the regular and annually updated Dutch Collective Labour agreement for Theatre and Dance, the employers' organisation, the Dutch Association for Performing Arts (NAPK), and the employee's union, Kunstenbond, reached a separate long-term Collective Labour Agreement for Retraining Dancers in the Netherlands – the Omscholingsregeling – which is binding for all dance companies from January 2023 until December 31, 2027.

SWEDEN

Foundation History

Founded in 2016, the SOKstiftelsen is based on a collective agreement signed between the employer organization Svensk Scenkonst and the trade unions Symf - Sveriges Yrkesmusikerförbund - and Fackförbundet Scen och film (formerly Theaterförbundet).

The agreement replaces the former government-regulated scheme for a lower retirement age for certain professional groups, the so-called PISA regulation.



NETHERLANDS

Benefit Scheme

Dancers working for the 35+ companies that come under the Collective Labour Agreement automatically pay premiums to ODN. The monthly premiums amount to 9,25% of the gross monthly salary, including holiday allowance. The employer pays 6,93% of the premium and the dancer pays the other 2,32%.

Freelance dancers who do not work for a company can also join ODN. Voluntary participation requires payment of both the employer and the employee share of the premium. In turn, the company or choreographer that commissions is obliged to reimburse the employer's part of the premium.

SWEDEN

Benefit Scheme

There are about 50+ publicly funded performing arts institutions which are covered by the SOK agreement and pay wages according to the collective bargaining agreement.

These employers pay premiums based on wages for their employees: 26 % for dancers, chorus singers, soloist singers and musical theatre artists and 2 % for musicians.

Premiums are paid both for permanent employees (permanent employees) and temporary employees.



NETHERLANDS

Benefit Scheme: Eligibility

- A dancer who has worked in the Netherlands and paid at least 48 premiums within a period of five years, with the latest paid premium no more than 3 years ago
- Who is a professional dancer?
 - Anyone who has been able to receive their main income from dancing and thus been able to pay the contributions, whether they are freelancers or part of a company

SWEDEN

Benefit Scheme: Eligibility

- Permanently or temporarily employed for 18 months in the last five years by one of the 50+ publicly funded performing arts institutions which are covered by the SOK agreement
- Within a certain age range:
 - Dancers: from the month you turn 35 until the month before you turn 43
 - Choristers, vocal soloists, musical theatre artists: from the month you turn 45 to the month before you turn 56
 - Musicians: from the month you turn 55 to the month before you turn 64



NETHERLANDS

Benefit Scheme: Qualifying Time

Twenty days of work (rehearsals and/or performances) are counted as one qualifying month. The number of premiums for any year is calculated by dividing all the days worked in a year by twenty.

The no. of premiums can be doubled when there is intermittent work throughout the year but for at least three months: i.e. for four months in any year, contributions for eight months can be paid.

Short-term projects abroad can contribute only through voluntary payment (9,25%). Long-term projects abroad can only contribute after 60 regular months in the Netherlands.

SWEDEN

Benefit Scheme: Qualifying Time

Each month with an income above SEK 6 009 from one or more employers covered by the SOK agreement counts as a qualifying month.

Leave of absence is not included

Parental leave of up to 9 months per child is included

Sick leave for up to 12 months is included (with support from the Swedisch Social Insurance Agency)



NETHERLANDS

Benefit Scheme: Benefits

Career advice is **free** for all dancers and dance students at **any stage** of their career

Financial Support:

Reimbursement of study costs and a contribution to the cost of living during studies (also abroad)

Requirements:

At least 48 premiums during the last five years must have been paid

SWEDEN

Benefit Scheme: Benefits

Active support:

Career advice, coaching or training

Requirements:

18 qualifying months in the past 5 years

Financial support:

Cost of living support during educational or entrepreneurial transition (also abroad)

Requirements:

4 years/48 qualifying months (72 for musicians), with 18 of those in the past 5 years (3 years for musicians)

Full financial support after 16 years/192 qualifying months (22 years for musicians)



NETHERLANDS

Benefit Scheme: Financial Support

Financial support is determined by the need:
The aim is to support dancers with 70% of the average gross income from the last 12 months in which they worked at least 50%. Payments will be made either as a lump sum or monthly instalments for a maximum period of four years.

The personal retraining and cost of living budget grows according to the no. of premiums.

SWEDEN

Benefit Scheme: Financial Support

Maximum financial support is based on 90% of the average gross income from the last 36 qualifying months (85% for musicians aged 55-59, 75% for musicians aged 59-65) and paid monthly over 2 or 3 years (2 years for musicians) or as a lump sum reduced to the equal of 2 years' payments. A 24 months support can never exceed 90% of a presumed monthly salary.

Calculation:

$$\begin{aligned} & \text{Total qualifying months} \\ & \div \\ & \text{Months for full financial support (192)} \\ & \times \\ & 90\% \text{ of the average gross monthly salary from the} \\ & \text{last 36 qualifying months} \end{aligned}$$



NETHERLANDS

Benefit Scheme: Financial Support

The personal retraining and cost of living budget grows according to the no. of premiums:

Examples:

- 48 premiums in 5 years: up to € 20.000
- 96 premiums in 10 years: up to € 55.000
- 115 premiums in 12 years: up to € 75.000

SWEDEN

Benefit Scheme: Financial Support

Example: Dancer, 39 years old
Worked 8,5 years/102 months
Average gross monthly salary in the last 36 months: 24 000 SEK

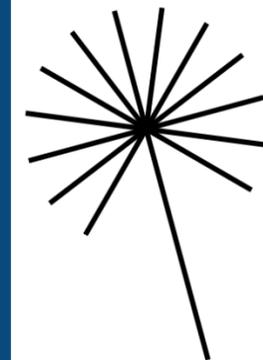
$$\begin{array}{r} 102 \\ \div \\ 192 \\ \times \\ 90\% \text{ of } 24\,000 \text{ SEK (} 2\,100 \text{ €)} \\ = \\ 11\,475 \text{ SEK (} 1\,010 \text{ €) monthly for 3 years} \\ 17\,212 \text{ SEK (} 1\,520 \text{ €) monthly for 2 years} \\ 275\,400 \text{ SEK (} 24\,300 \text{ €) as a reduced lump sum} \end{array}$$



A FUND IN THE MAKING:

CZECH REPUBLIC

Dance Career Endowment Fund



DANCE CAREER
ENDOWMENT
FUND



Foundation History

Founded in 2015 by Vize tance and Taneční sdružení – two professional associations for performing artists – the Dance Career Endowment Fund is the only institution in the Czech Republic that actively supports professionals in the field of dance, movement theatre and circus before and within the process of career transition.

The Fund's activities focus on providing information and mediating services that facilitate career change and career development. The second major field is to promote the establishment of a saving system.

Funding: private donor / galas and matinees / Norway grants



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Dance Career Endowment Fund

Background

The 1996 pension reform dismissed the preliminary pension for dancers. Consequently, they leave their dance careers with no support or services at hand. On top of that, an average salary in the field of performing arts is one of the lowest ranking incomes nationally, making it very hard to create financial reserves.

This situation made professional organizations address the issue of second career a few years ago. One of the stepping-stones of the initiative was a project called Thematic Network for the Employability of Performing Artists, supported from the European Social Fund and carried out in collaboration with the Centre for Development of the Union of Employers' Association.



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Dance Career Endowment Fund

Services

- up-to-date information on the job market situation, mediation of contacts, retraining etc.
- individual coaching
- career and personnel consulting
- individual psychological consulting
- consultation for starting a business
- legal counselling
- informative thematic seminars and workshops

The Dance Career Endowment Fund developed in 2022 a new guide (INFOPOINT) and information support for artists at key stages of their professional life – for the beginning of a career, for the phase when for some reason a career has to be interrupted, or when one stops being active on the scene and wants to move on to a second career.



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Dance Career Endowment Fund

Establishing a 'saving system'

The proposal suggests a saving system in which a professional dancer saves the minimum of 500 CZK and the maximum of 1.500 CZK per month while the state system supports the dancer's saving with a 100% equivalent of the sum saved.

The model is limited to the maximum of 20 years within which the money saved by the dancer and by the state is administered by an insurance company that will be selected in a tender.

The financial solution is one based on life insurance as the money invested bears rate. The minimal obligatory period is 5 years (60 monthly payments) after which the dancer is allowed to use the money to cover the costs of starting a new career.



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Dance Career Endowment Fund

Eligibility

Artists eligible for the system are Czech and foreign professional dancers with tax domicile in the Czech Republic provided they fulfil two conditions: they make their living of dance (that is incomes from dancing make up for the minimum of 50% of their overall incomes) and they prove to be professional dancers (they have a diploma from a dance conservatory or have been dancing professionally for a period of at least three years).

This saving model is currently being promoted by the Endowment Fund at representatives of the Ministry of Culture of the Czech Republic, the Ministry of Work and Social Affairs and the Ministry of Finance.



IOTPD – International Organization for the Transition of Professional Dancers

- **Canada:** *Dancer Transition Resource Centre (DTRC)* www.dtrc.ca
- **France:** *Centre National de la Danse (CND)* www.cnd.fr
- **Germany:** *STIFTUNG TANZ - Transition Zentrum Deutschland* www.stiftung-tanz.com
- **Korea:** *Dancer's Career Development Centre (DCDC)* www.dcdcenter.or.kr
- **Switzerland:** *Danse Transition* www.dance-transition.ch
- **Switzerland:** *Umschulungsstiftung SSUDK* www.ssudk.ch
- **The Netherlands:** *Stichting Omscholingsregeling Dansers (SOD)* www.omscholingdansers.nl
- **United Kingdom:** *Dancers' Career Development (DCD)* www.thedcd.org.uk
- **USA:** *Career Transition For Dancers (CTFD)* www.careertransition.org
- **Poland:** *Instytut Muzyki i Tańca* www.imit.org.pl



IOTPD – International Organization for the Transition of Professional Dancers

IOTPD Philippe Braunschweig Grant

The annual competitive grant is awarded to a dancer, at or near the end of their performance career, who has had an international career and does not qualify for transition support from any one of the countries where they have danced. The grant is sponsored by the IOTPD to honour its founding president, Philippe Braunschweig.

GRANT AMOUNT

Up to € 3000 will be available each year. This amount may be awarded in whole or in part depending on the need.

ELIGIBILITY

The dancer must:

- Not qualify for transition/retraining support from any one of the countries where they have danced
- Have performed as a dancer at some point within the last 24 months
- Have performed for at least 48 months during a professional dancer of a minimum of 8 years
- Have had an international professional dance career with contracts in at least two countries, one of which must be an IOTPD member country

Find us online at:

www.eaipa.eu

