

A photograph: Cultural employment 2002 – 2004 in the EU 25+

The following graphs and tables for the year 2002 are based on two sources from Eurostat. The graphs and tables show the cultural employment in the EU 25+ (enhanced on the contribution in the cultural branch) based on the available, published in 2005 and 2006 Eurostat data. EU 25+ means, that countries like Iceland, Norway, Liechtenstein, Rumania and Bulgaria had been taken into account. For these countries data was only available and used from the 2005 published study. For the EU 25 the 2006 Eurostat data was used.

The only exception is part 4 in the figures for the year 2002 using only Eurostat data from the 2005 published study.

The data has been reprocessed by the Eurostat TASK FORCE 2/working group on cultural employment, as mentioned above, to be the base of the report of the French “Ministère de la culture et de la communication” and his “Département des études, de la prospective et des statistiques” (Deps)¹ in 2005. This report showed the until then widest definition of cultural industries in the EU 25+². Due to the confidingly and close collaboration with Eurostat, MKW was provided in May 2006 with the latest results on cultural employment, now picturing the years 2002 – 2004. This newest report³ can be considered as the most actual work in this field for the EU 25.

These results are the base for our “cultural employment approximation” including the tourism contribution. They are considered in this chapter as a “photograph“ for concrete employment figures. The assumption for calculation is, that in the tourism sector 15% of the overall employees belong to those, who work in the cultural related branch. That means that these employees are realizing cultural content. They are for example developing new kinds of voyages or festivals or working as travel agents or tourist guides etc. In any case they are part of the content workers. We added 15% of the total employment in hotels and restaurants (summarized in the Labour Force Statistics on the Tourism Industry published by Eurostat⁴) to the 2006 working paper results.

So here with the help of worked out data on Eurostat, others and our own assumptions we can give for the first time concrete figures:

Figure 1 : Overview

In **2002** 5.778 Mio people worked in the cultural sector⁵ which means **3,0** % of the active employed population in the EU 25.

In **2003** 5.781 Mio people worked in the cultural sector which means **3,0** % of the active employed population in the EU 25.

In **2004** 5.885 Mio people worked in the cultural sector which means **3,1** % of the active employed population in the EU 25

The following graphs and tables release more information in details.

¹ Les notes de l’observatoire de l’emploi culturel: L’emploi culturel dans l’Union européenne en 2002, Paris 2005

² ibid, p 28ff for explanations on the used NACE and ISCO definitions

³ Eurostat working paper: Emploi culturel dans l’UE-25, Luxembourg 2006

⁴ Office for Official Publications of the EU: Tourism statistical pocketbook, 2005 edition, p 17, Luxembourg 2006

⁵ according to our definitions , e.g. including cultural tourist activities

Figure 2 shows the important contribution of cultural employment over the 3 mentioned years with 5.77 Mio cultural workers in 2002 over 5.78 Mio workers in 2003 reaching 5.88 Mio in 2004 in the EU25. This confirms in an impressive way the position of the creative industries in the European Union, because it exhibits stability. The diagram points even an easy trend out upward.

Once comparing figure 2 and 3 it is remarkable that the occupation in the cultural sector also increased, when a decrease of the occupation took place on European Union level. This exactly happened in 2003. So creative industries are a real engine for employment in the EU; all reports having observed this economical decrease in 2003, quote this event and come to the same result in commentating.

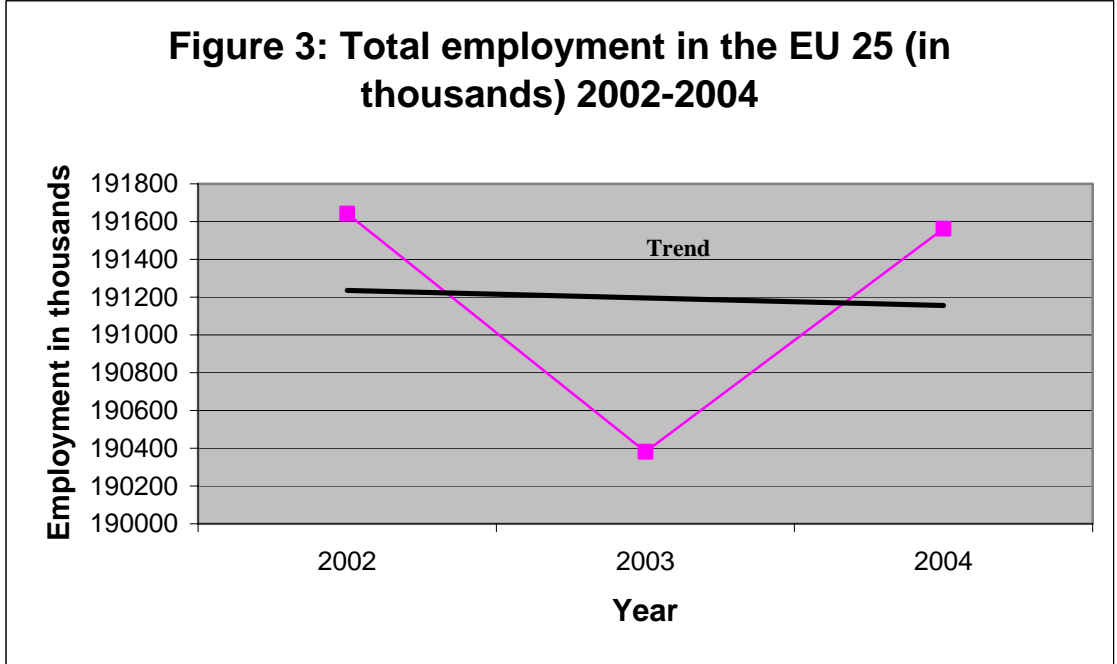
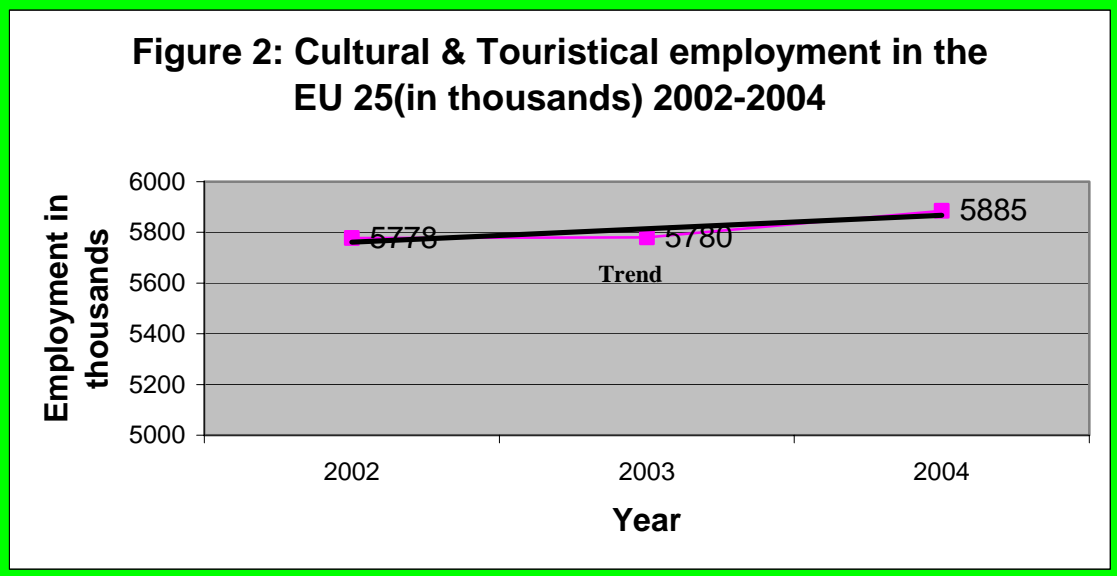


Figure 4 shows the basis for the computations in a table. This clearly represents the European Union occupation situation for the years 2002 - 2004. The positive trend is confirmed also here over the years within the range creative industries. The 3 % mark as portion of the creative industries of the total occupation volume seems to remain stable. It shows also a trend directed upward.

Figure 4: Cultural / Cultural & Touristical / Total employment 2002-2004

Year	Cultural employment	% of total employment	Cultural & Touristical employment	% of total employment	Total employment EU25 in Mio
2002	4.673	2,5%	5.778	3,0%	191.643
2003	4.649	2,5%	5.781	3,0%	190.381
2004	4.714	2,5%	5.885	3,1%	191.563

The cultural employment is broken down in 3 independent chapters from 2002 until 2004; so each chapter can be read individually.

At the end of the 17 graphs for each year with the 8 characteristics, a table summarizes the figures to enable a better overview. In sum this gives a lot of graphs being the number 1 the most important. They show under 1.1. the total number of cultural employment, under 1.2. the total number of cultural & touristical employment and under 1.3 the percentage of total cultural & touristical employment in relation to the total employment. This means that graphs under 1.2. are usually greater in number than graphs under 1.1.

Each chapter for the consecutive years 2002 – 2004 treats 8 characteristics, in detail:

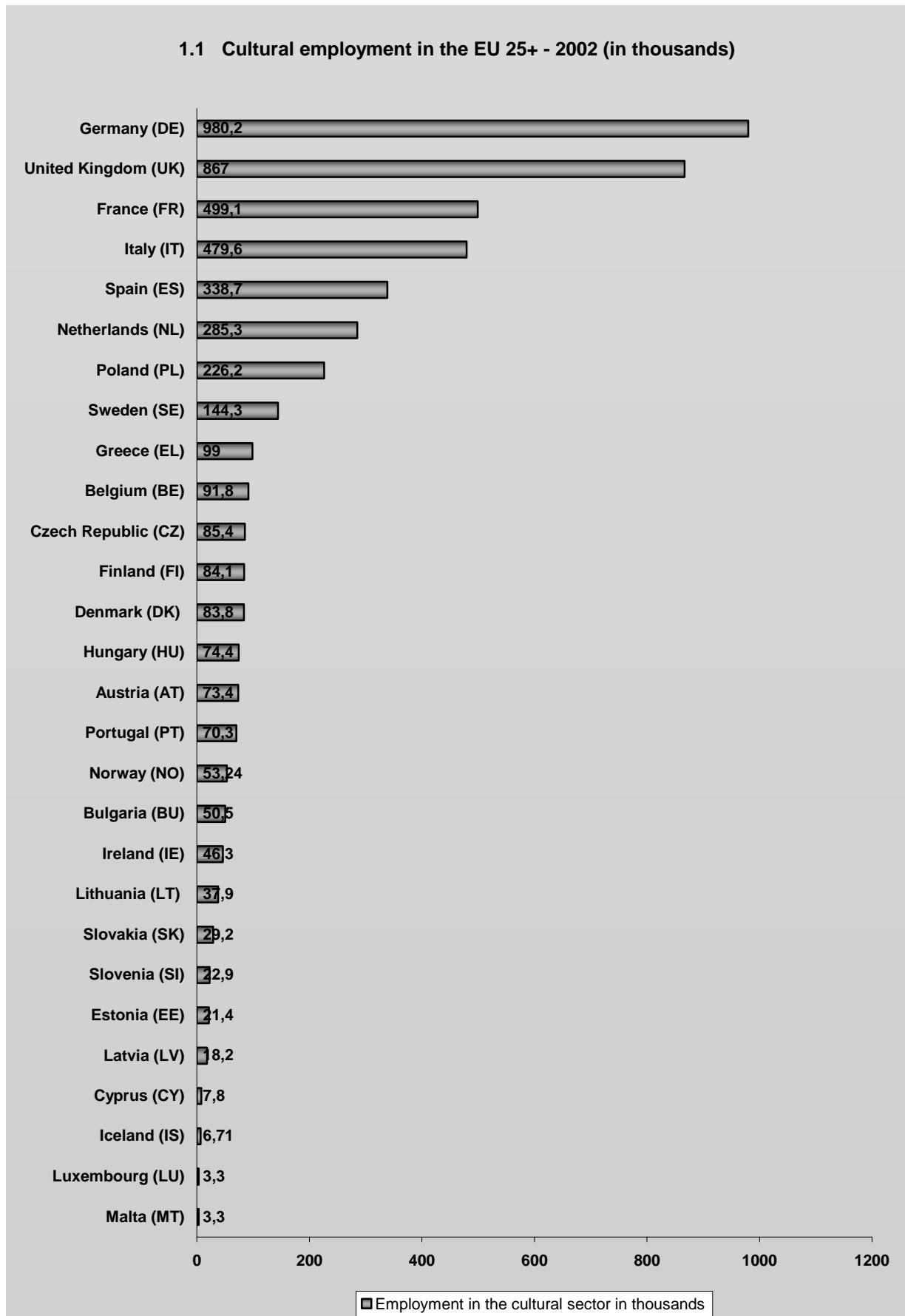
Figure 6: Cultural employment by

1. total number of employment and percentage
2. by gender
3. by age
4. educational level
5. employment status
6. job stability
7. work duration
8. employees with side-jobs

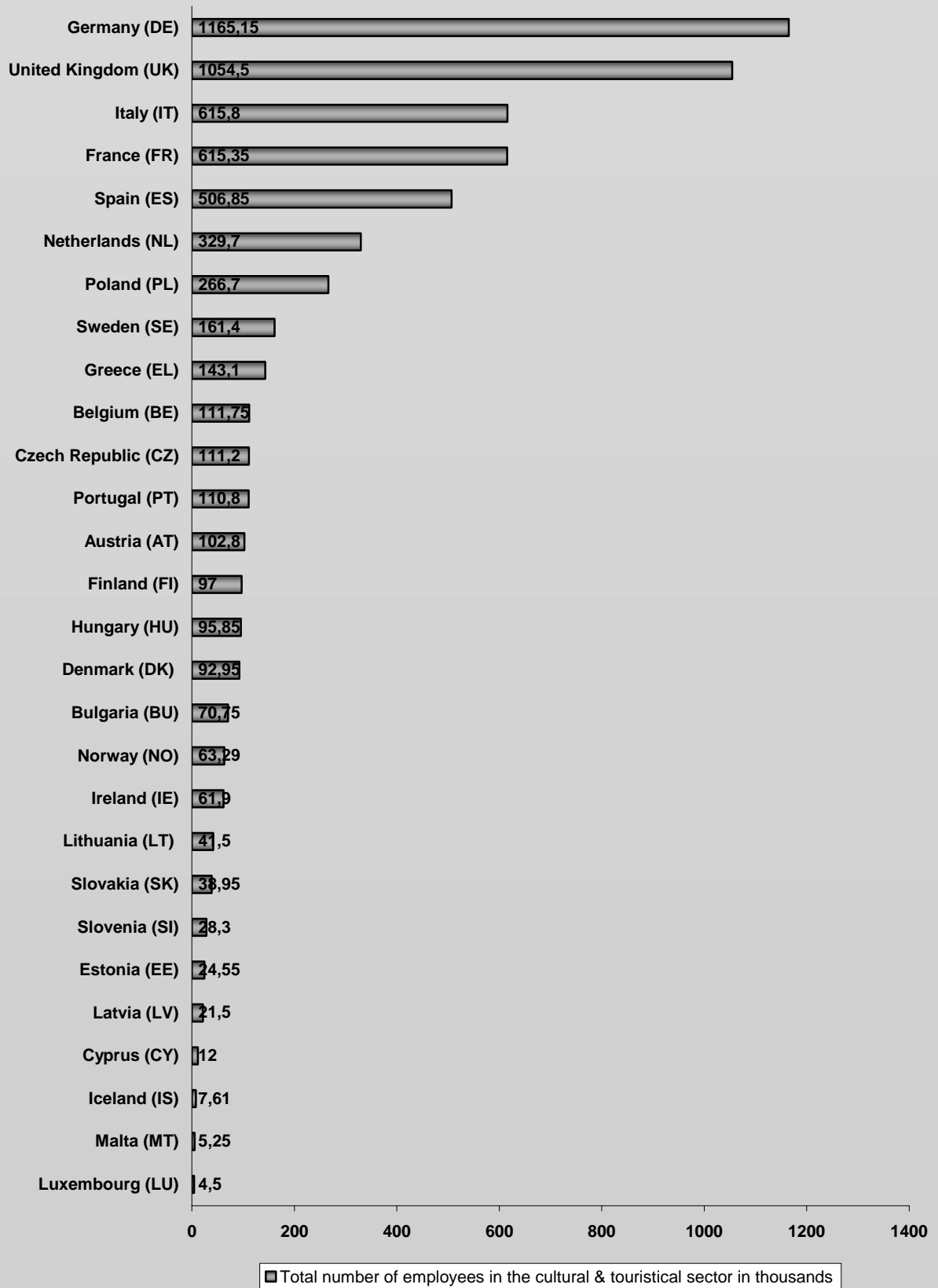
The comparison between the years 2002-2004 applies restrictivity. In principle the statistic row would have to be longer, in order to meet valid statements. Beyond that it is based to its weaknesses and restrictions on the European Labour Force Survey (LFS). Thus it does not have the stability and robustness of industrial statistics, as they are raised also from Eurostat.. Nevertheless the trend statements keep their validity and make thereby our statements possible.

2002

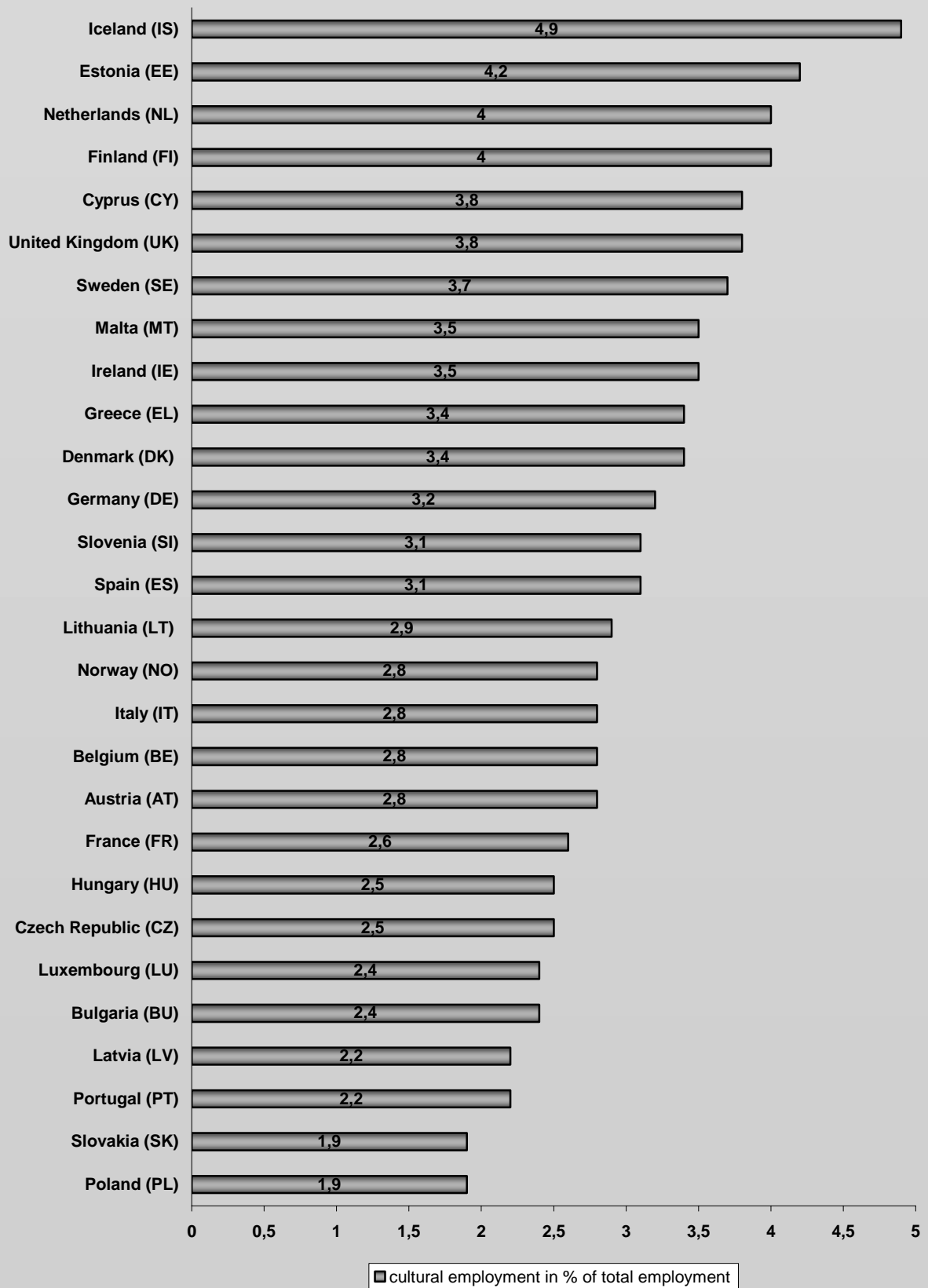
1. Employment in the cultural sector in the EU 25+ - 2002 (in thousands)



1.2 Cultural & Touristical employment in the EU 25+ - 2002 (in thousands)



1.3 Cultural employment in the EU 25+ in % of total employment- 2002



1. Employment in the cultural sector in the EU 25+

About 3,0 % of the employees in the European Union work in the cultural sector

In 2002, the workforce of the cultural sector comprises 5.778 Mio people, which are 3,0 % of the active employed population (see table 1).

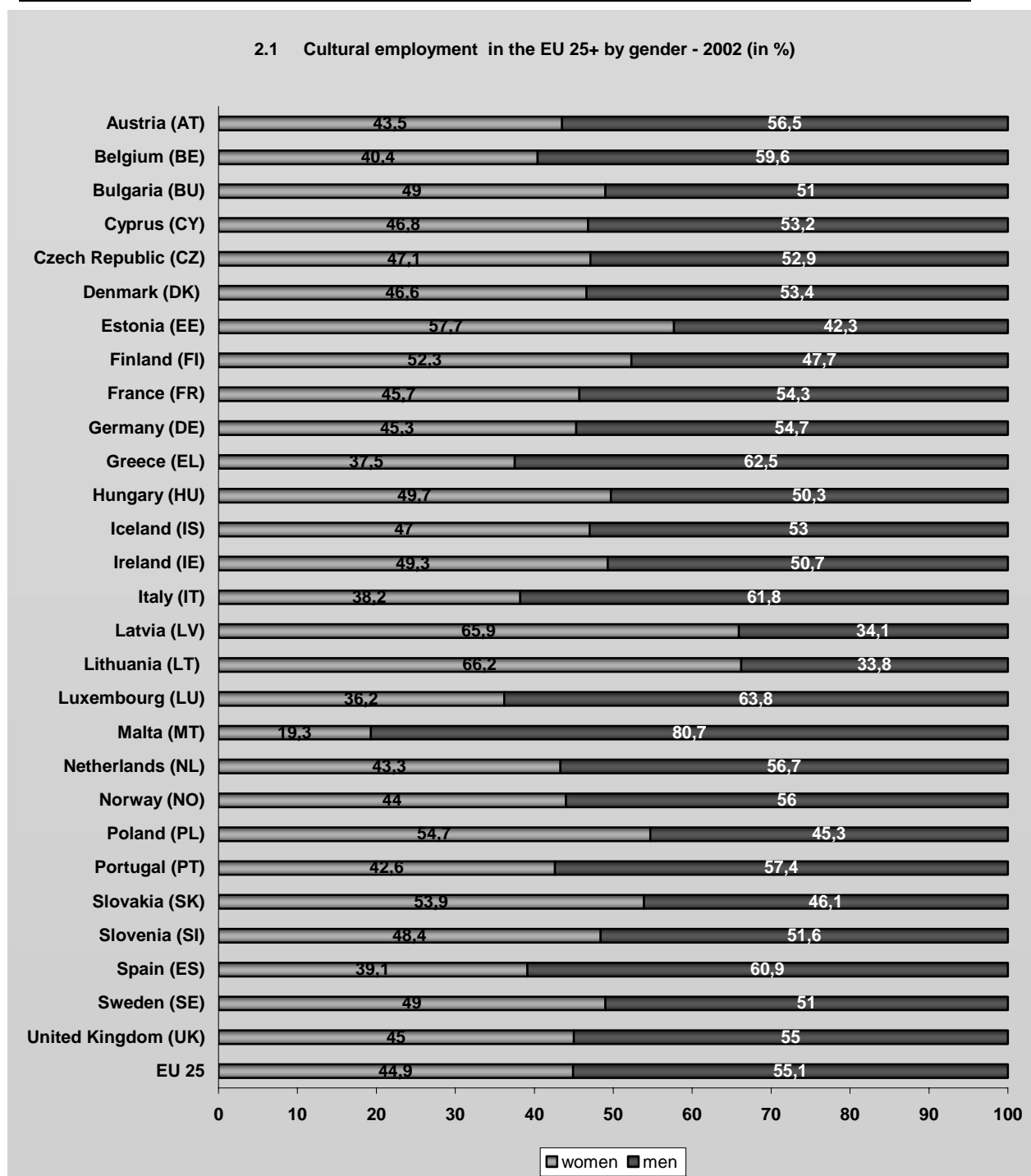
Employment in the cultural sector means the employees having a cultural profession (artists, architects, librarians, ...) as well as those who work in an economic entity containing cultural activities (e.g. audio-visual, performing arts, publishing, tourism/tour-operators, ...).

The stake of the employment in the cultural sector in the total employment varies from 1,9 % in Poland and Portugal to 4,9 % in Iceland and 4,2 % in Estonia. Nearly three quarters of the jobs in the cultural sector are to be found in the five most populated European countries (Germany, United Kingdom, France, Italy and Spain). The figures of total employment show the same situation.

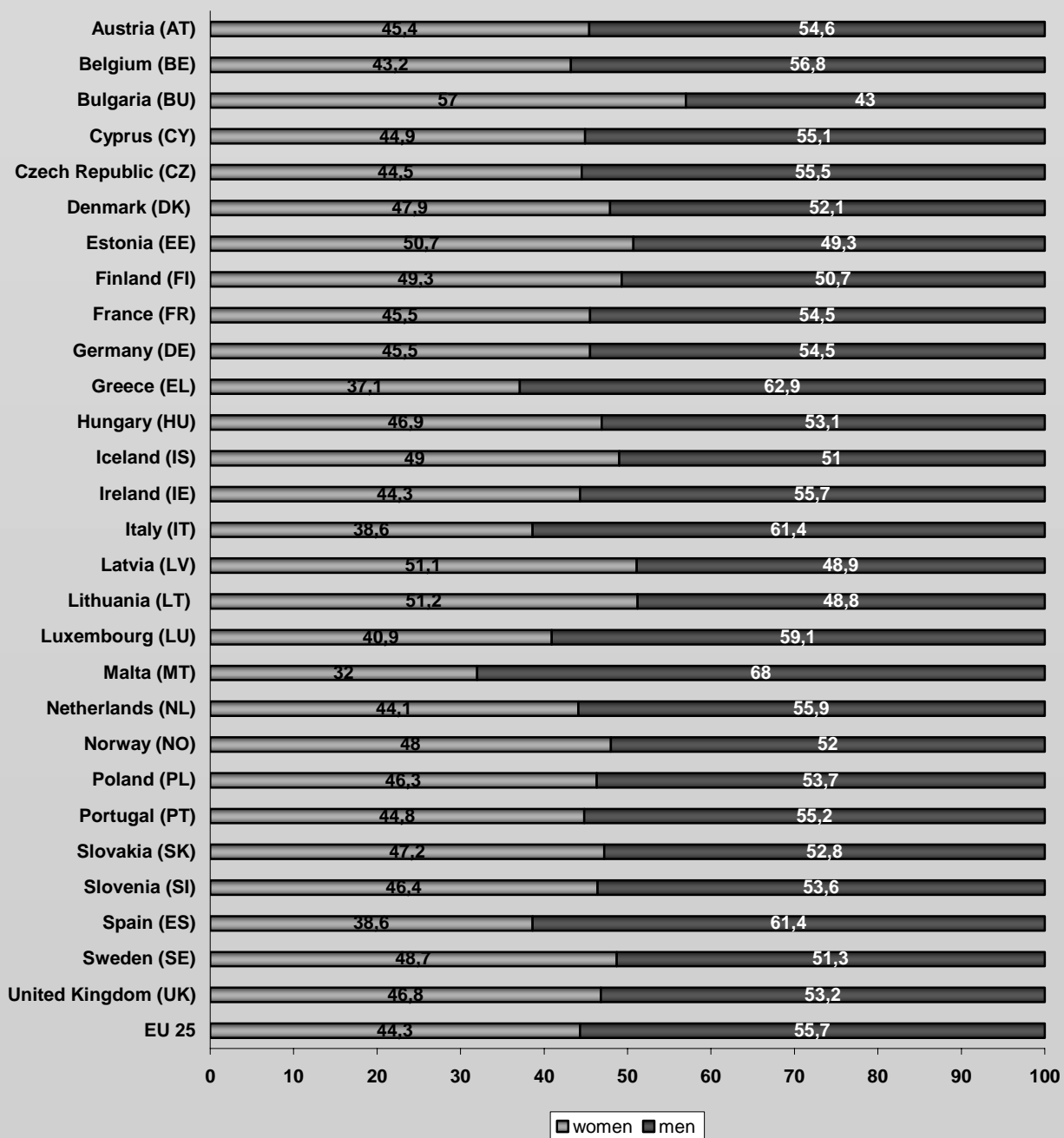
Table 1: Employment in the cultural sector in the EU 25+ - 2002
(in thousands)

Country	Employment in the cultural sector in thousands	Total number of employees in the cultural & touristical sector in thousands	cultural employment in % of total employment
Austria (AT)	73,4	102,8	2,8%
Belgium (BE)	91,8	111,75	2,8%
Bulgaria (BU)	50,5	70,75	2,4%
Cyprus (CY)	7,8	12	3,8%
Czech Republic (CZ)	85,4	111,2	2,5%
Denmark (DK)	83,8	92,95	3,4%
Estonia (EE)	21,4	24,55	4,2%
Finland (FI)	84,1	97	4,0%
France (FR)	499,1	615,35	2,6%
Germany (DE)	980,2	1165,15	3,2%
Greece (EL)	99	143,1	3,4%
Hungary (HU)	74,4	95,85	2,5%
Iceland (IS)	6,71	7,61	4,9%
Ireland (IE)	46,3	61,9	3,5%
Italy (IT)	479,6	615,8	2,8%
Latvia (LV)	18,2	21,5	2,2%
Lithuania (LT)	37,9	41,5	2,9%
Luxembourg (LU)	3,3	4,5	2,4%
Malta (MT)	3,3	5,25	3,5%
Netherlands (NL)	285,3	329,7	4,0%
Norway (NO)	53,24	63,29	2,8%
Poland (PL)	226,2	266,7	1,9%
Portugal (PT)	70,3	110,8	2,2%
Slovakia (SK)	29,2	38,95	1,9%
Slovenia (SI)	22,9	28,3	3,1%
Spain (ES)	338,7	506,85	3,1%
Sweden (SE)	144,3	161,4	3,7%
United Kingdom (UK)	867	1054,5	3,8%
EU 25	4673,1	5777,85	3,0%

2. Employment in the cultural sector in the EU 25+ by gender - 2002 (in %)



2.2 Total employment in the EU 25+ by gender - 2002 (in%)



2. Employment in the cultural sector in the EU 25+ by gender

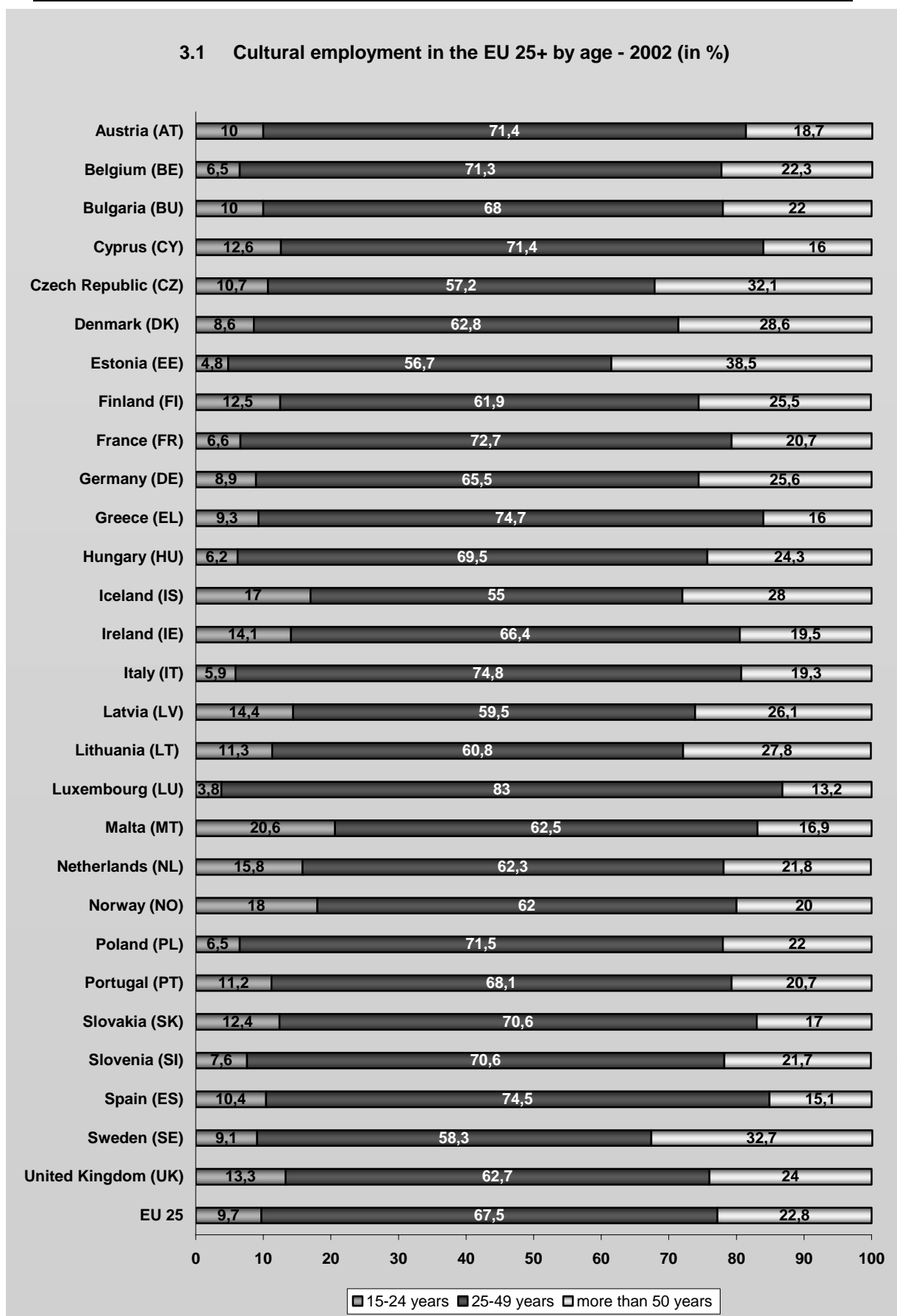
The distribution by gender of the employees having an employment in the cultural sector differs little from the totality of the active employed population. In 2002, 44,3 % of the cultural jobs of the European Union are occupied by women against 55,7 % in the total employment (see table 2).

The analysis country per country reveals instead certain particularities. In Latvia (65,9 %) and Lithuania (66,2 %), the quota of women is higher than in most other countries. France showing (45,7 %) and Germany (45,3 %). On the other hand, in Spain (39,1 %), Italy (38,2 %) and Greece (37,5 %) it is lower.

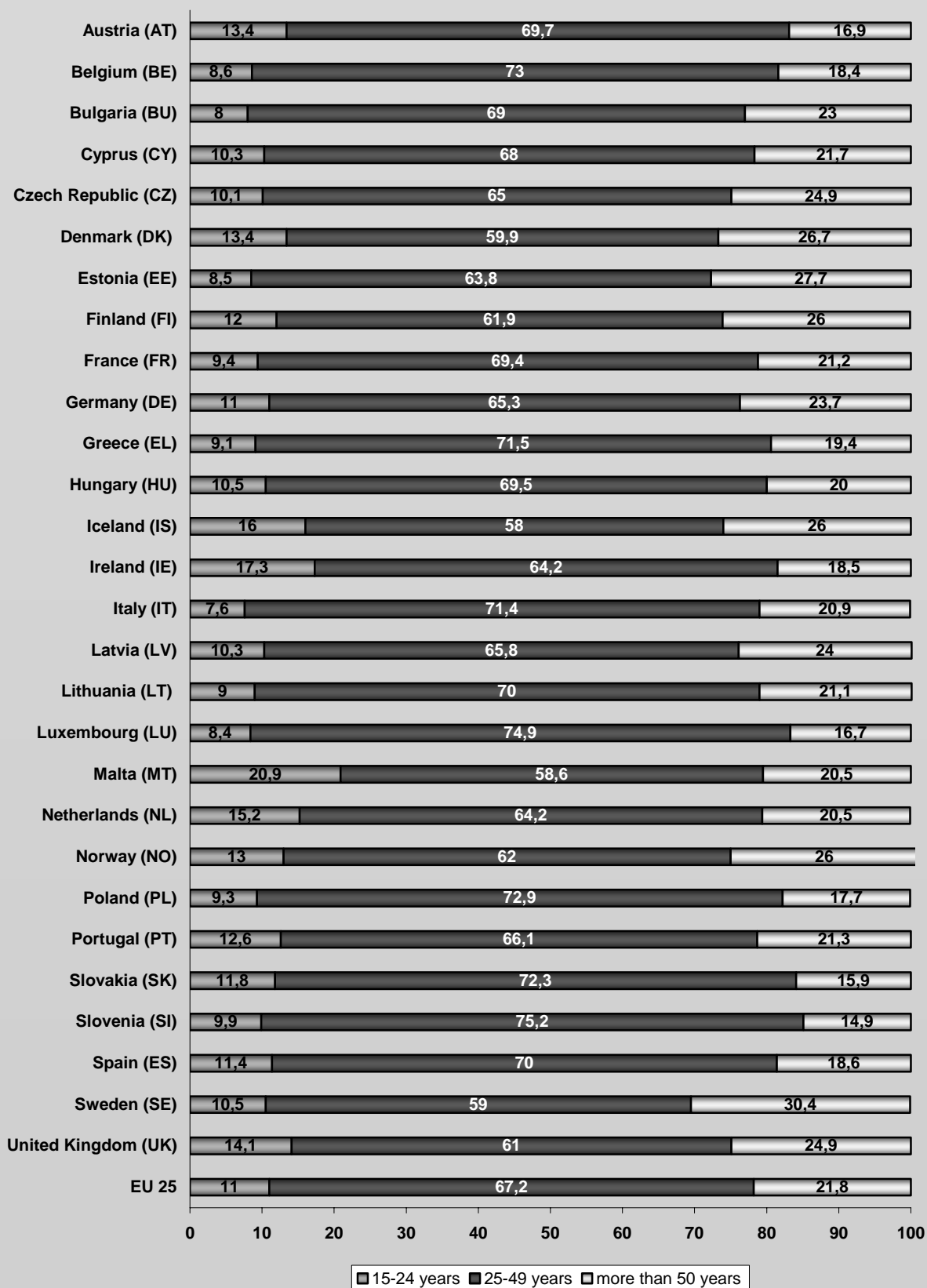
Table 2: Employment in the cultural sector in the EU 25+ by gender – 2002
(in %)

Country	Cultural employment		Total employment	
	women	men	women	men
Austria (AT)	43,5	56,5	45,4	54,6
Belgium (BE)	40,4	59,6	43,2	56,8
Bulgaria (BU)	49	51	57	43
Cyprus (CY)	46,8	53,2	44,9	55,1
Czech Republic (CZ)	47,1	52,9	44,5	55,5
Denmark (DK)	46,6	53,4	47,9	52,1
Estonia (EE)	57,7	42,3	50,7	49,3
Finland (FI)	52,3	47,7	49,3	50,7
France (FR)	45,7	54,3	45,5	54,5
Germany (DE)	45,3	54,7	45,5	54,5
Greece (EL)	37,5	62,5	37,1	62,9
Hungary (HU)	49,7	50,3	46,9	53,1
Iceland (IS)	47	53	49	51
Ireland (IE)	49,3	50,7	44,3	55,7
Italy (IT)	38,2	61,8	38,6	61,4
Latvia (LV)	65,9	34,1	51,1	48,9
Lithuania (LT)	66,2	33,8	51,2	48,8
Luxembourg (LU)	36,2	63,8	40,9	59,1
Malta (MT)	19,3	80,7	32	68
Netherlands (NL)	43,3	56,7	44,1	55,9
Norway (NO)	44	56	48	52
Poland (PL)	54,7	45,3	46,3	53,7
Portugal (PT)	42,6	57,4	44,8	55,2
Slovakia (SK)	53,9	46,1	47,2	52,8
Slovenia (SI)	48,4	51,6	46,4	53,6
Spain (ES)	39,1	60,9	38,6	61,4
Sweden (SE)	49	51	48,7	51,3
United Kingdom (UK)	45	55	46,8	53,2
EU 25	44,9	55,1	44,3	55,7

3. Employment in the cultural sector in the EU 25+ by age – 2002 (in %)



3.2 Total employment in the EU 25+ by age - 2002 (in %)



3. Employment in the cultural sector in the EU 25+ by age

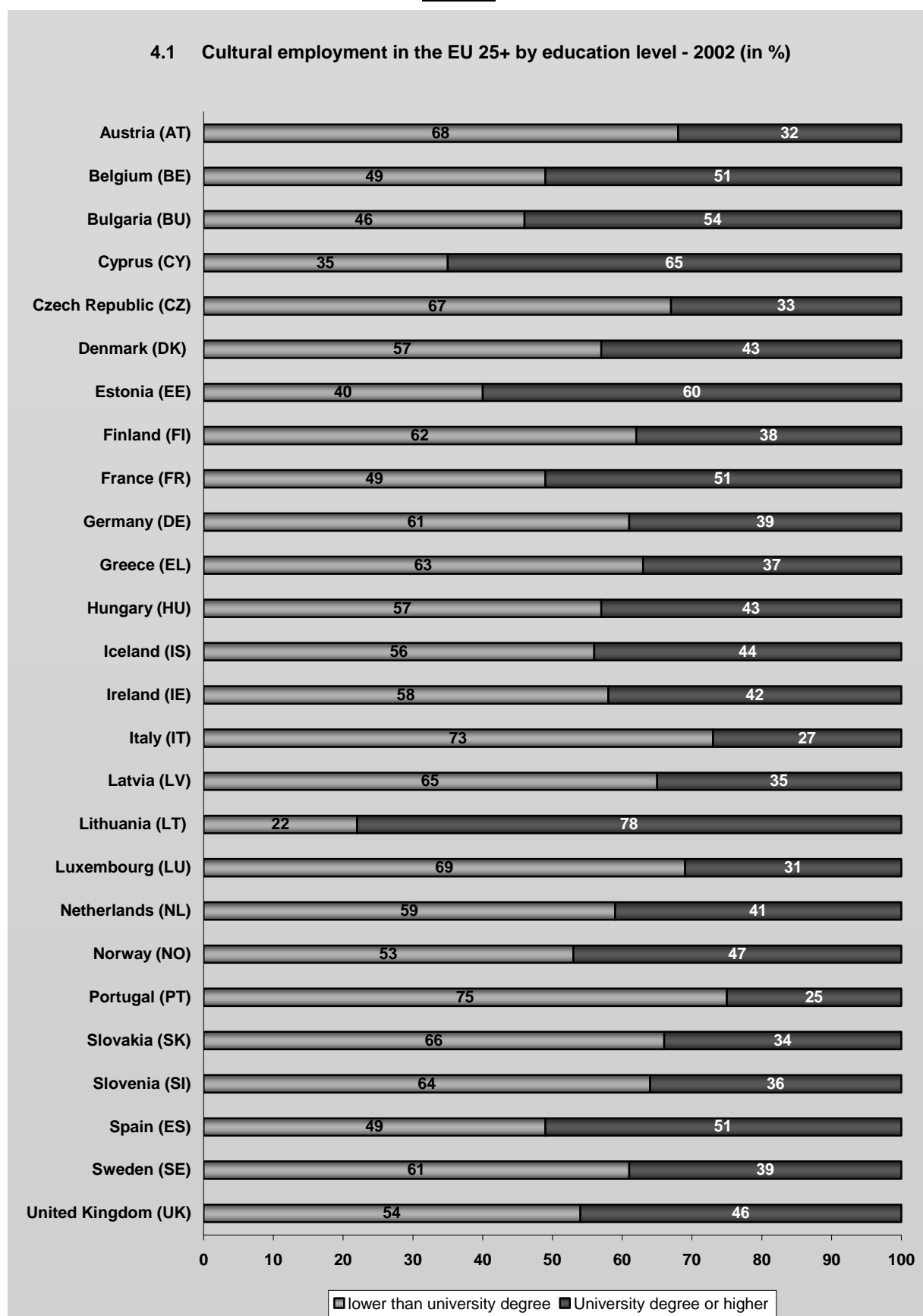
Regarding the repartition by age, 9,7 % of the employees in the cultural sector are 15–24 years old, compared to 11 % of that age group in total employment. In the cultural sector 22,8 % are elder than 50 years, compared to 21,8 % in total employment.

With a glance at the several countries we have to state that the part of the 15-24 years old employed in the cultural sector is highest in Norway (18%) and Malta (20,6%); whereas the part of the elder than 50 years age group is highest in Estonia (38,5%), Sweden (32,7%) and the Czech Republic (32,1%).

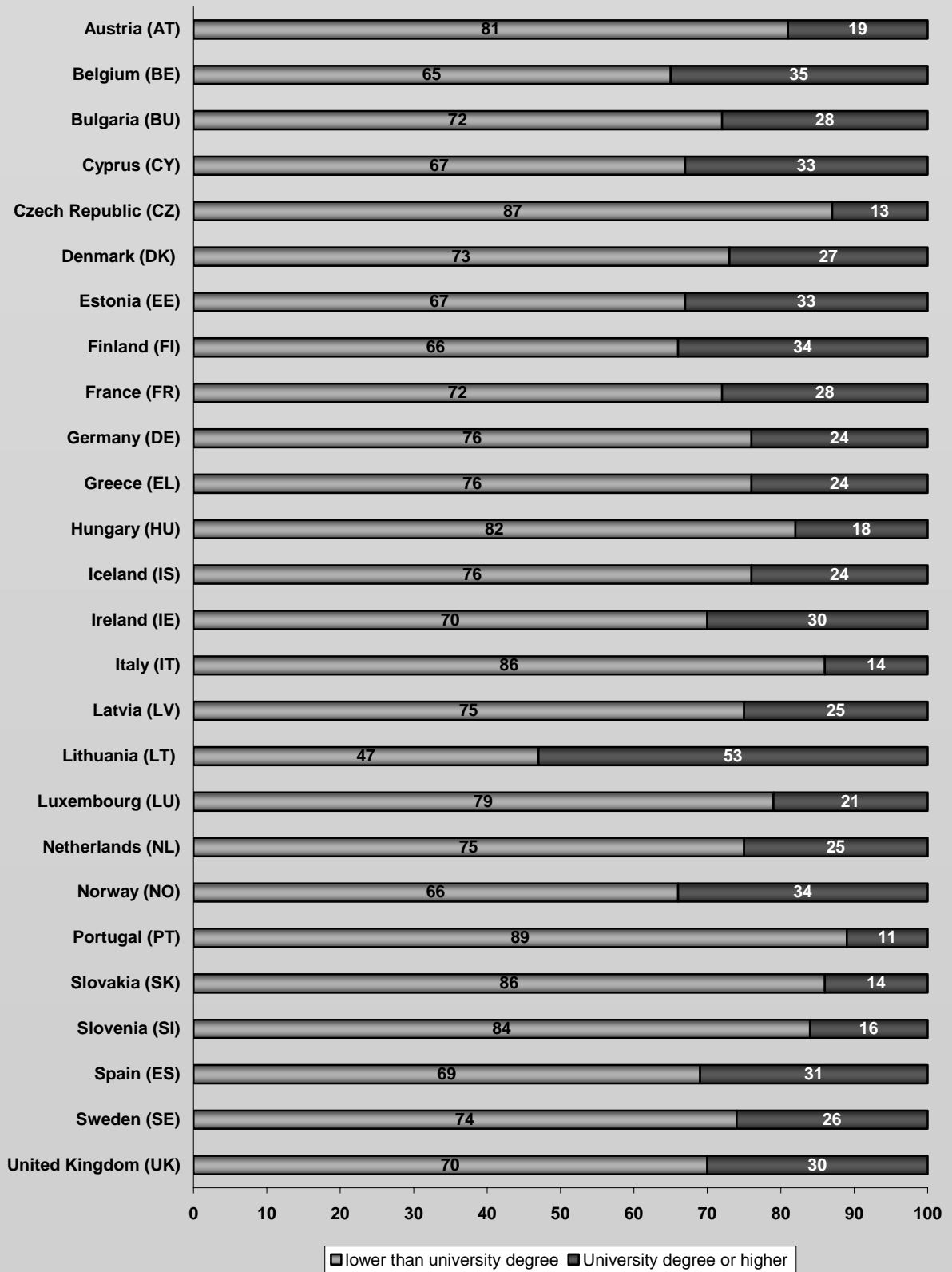
Table 3: Employment in the cultural sector in the EU 25+ by age – 2002
(in %)

Country	Cultural employment			Total employment		
	15-24 years	25-49 years	more than 50 years	15-24 years	25-49 years	more than 50 years
Austria (AT)	10	71,4	18,7	13,4	69,7	16,9
Belgium (BE)	6,5	71,3	22,3	8,6	73	18,4
Bulgaria (BU)	10	68	22	8	69	23
Cyprus (CY)	12,6	71,4	16	10,3	68	21,7
Czech Republic (CZ)	10,7	57,2	32,1	10,1	65	24,9
Denmark (DK)	8,6	62,8	28,6	13,4	59,9	26,7
Estonia (EE)	4,8	56,7	38,5	8,5	63,8	27,7
Finland (FI)	12,5	61,9	25,5	12	61,9	26
France (FR)	6,6	72,7	20,7	9,4	69,4	21,2
Germany (DE)	8,9	65,5	25,6	11	65,3	23,7
Greece (EL)	9,3	74,7	16	9,1	71,5	19,4
Hungary (HU)	6,2	69,5	24,3	10,5	69,5	20
Iceland (IS)	17	55	28	16	58	26
Ireland (IE)	14,1	66,4	19,5	17,3	64,2	18,5
Italy (IT)	5,9	74,8	19,3	7,6	71,4	20,9
Latvia (LV)	14,4	59,5	26,1	10,3	65,8	24
Lithuania (LT)	11,3	60,8	27,8	9	70	21,1
Luxembourg (LU)	3,8	83	13,2	8,4	74,9	16,7
Malta (MT)	20,6	62,5	16,9	20,9	58,6	20,5
Netherlands (NL)	15,8	62,3	21,8	15,2	64,2	20,5
Norway (NO)	18	62	20	13	62	26
Poland (PL)	6,5	71,5	22	9,3	72,9	17,7
Portugal (PT)	11,2	68,1	20,7	12,6	66,1	21,3
Slovakia (SK)	12,4	70,6	17	11,8	72,3	15,9
Slovenia (SI)	7,6	70,6	21,7	9,9	75,2	14,9
Spain (ES)	10,4	74,5	15,1	11,4	70	18,6
Sweden (SE)	9,1	58,3	32,7	10,5	59	30,4
United Kingdom (UK)	13,3	62,7	24	14,1	61	24,9
EU 25	9,7	67,5	22,8	11	67,2	21,8

4. Employment in the cultural sector in the EU 25+ by education level – 2002
(in %)



4.2 Total employment in the EU 25+ by education level - 2002 (in %)



4. Employment in the cultural sector in the EU 25+ by education level

High level of education in the cultural sector

One of the most distinctive characteristics of the people working in the cultural sector is their high level of education. More than 40 % have at least an university degree in comparison with 24 % of the total employment (see table 4).

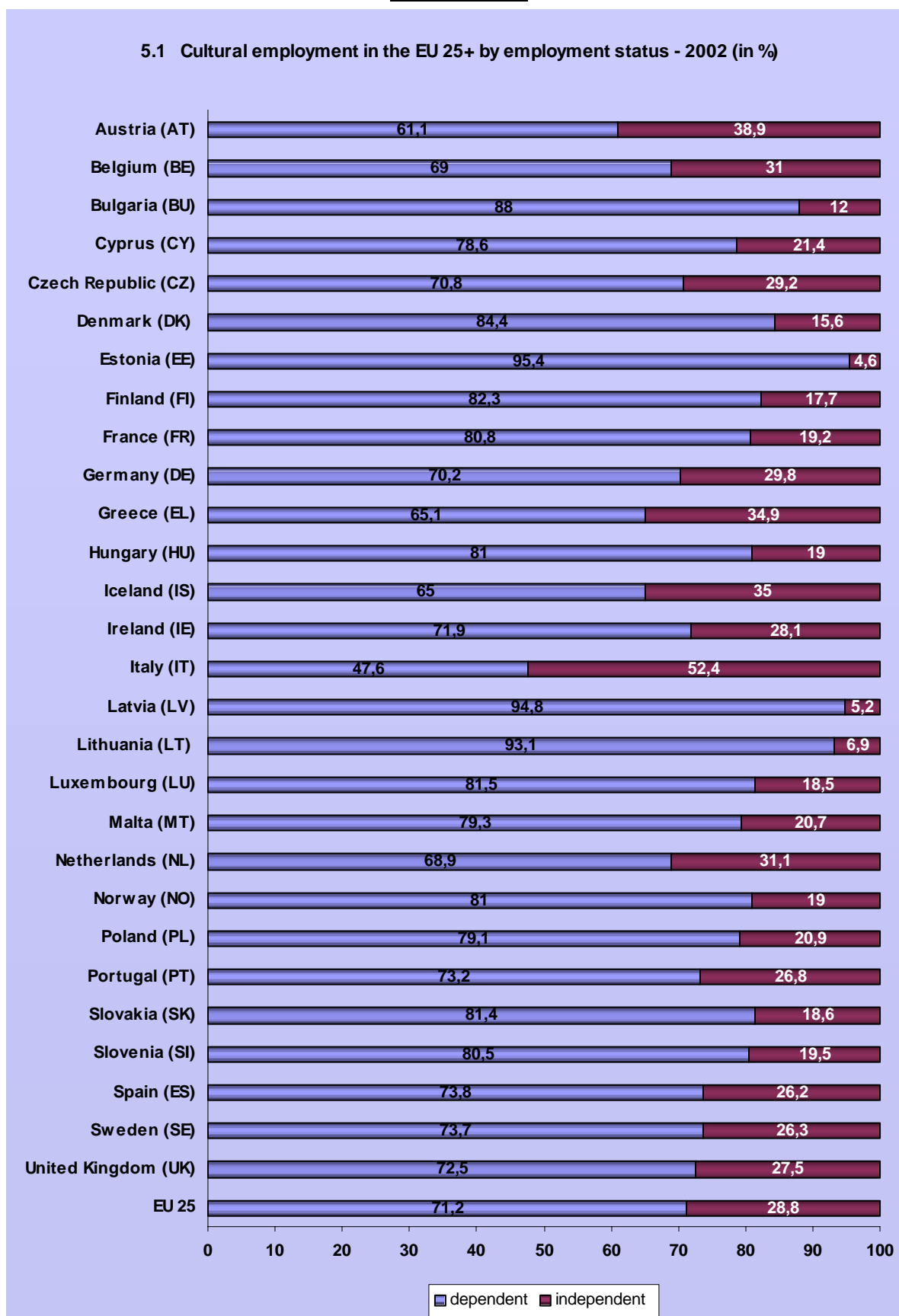
The part of university graduates is highest in Lithuania (78 %), Cyprus (65 %), Estonia (60 %), France, Spain and Belgium (51 % each), and it is weakest in Portugal (25 %), Italy (27 %) and Luxembourg (31 %).

The high education level in the cultural sector is characteristic for all EU countries. However, the difference between the education level in the cultural sector compared to other industries is particularly striking in the Czech Republic (33 % university degree in the cultural sector compared to 13 % in total employment), in Slovakia (34 % compared to 14 %), in Hungary (43 % compared to 18 %), in Portugal (25 % compared to 11 %) and in Slovenia (36 % compared to 16 %).

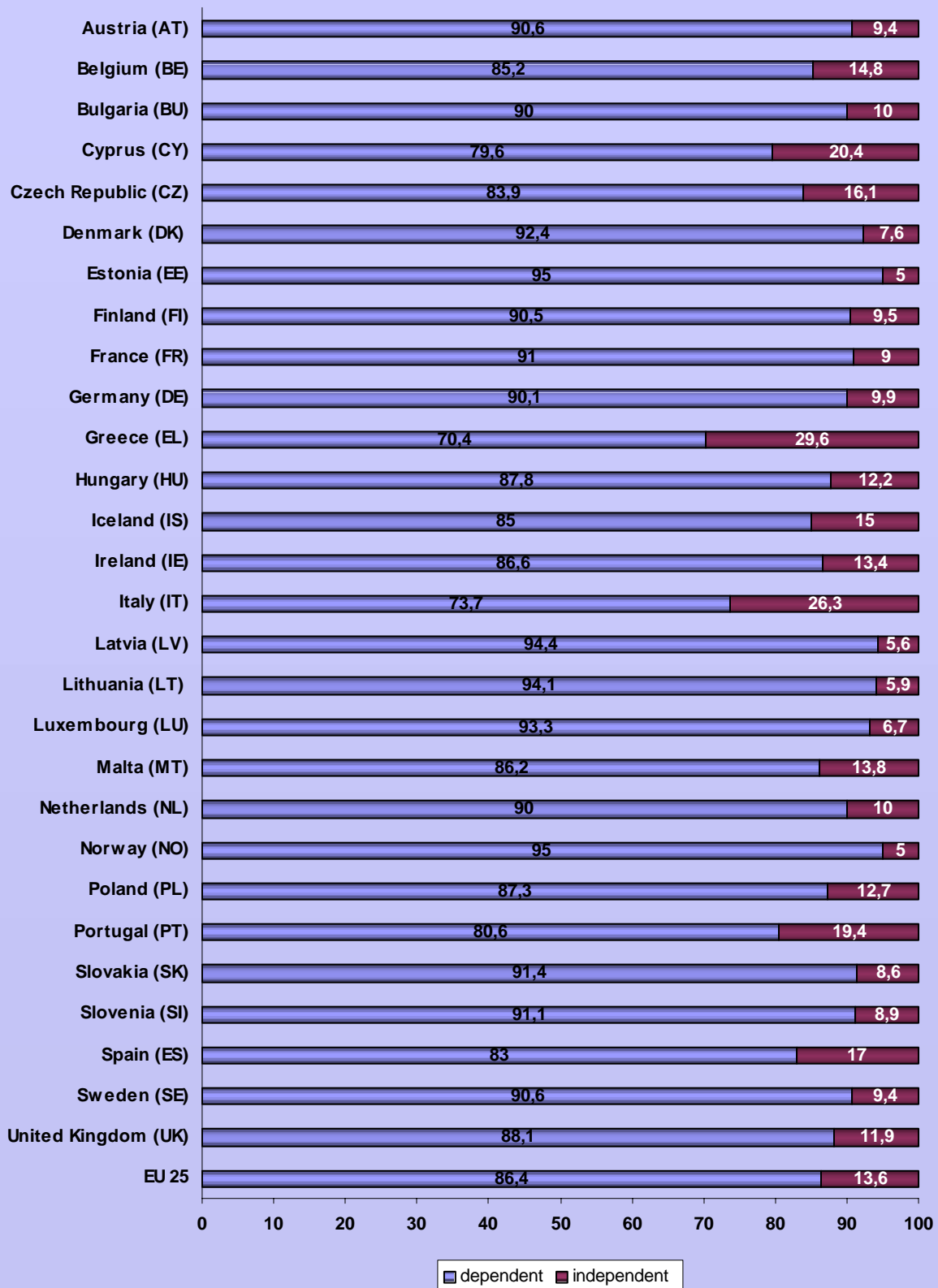
Table 4: Employment in the cultural sector in the EU 25+ by education level - 2002 (in %)

Country	Cultural employment		Total employment	
	lower than university degree	University degree or higher	lower than university degree	University degree or higher
Austria (AT)	81	19	68	32
Belgium (BE)	65	35	49	51
Bulgaria (BU)	72	28	46	54
Cyprus (CY)	67	33	35	65
Czech Republic (CZ)	87	13	67	33
Denmark (DK)	73	27	57	43
Estonia (EE)	67	33	40	60
Finland (FI)	66	34	62	38
France (FR)	72	28	49	51
Germany (DE)	76	24	61	39
Greece (EL)	76	24	63	37
Hungary (HU)	82	18	57	43
Iceland (IS)	76	24	56	44
Ireland (IE)	70	30	58	42
Italy (IT)	86	14	73	27
Latvia (LV)	75	25	65	35
Lithuania (LT)	47	53	22	78
Luxembourg (LU)	79	21	69	31
Netherlands (NL)	75	25	59	41
Norway (NO)	66	34	53	47
Portugal (PT)	89	11	75	25
Slovakia (SK)	86	14	66	34
Slovenia (SI)	84	16	64	36
Spain (ES)	69	31	49	51
Sweden (SE)	74	26	61	39
United Kingdom (UK)	70	30	54	46
EU 25	58	42	76	24

5. Employment in the cultural sector in the EU 25+ by employment status – 2002 (in %)



5.2 Total employment in the EU 25+ by employment status - 2002 (in %)



5. Employment in the cultural sector in the EU 25+ by employment status - 2002

A higher stake of independent workers

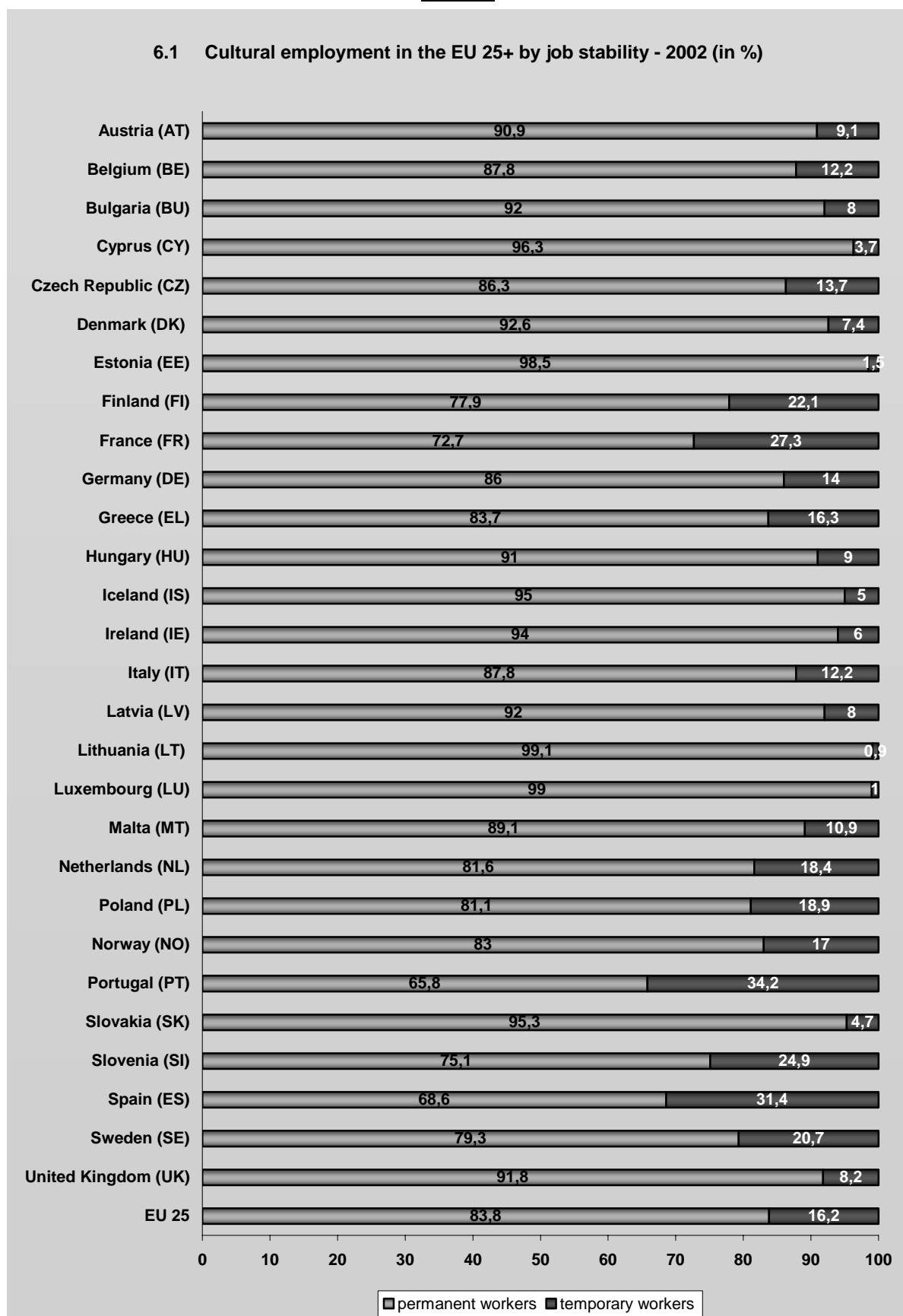
About 29% of the people working in the cultural sector are self-employed. This is twice as much as the EU average in total employment (about 14%).

The stake of independent workers is highest in Italy (52,4 %), Austria (38,9 %) and Iceland (35%). It is weakest at Estonia (4,6 %), Latvia (5,2 %) and Lithuania (6,9 %)

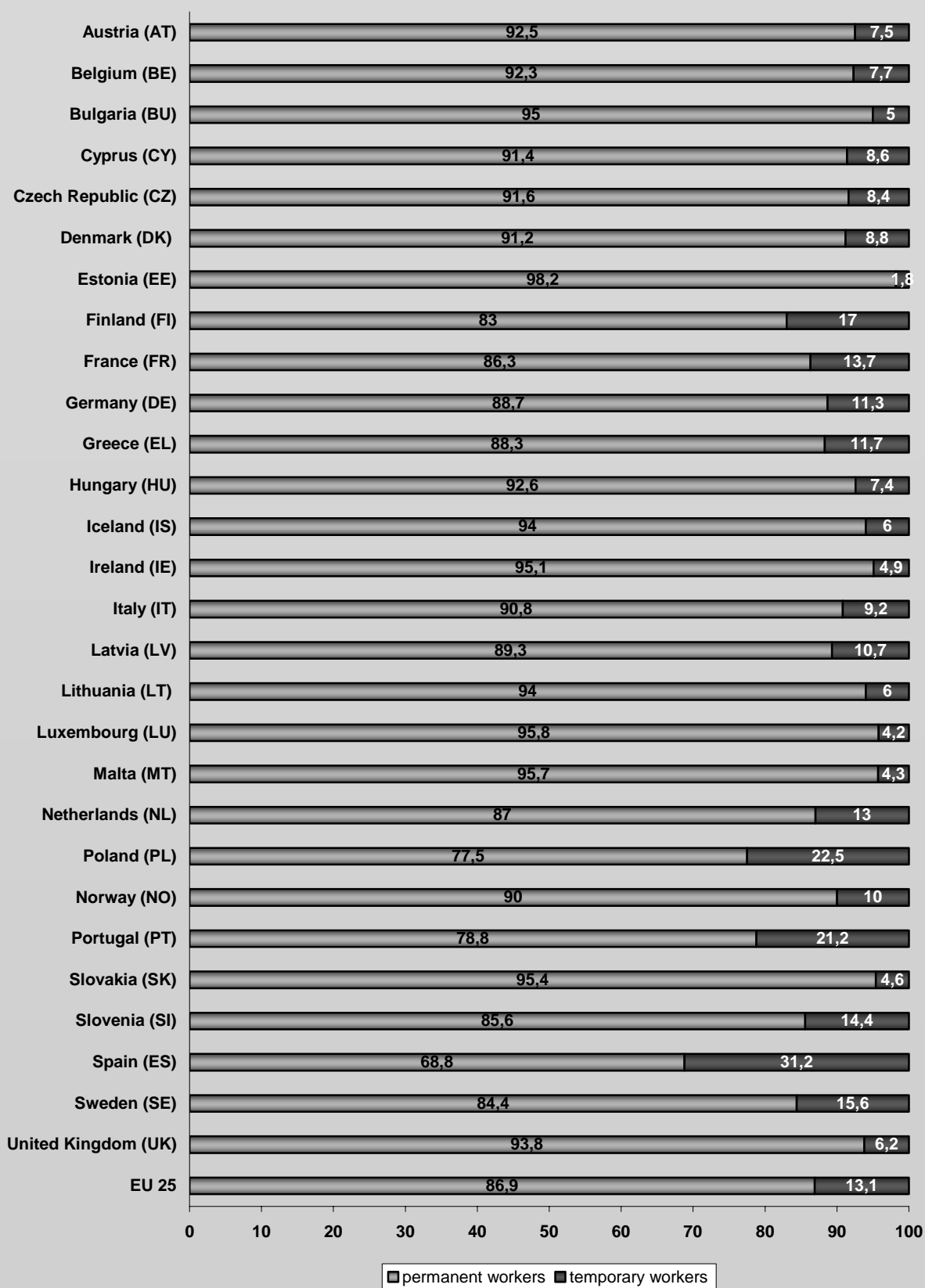
Table 5: Employment in the cultural sector in the EU 25+ by employment status - 2002 (in %)

Country	Cultural employment		Total employment	
	dependent	independent	dependent	independent
Austria (AT)	61,1	38,9	90,6	9,4
Belgium (BE)	69	31	85,2	14,8
Bulgaria (BU)	88	12	90	10
Cyprus (CY)	78,6	21,4	79,6	20,4
Czech Republic (CZ)	70,8	29,2	83,9	16,1
Denmark (DK)	84,4	15,6	92,4	7,6
Estonia (EE)	95,4	4,6	95	5
Finland (FI)	82,3	17,7	90,5	9,5
France (FR)	80,8	19,2	91	9
Germany (DE)	70,2	29,8	90,1	9,9
Greece (EL)	65,1	34,9	70,4	29,6
Hungary (HU)	81	19	87,8	12,2
Iceland (IS)	65	35	85	15
Ireland (IE)	71,9	28,1	86,6	13,4
Italy (IT)	47,6	52,4	73,7	26,3
Latvia (LV)	94,8	5,2	94,4	5,6
Lithuania (LT)	93,1	6,9	94,1	5,9
Luxembourg (LU)	81,5	18,5	93,3	6,7
Malta (MT)	79,3	20,7	86,2	13,8
Netherlands (NL)	68,9	31,1	90	10
Norway (NO)	81	19	95	5
Poland (PL)	79,1	20,9	87,3	12,7
Portugal (PT)	73,2	26,8	80,6	19,4
Slovakia (SK)	81,4	18,6	91,4	8,6
Slovenia (SI)	80,5	19,5	91,1	8,9
Spain (ES)	73,8	26,2	83	17
Sweden (SE)	73,7	26,3	90,6	9,4
United Kingdom (UK)	72,5	27,5	88,1	11,9
EU 25	71,2	28,8	86,4	13,6

6. Employment in the cultural sector in the EU 25+ by job stability – 2002
(in %)



6.2 Total employment in the EU 25+ by job stability - 2002 (in %)



6. Employment in the cultural sector in the EU 25+ by job stability

Numerous temporary workers

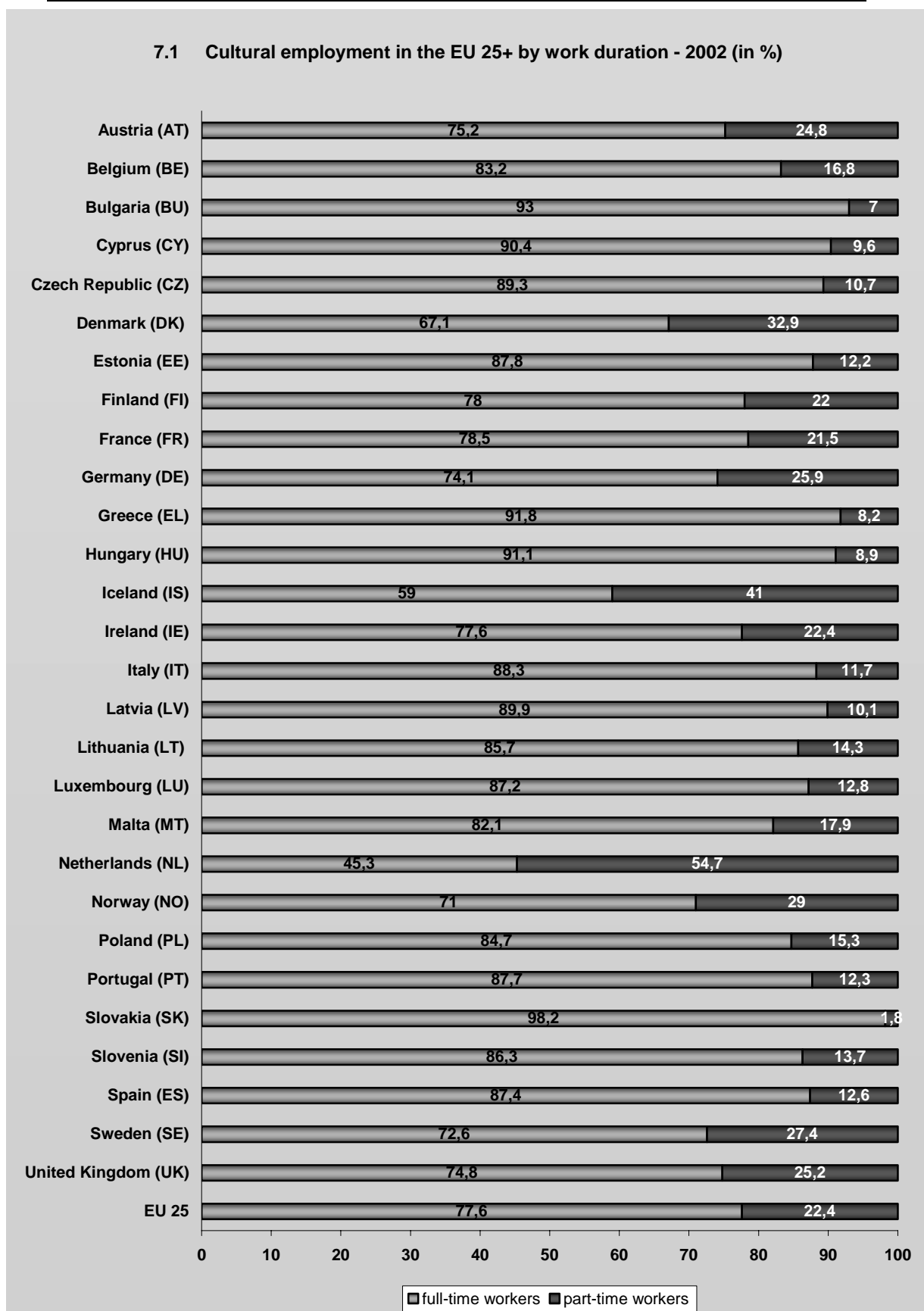
Temporary work contracts are one of the less laudable characteristics of the cultural sector workforce: 16,2% of the employees in the cultural sector are temporary workers in relation to 13,1% of all employees.

The highest rates of temporary workers can be found in Portugal (34,2%), Spain (31,4%) and France (27,3%). The lowest rates of temporary workers are seen in Luxembourg (1%), Estonia (1,5%) and Lithuania (0,9%).

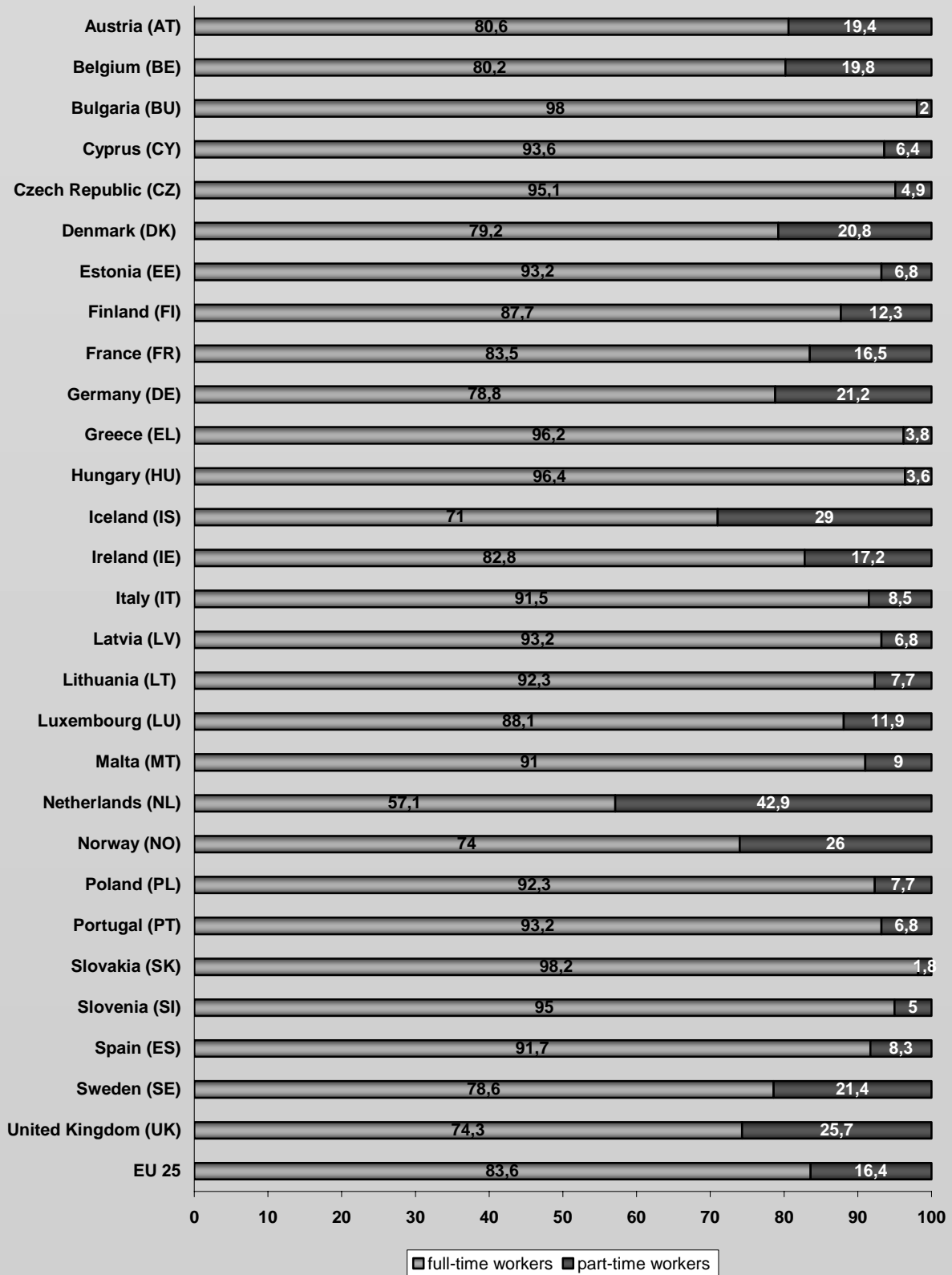
Table 6: Employment in the cultural sector in the EU 25+ by job stability – 2002 (in %)

Country	Cultural employment		Total employment	
	permanent workers	temporary workers	permanent workers	temporary workers
Austria (AT)	90,9	9,1	92,5	7,5
Belgium (BE)	87,8	12,2	92,3	7,7
Bulgaria (BU)	92	8	95	5
Cyprus (CY)	96,3	3,7	91,4	8,6
Czech Republic (CZ)	86,3	13,7	91,6	8,4
Denmark (DK)	92,6	7,4	91,2	8,8
Estonia (EE)	98,5	1,5	98,2	1,8
Finland (FI)	77,9	22,1	83	17
France (FR)	72,7	27,3	86,3	13,7
Germany (DE)	86	14	88,7	11,3
Greece (EL)	83,7	16,3	88,3	11,7
Hungary (HU)	91	9	92,6	7,4
Iceland (IS)	95	5	94	6
Ireland (IE)	94	6	95,1	4,9
Italy (IT)	87,8	12,2	90,8	9,2
Latvia (LV)	92	8	89,3	10,7
Lithuania (LT)	99,1	0,9	94	6
Luxembourg (LU)	99	1	95,8	4,2
Malta (MT)	89,1	10,9	95,7	4,3
Netherlands (NL)	81,6	18,4	87	13
Norway (NO)	83	17	90	10
Poland (PL)	81,1	18,9	77,5	22,5
Portugal (PT)	65,8	34,2	78,8	21,2
Slovakia (SK)	95,3	4,7	95,4	4,6
Slovenia (SI)	75,1	24,9	85,6	14,4
Spain (ES)	68,6	31,4	68,8	31,2
Sweden (SE)	79,3	20,7	84,4	15,6
United Kingdom (UK)	91,8	8,2	93,8	6,2
EU 25	83,8	16,2	86,9	13,1

7. Cultural employment in the EU 25+ by work duration – 2002 (in %)



7.2 Total employment in the EU 25+ by work duration - 2002 (in %)



7. Employment in the cultural sector in the EU 25+ by work duration

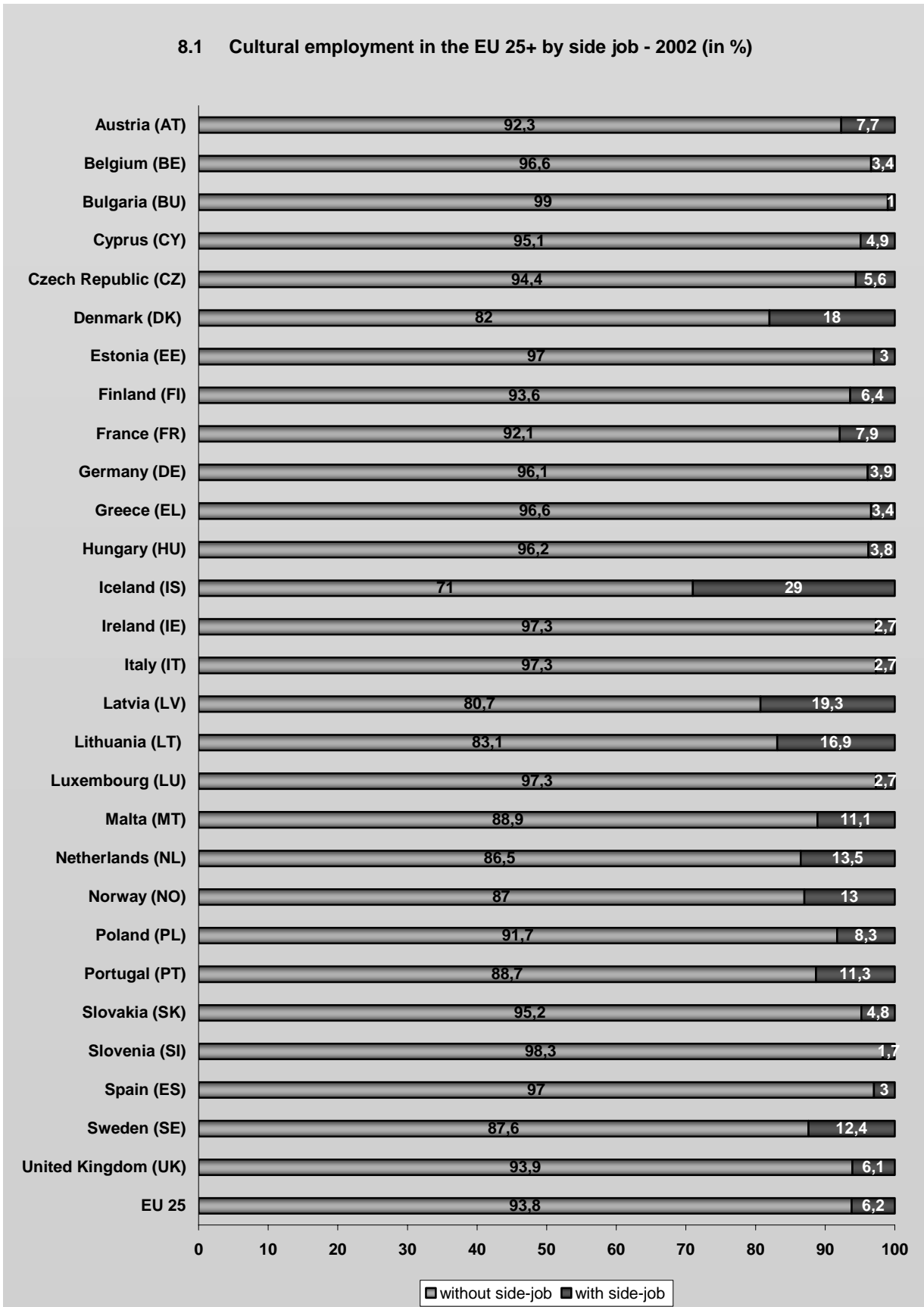
Within the cultural employment in the EU, the Netherlands have the highest rate of part time workers (54,7%), followed with some distance by Denmark (32,9%), Germany (25,9%) and Sweden (27,4%). The last in the row are Slovakia (1,8%) and Bulgaria (7%).

For all countries, the share of part time working possibilities is higher in the cultural sector than in total employment.

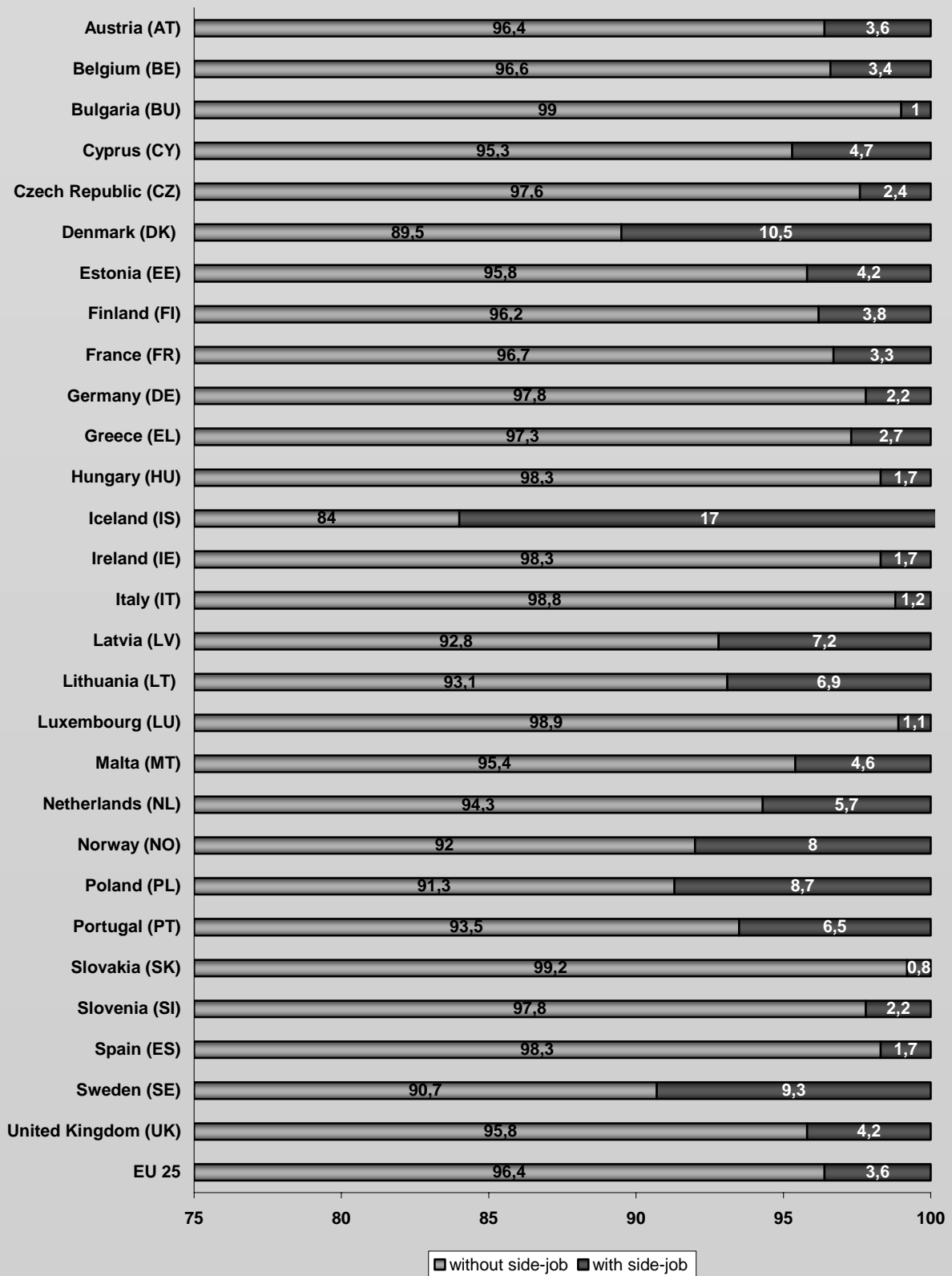
***Table 7: Employment in the cultural sector in the EU 25+ by work duration –
2002 (in %)***

Country	Cultural employment		Total employment	
	full-time workers	part-time workers	full-time workers	part-time workers
Austria (AT)	75,2	24,8	80,6	19,4
Belgium (BE)	83,2	16,8	80,2	19,8
Bulgaria (BU)	93	7	98	2
Cyprus (CY)	90,4	9,6	93,6	6,4
Czech Republic (CZ)	89,3	10,7	95,1	4,9
Denmark (DK)	67,1	32,9	79,2	20,8
Estonia (EE)	87,8	12,2	93,2	6,8
Finland (FI)	78	22	87,7	12,3
France (FR)	78,5	21,5	83,5	16,5
Germany (DE)	74,1	25,9	78,8	21,2
Greece (EL)	91,8	8,2	96,2	3,8
Hungary (HU)	91,1	8,9	96,4	3,6
Iceland (IS)	59	41	71	29
Ireland (IE)	77,6	22,4	82,8	17,2
Italy (IT)	88,3	11,7	91,5	8,5
Latvia (LV)	89,9	10,1	93,2	6,8
Lithuania (LT)	85,7	14,3	92,3	7,7
Luxembourg (LU)	87,2	12,8	88,1	11,9
Malta (MT)	82,1	17,9	91	9
Netherlands (NL)	45,3	54,7	57,1	42,9
Norway (NO)	71	29	74	26
Poland (PL)	84,7	15,3	92,3	7,7
Portugal (PT)	87,7	12,3	93,2	6,8
Slovakia (SK)	98,2	1,8	98,2	1,8
Slovenia (SI)	86,3	13,7	95	5
Spain (ES)	87,4	12,6	91,7	8,3
Sweden (SE)	72,6	27,4	78,6	21,4
United Kingdom (UK)	74,8	25,2	74,3	25,7
EU 25	77,6	22,4	83,6	16,4

8. Employment in the cultural sector in the EU 25+ by side job – 2002 (in %)



8.2 Total employment in the EU 25+ by side job - 2002 (in %)



8. Employment in the cultural sector in the EU 25+ by side-job

In the cultural sector, the amount of workers having more than one job is characteristic and not disrespected, because it gives a lot of artists the possibility of freedom and creativity.

Besides Denmark (18%) the relation of workers with side-jobs is remarkably high in the Baltic states Latvia (19,3%) and Lithuania (16,9%). This rate is the lowest in Slovenia (1,7%) and Bulgaria (1%).

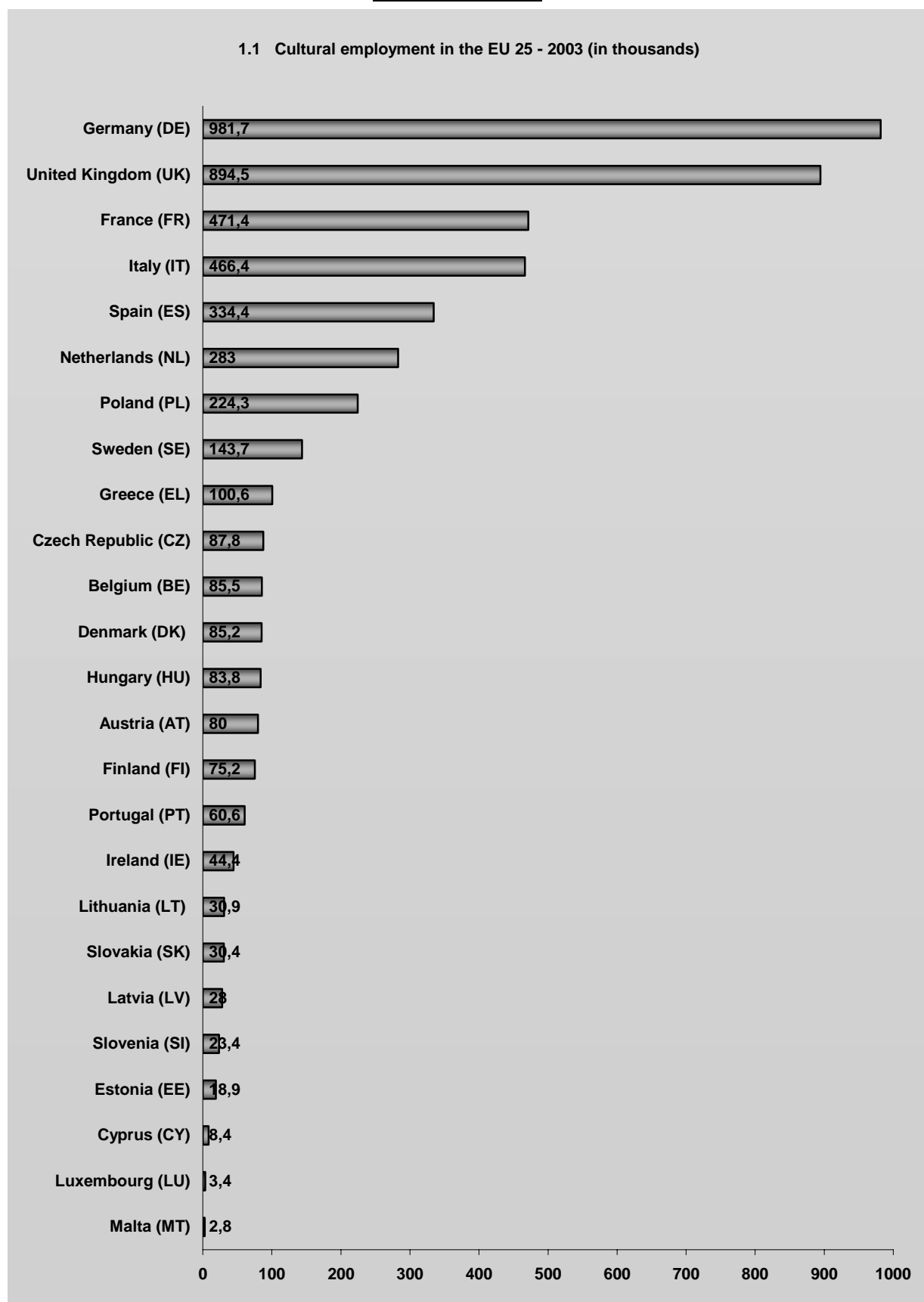
In comparison to total employment, the rate of workers with side-job is particularly high in Denmark (18% to 10,5%), Latvia (19,3% to 7,2%) and Lithuania (16,9% to 6,9%).

Table 8: Employment in the cultural sector in the EU 25+ by side-job - 2002
(in %)

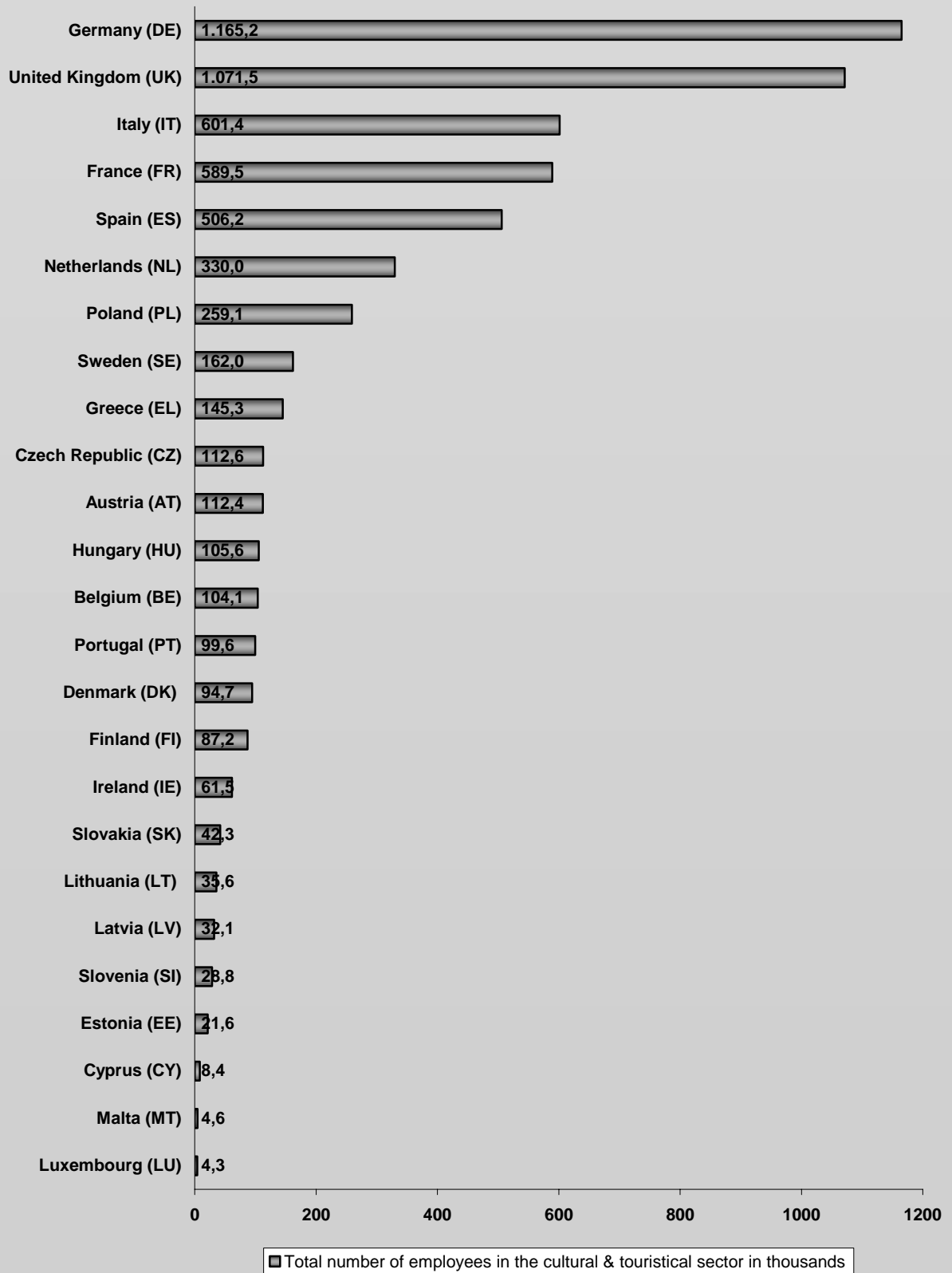
Country	Cultural employment		Total employment	
	without side-job	with side-job	without side-job	with side-job
Austria (AT)	92,3	7,7	96,4	3,6
Belgium (BE)	96,6	3,4	96,6	3,4
Bulgaria (BU)	99	1	99	1
Cyprus (CY)	95,1	4,9	95,3	4,7
Czech Republic (CZ)	94,4	5,6	97,6	2,4
Denmark (DK)	82	18	89,5	10,5
Estonia (EE)	97	3	95,8	4,2
Finland (FI)	93,6	6,4	96,2	3,8
France (FR)	92,1	7,9	96,7	3,3
Germany (DE)	96,1	3,9	97,8	2,2
Greece (EL)	96,6	3,4	97,3	2,7
Hungary (HU)	96,2	3,8	98,3	1,7
Iceland (IS)	71	29	84	17
Ireland (IE)	97,3	2,7	98,3	1,7
Italy (IT)	97,3	2,7	98,8	1,2
Latvia (LV)	80,7	19,3	92,8	7,2
Lithuania (LT)	83,1	16,9	93,1	6,9
Luxembourg (LU)	97,3	2,7	98,9	1,1
Malta (MT)	88,9	11,1	95,4	4,6
Netherlands (NL)	86,5	13,5	94,3	5,7
Norway (NO)	87	13	92	8
Poland (PL)	91,7	8,3	91,3	8,7
Portugal (PT)	88,7	11,3	93,5	6,5
Slovakia (SK)	95,2	4,8	99,2	0,8
Slovenia (SI)	98,3	1,7	97,8	2,2
Spain (ES)	97	3	98,3	1,7
Sweden (SE)	87,6	12,4	90,7	9,3
United Kingdom (UK)	93,9	6,1	95,8	4,2
EU 25	93,8	6,2	96,4	3,6

2003

1. Employment in the cultural sector in the EU 25 – 2003
(in thousands)



1.2 Cultural & Touristical employment in the EU 25 - 2003 (in thousands)



1. Employment in the cultural sector in the EU 25

About 3 % of the employees in the European Union work in the cultural sector

In 2003, the workforce of the cultural sector comprises 5.780 Mio people, which are 3 % of the active employed population (see table 1).

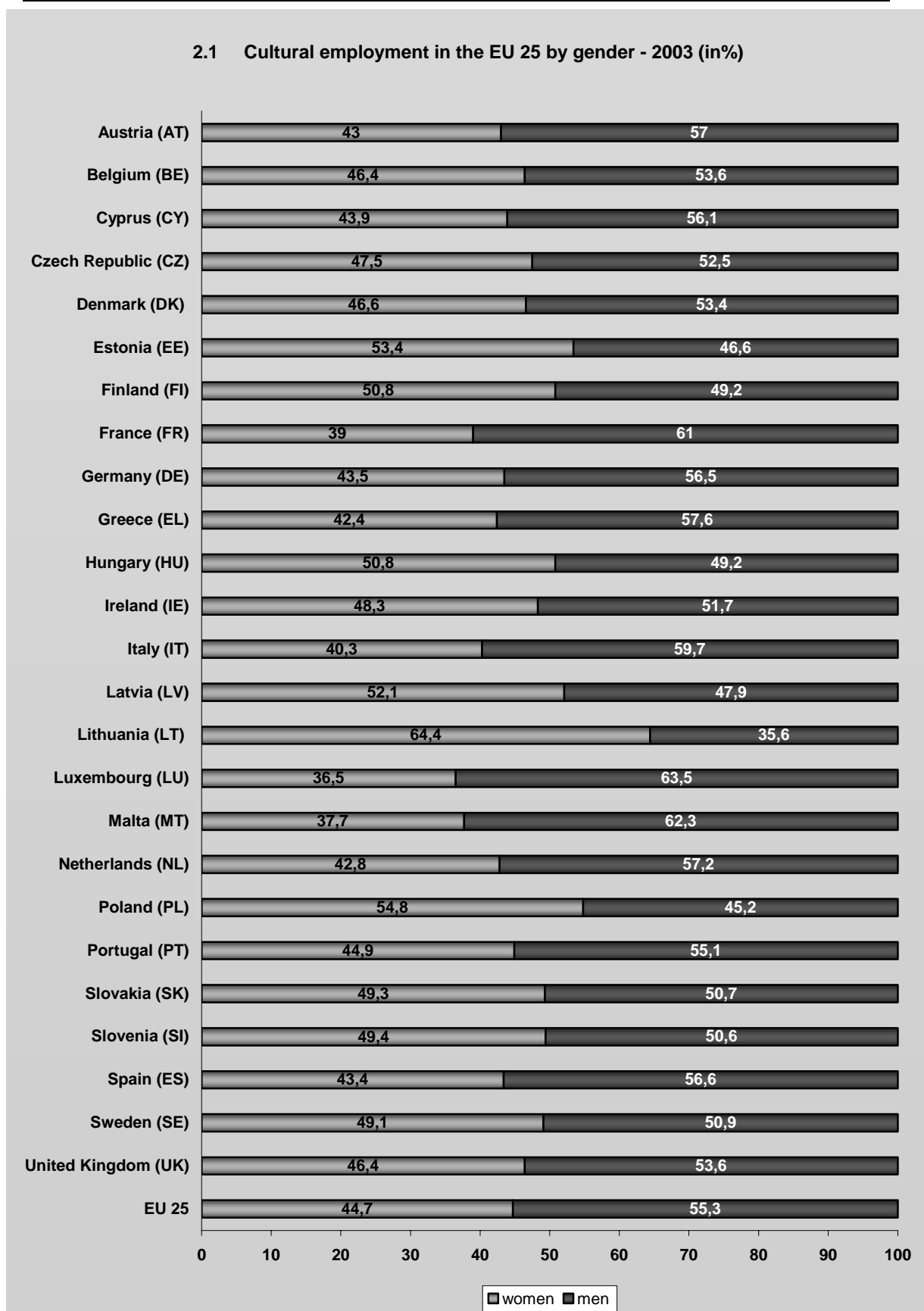
Employment in the cultural sector means the employees having a cultural profession (artists, architects, librarians, ...) as well as those who work in an economic entity containing cultural activities (e.g. audio-visual, performing arts, publishing, tourism/tour-operators, ...).

The stake of the employment in the cultural sector in the total employment varies from 1,9 % in Portugal and Slovakia, 3,2% in Latvia, and 2,4 % in the Czech Republic to 4,1 % in the Netherlands, 3,1 % in Sweden and 3,4 in Greece and Ireland. Nearly three quarters of the jobs in the cultural sector are to be found in the five most populated European countries (Germany, United Kingdom, France, Italy and Spain). The figures of total employment show the same situation.

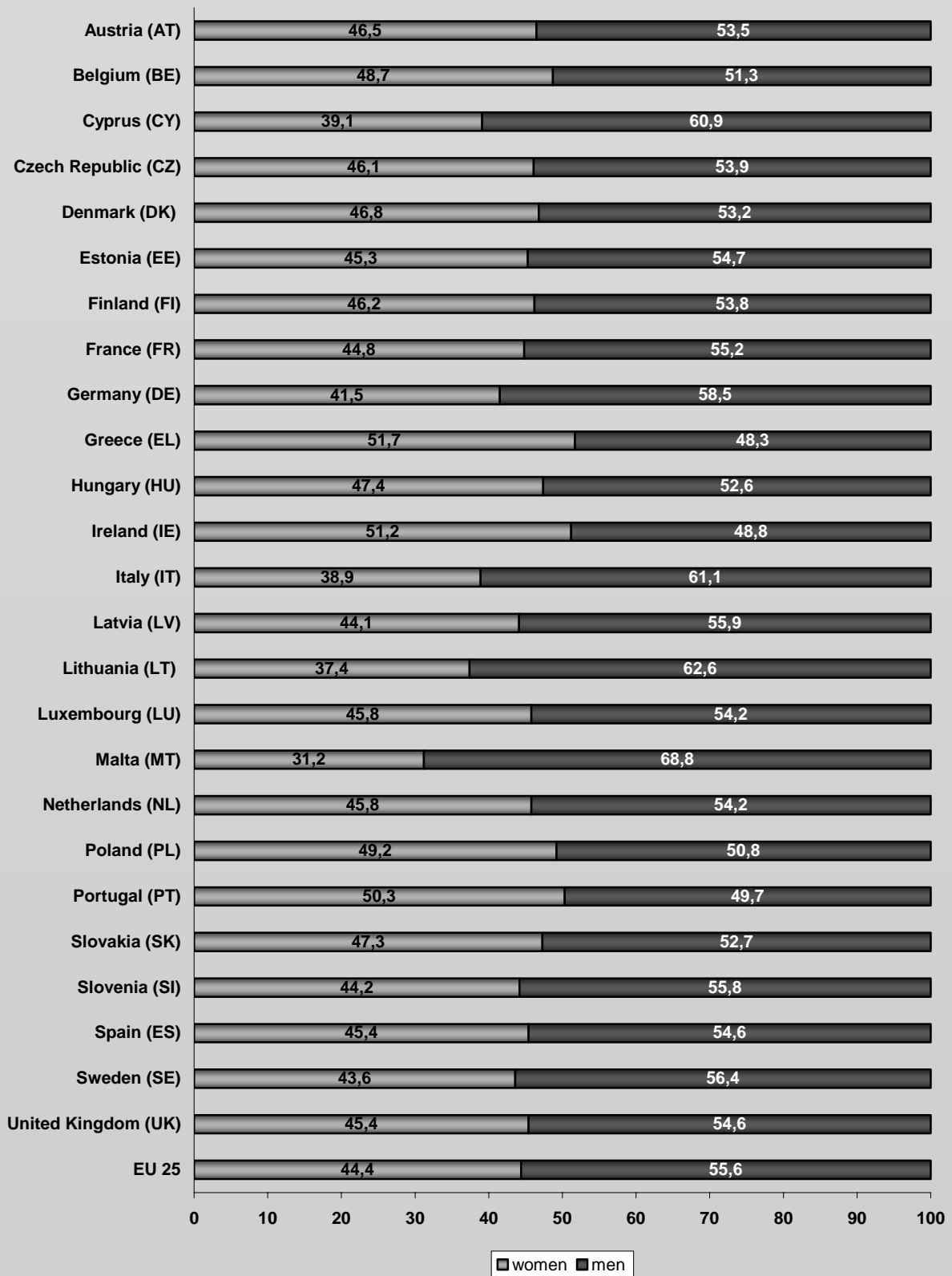
Table 1: Employment in the cultural sector in the EU 25 – 2003
(in thousands)

Country	Employment in the cultural sector in thousands	Total number of employees in the cultural & touristical sector in thousands	cultural employment in % of total employment
Austria (AT)	80,0	112,4	3,0%
Belgium (BE)	85,5	104,1	2,6%
Cyprus (CY)	8,4	8,4	2,6%
Czech Republic (CZ)	87,8	112,6	2,4%
Denmark (DK)	85,2	94,7	3,5%
Estonia (EE)	18,9	21,6	3,7%
Finland (FI)	75,2	87,2	3,6%
France (FR)	471,4	589,5	2,4%
Germany (DE)	981,7	1.165,2	3,2%
Greece (EL)	100,6	145,3	3,4%
Hungary (HU)	83,8	105,6	6,9%
Ireland (IE)	44,4	61,5	3,4%
Italy (IT)	466,4	601,4	2,7%
Latvia (LV)	28,0	32,1	3,2%
Lithuania (LT)	30,9	35,6	2,4%
Luxembourg (LU)	3,4	4,3	2,3%
Malta (MT)	2,8	4,6	3,1%
Netherlands (NL)	283,0	330,0	4,1%
Poland (PL)	224,3	259,1	1,9%
Portugal (PT)	60,6	99,6	1,9%
Slovakia (SK)	30,4	42,3	1,9%
Slovenia (SI)	23,4	28,8	3,2%
Spain (ES)	334,4	506,2	2,9%
Sweden (SE)	143,7	162,0	3,7%
United Kingdom (UK)	894,5	1.071,5	3,9%
EU 25	4.648,7	5.780,8	3,0%

2. Employment in the cultural sector in the EU 25 by gender – 2003 (in %)



2.2 Total employment in the EU 25 by gender - 2003 (in %)



2. Employment in the cultural sector in the EU 25 by gender

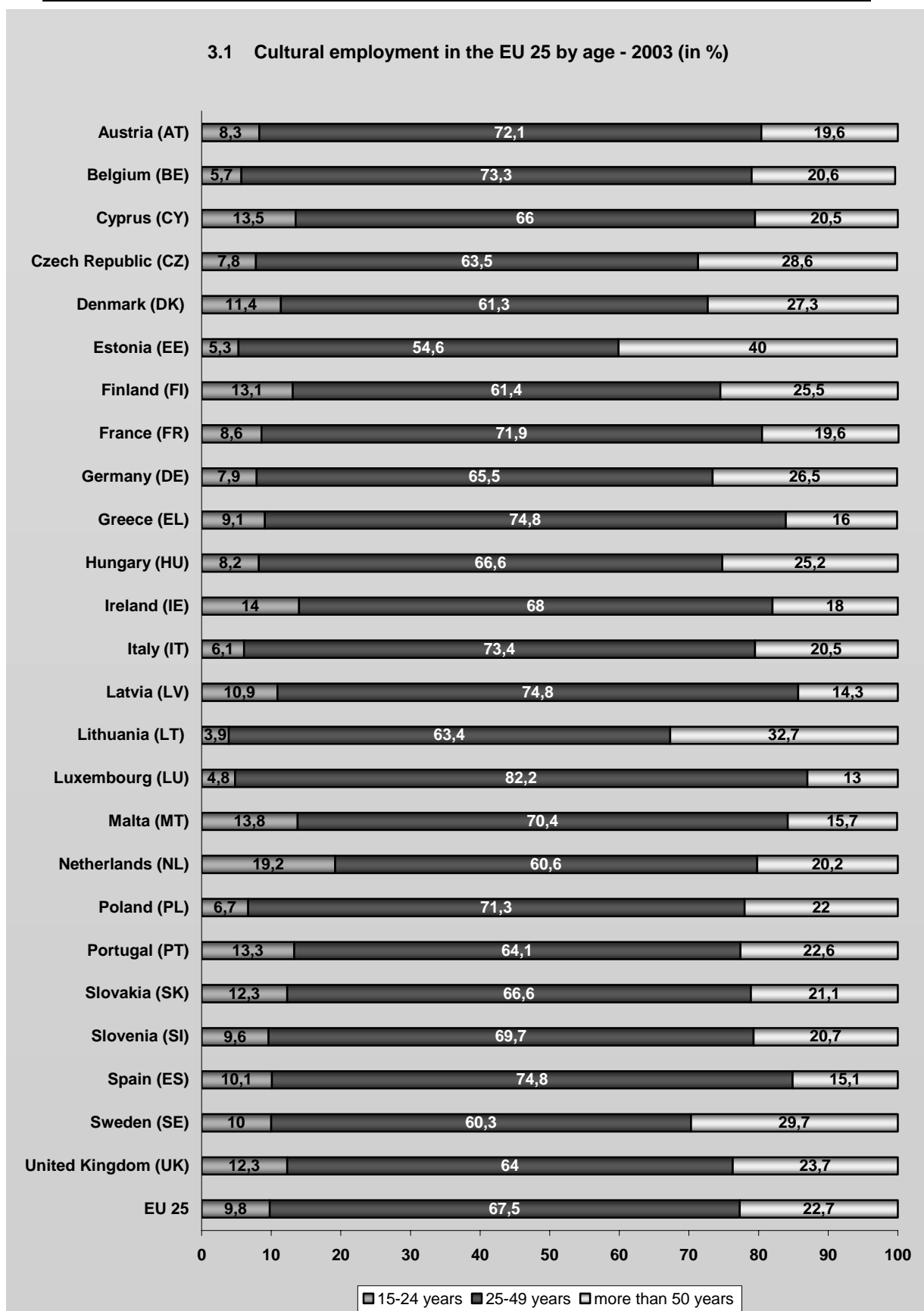
The distribution by gender of the employees having an employment in the cultural sector differs little from the totality of the active employed population. In 2003, 44,7 % of the cultural jobs of the European Union are occupied by women against 44,4 % in the total employment (see table 2).

The analysis country per country reveals instead certain particularities. In Lithuania, the quota of women (64,4 %) is higher than in all other countries. The United Kingdom showing (46,4 %) and Germany (43,5 %). On the other hand, in France (39 %), Italy (40,3%) and Greece (42,4 %) it is lower.

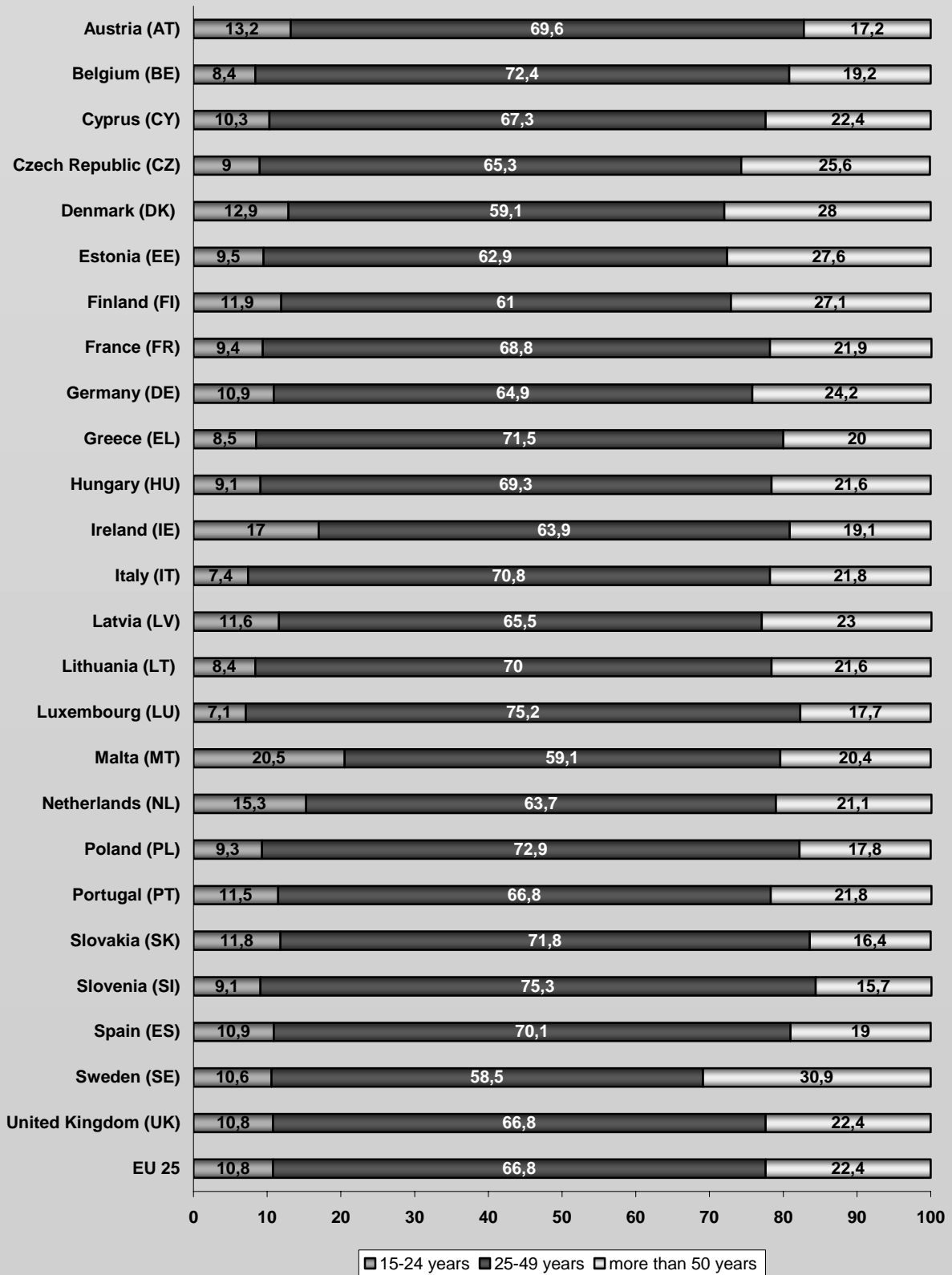
Table 2: Employment in the cultural sector in the EU 25 by gender – 2003
(in %)

Country	Cultural employment		Total employment	
	women	men	women	men
Austria (AT)	43	57	46,5	53,5
Belgium (BE)	46,4	53,6	48,7	51,3
Cyprus (CY)	43,9	56,1	39,1	60,9
Czech Republic (CZ)	47,5	52,5	46,1	53,9
Denmark (DK)	46,6	53,4	46,8	53,2
Estonia (EE)	53,4	46,6	45,3	54,7
Finland (FI)	50,8	49,2	46,2	53,8
France (FR)	39	61	44,8	55,2
Germany (DE)	43,5	56,5	41,5	58,5
Greece (EL)	42,4	57,6	51,7	48,3
Hungary (HU)	50,8	49,2	47,4	52,6
Ireland (IE)	48,3	51,7	51,2	48,8
Italy (IT)	40,3	59,7	38,9	61,1
Latvia (LV)	52,1	47,9	44,1	55,9
Lithuania (LT)	64,4	35,6	37,4	62,6
Luxembourg (LU)	36,5	63,5	45,8	54,2
Malta (MT)	37,7	62,3	31,2	68,8
Netherlands (NL)	42,8	57,2	45,8	54,2
Poland (PL)	54,8	45,2	49,2	50,8
Portugal (PT)	44,9	55,1	50,3	49,7
Slovakia (SK)	49,3	50,7	47,3	52,7
Slovenia (SI)	49,4	50,6	44,2	55,8
Spain (ES)	43,4	56,6	45,4	54,6
Sweden (SE)	49,1	50,9	43,6	56,4
United Kingdom (UK)	46,4	53,6	45,4	54,6
EU 25	44,7	55,3	44,4	55,6

3. Employment in the cultural sector in the EU 25 by age – 2003 (in %)



3.2 Total employment in the EU 25 by age - 2003 (in %)



3. Employment in the cultural sector in the EU 25 by age

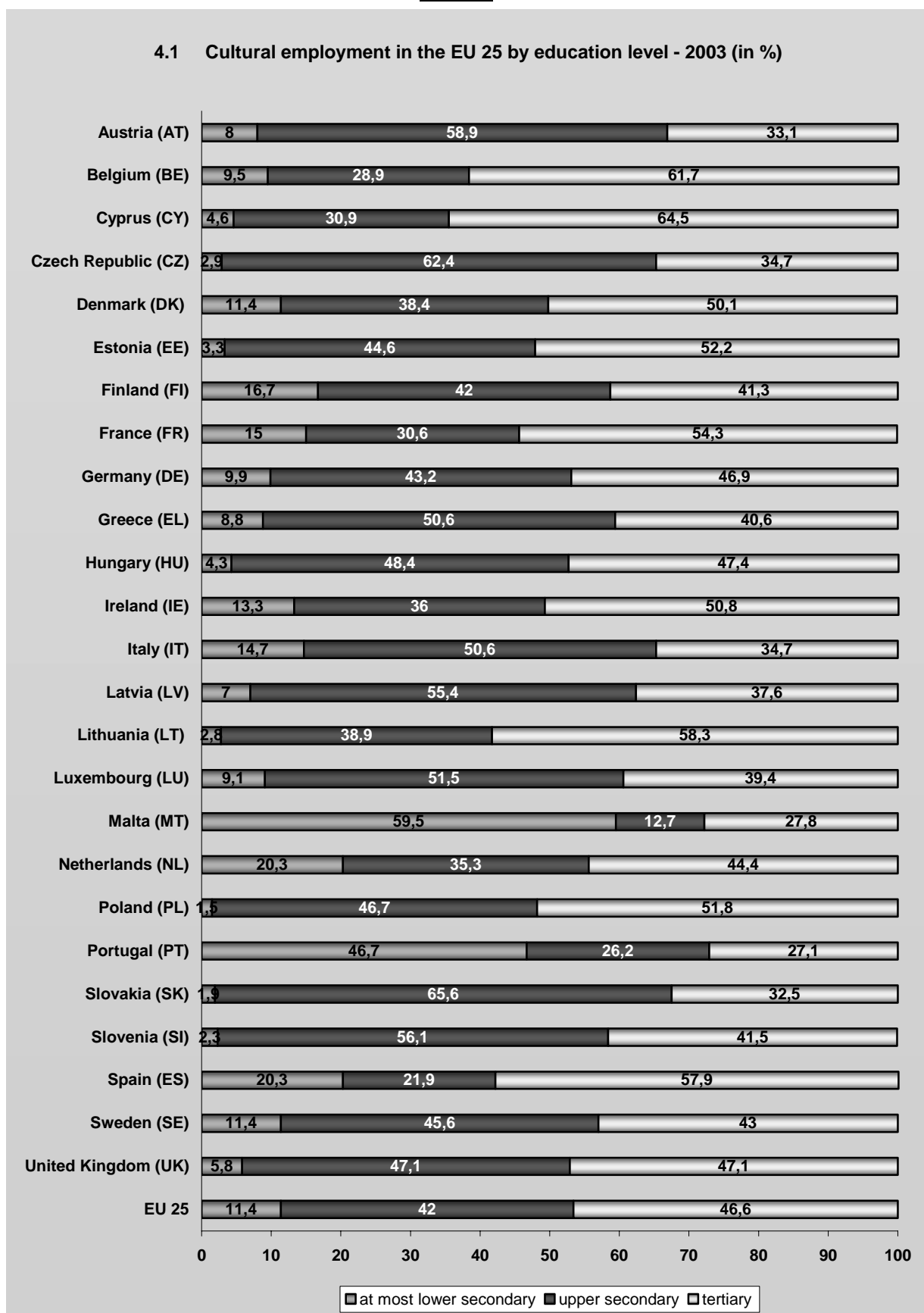
Regarding the repartition by age, 9,8 % of the employees in the cultural sector are 15–24 years old, compared to 10,8 % of that age group in total employment. In the cultural sector 22,7 % are elder than 50 years, compared to 22,4 % in total employment.

With a glance at the several countries we have to state that the part of the 15-24 years old employed in the cultural sector is highest in the Netherlands (19,2%), Ireland (14%) and Malta (13,8%); whereas the part of the elder than 50 years age group is highest in Estonia (40%), Lithuania (32,7%) and Sweden (29,7%).

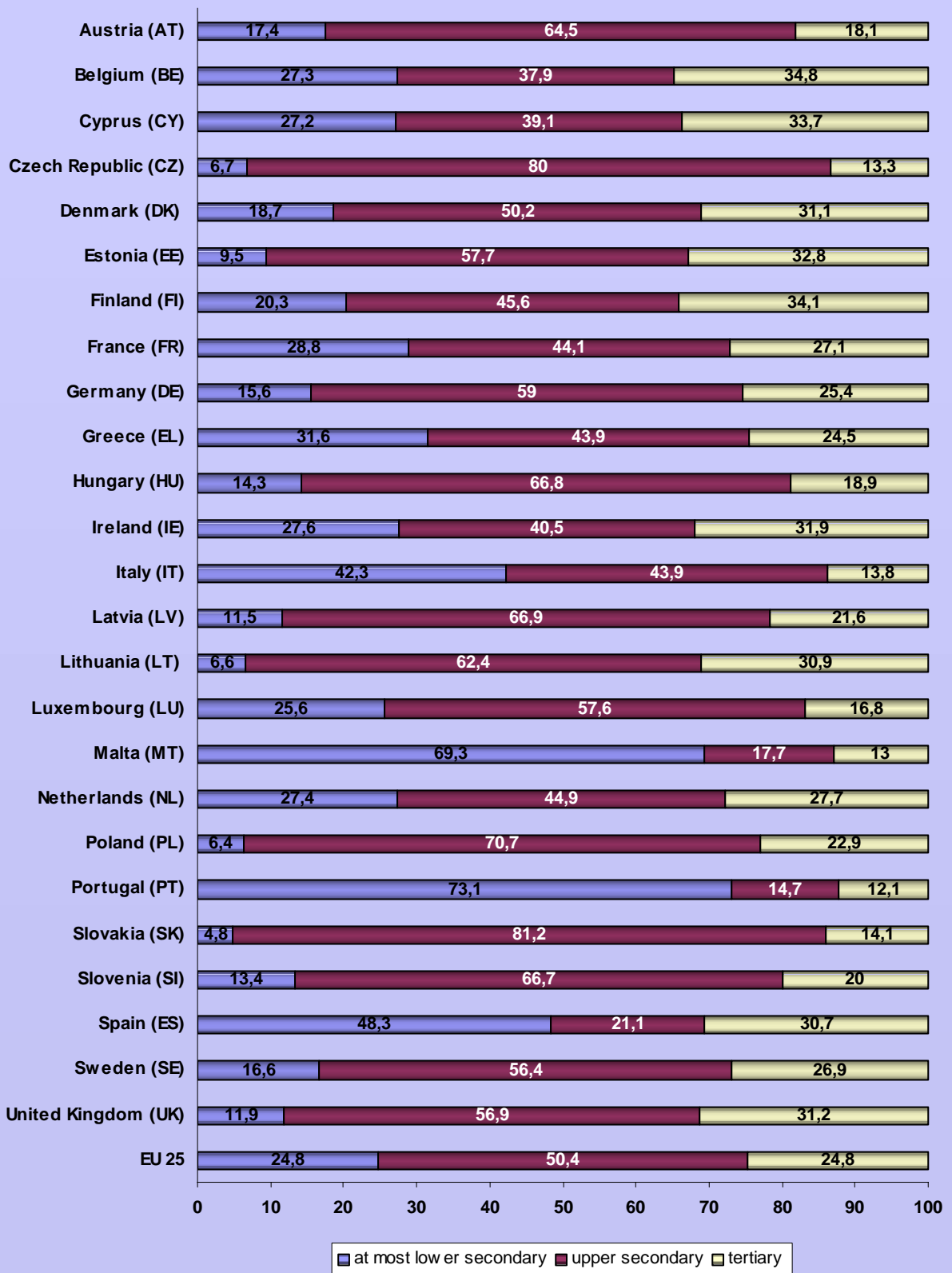
Table 3: Employment in the cultural sector in the EU 25 by age - 2003 (in %)

Country	Cultural employment			Total employment		
	15-24 years	25-49 years	more than 50 years	15-24 years	25-49 years	more than 50 years
Austria (AT)	8,3	72,1	19,6	13,2	69,6	17,2
Belgium (BE)	5,7	73,3	20,6	8,4	72,4	19,2
Cyprus (CY)	13,5	66	20,5	10,3	67,3	22,4
Czech Republic (CZ)	7,8	63,5	28,6	9	65,3	25,6
Denmark (DK)	11,4	61,3	27,3	12,9	59,1	28
Estonia (EE)	5,3	54,6	40	9,5	62,9	27,6
Finland (FI)	13,1	61,4	25,5	11,9	61	27,1
France (FR)	8,6	71,9	19,6	9,4	68,8	21,9
Germany (DE)	7,9	65,5	26,5	10,9	64,9	24,2
Greece (EL)	9,1	74,8	16	8,5	71,5	20
Hungary (HU)	8,2	66,6	25,2	9,1	69,3	21,6
Ireland (IE)	14	68	18	17	63,9	19,1
Italy (IT)	6,1	73,4	20,5	7,4	70,8	21,8
Latvia (LV)	10,9	74,8	14,3	11,6	65,5	23
Lithuania (LT)	3,9	63,4	32,7	8,4	70	21,6
Luxembourg (LU)	4,8	82,2	13	7,1	75,2	17,7
Malta (MT)	13,8	70,4	15,7	20,5	59,1	20,4
Netherlands (NL)	19,2	60,6	20,2	15,3	63,7	21,1
Poland (PL)	6,7	71,3	22	9,3	72,9	17,8
Portugal (PT)	13,3	64,1	22,6	11,5	66,8	21,8
Slovakia (SK)	12,3	66,6	21,1	11,8	71,8	16,4
Slovenia (SI)	9,6	69,7	20,7	9,1	75,3	15,7
Spain (ES)	10,1	74,8	15,1	10,9	70,1	19
Sweden (SE)	10	60,3	29,7	10,6	58,5	30,9
United Kingdom (UK)	12,3	64	23,7	10,8	66,8	22,4
EU 25	9,8	67,5	22,7	10,8	66,8	22,4

4. Employment in the cultural sector in the EU 25 by education level – 2003
(in %)



4.2 Total employment in the EU 25 by education level - 2003 (in %)



4. Employment in the cultural sector in the EU 25 by education level

High level of education in the cultural sector

One of the most distinctive characteristics of the people working in the cultural sector is their high level of education. More than 45 % have at least an university degree in comparison with 24 % of the total employment (see table 4).

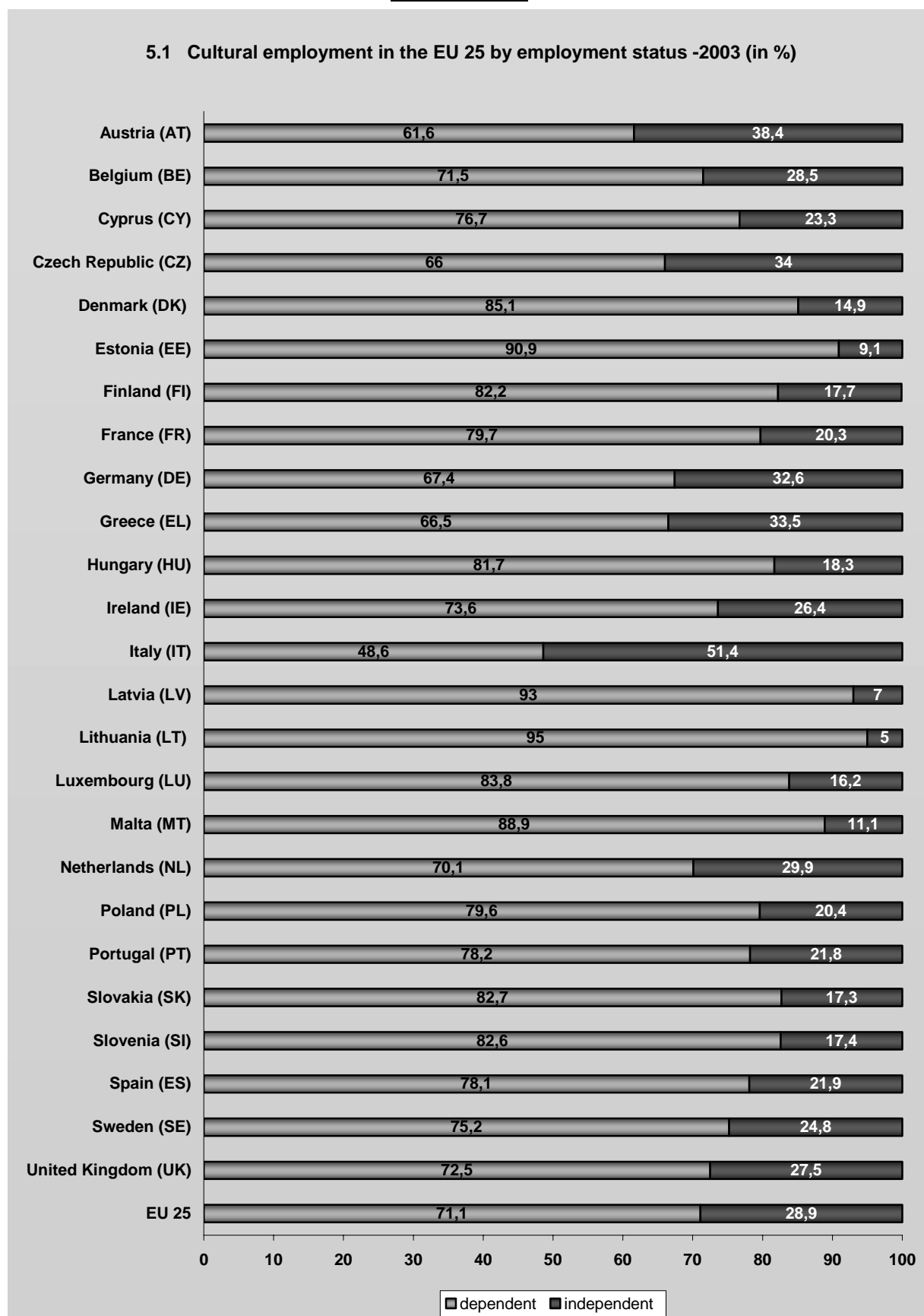
The part of university graduates is highest in Cyprus (64 %), Belgium (61 %), France, Spain, Poland, Denmark and Estonia (over 50 % each), and it is weakest in Portugal (27 %), Malta (27 %) and Italy (34 %).

The high education level in the cultural sector is characteristic for all EU countries. However, the difference between the education level in the cultural sector compared to other industries is particularly striking in the Czech Republic (34 % university degree in the cultural sector compared to 13 % in total employment), in Slovakia (32 % compared to 14 %), in Hungary (47 % compared to 18 %), in Portugal (27 % compared to 12 %) and in Slovenia (41 % compared to 20 %).

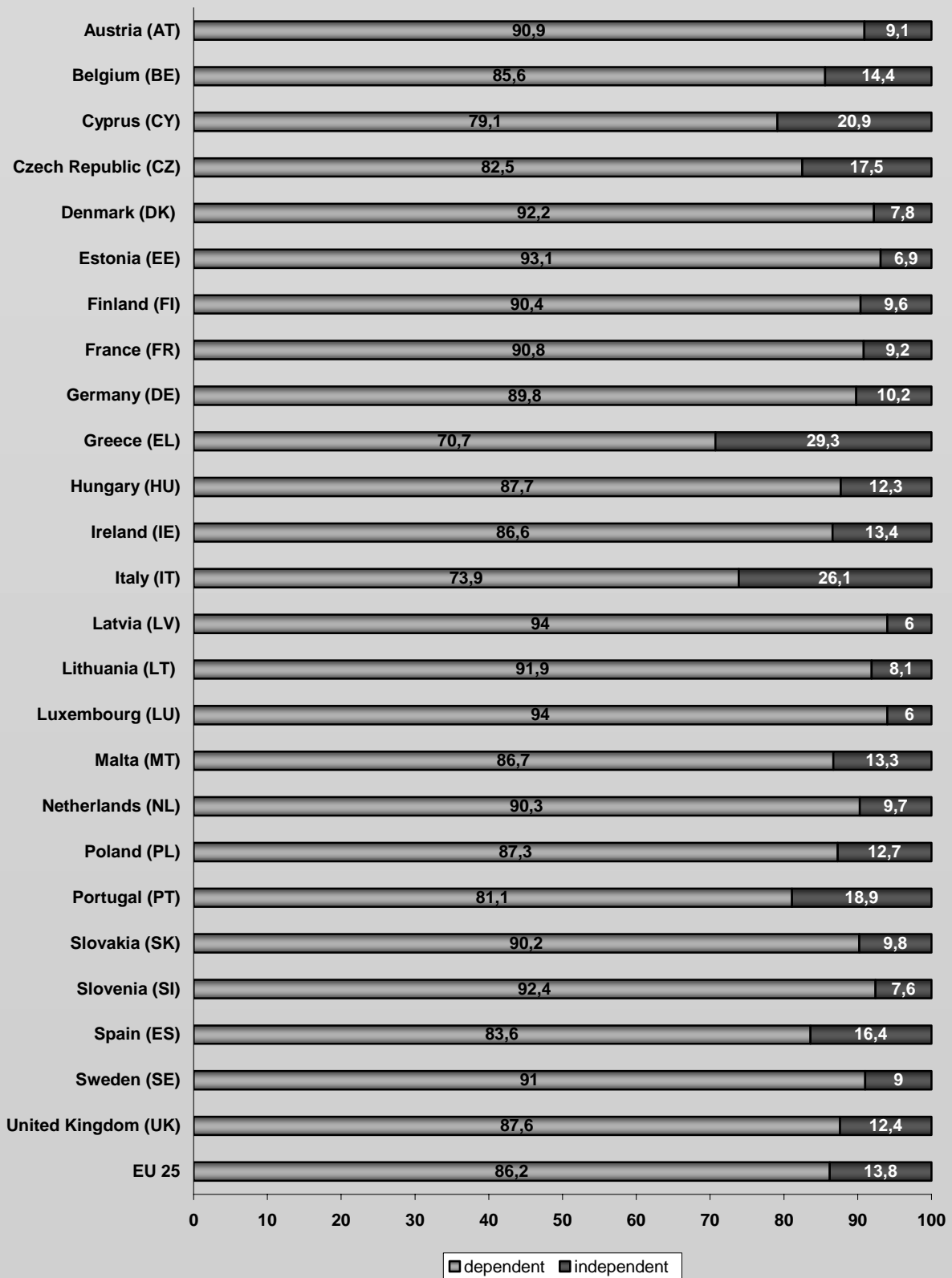
Table 4: Employment in the cultural sector in the EU 25 by education level – 2003 (in %)

Country	Cultural employment			Total employment		
	at most lower secondary	upper secondary	tertiary	at most lower secondary	upper secondary	tertiary
Austria (AT)	8	58,9	33,1	17,4	64,5	18,1
Belgium (BE)	9,5	28,9	61,7	27,3	37,9	34,8
Cyprus (CY)	4,6	30,9	64,5	27,2	39,1	33,7
Czech Republic (CZ)	2,9	62,4	34,7	6,7	80	13,3
Denmark (DK)	11,4	38,4	50,1	18,7	50,2	31,1
Estonia (EE)	3,3	44,6	52,2	9,5	57,7	32,8
Finland (FI)	16,7	42	41,3	20,3	45,6	34,1
France (FR)	15	30,6	54,3	28,8	44,1	27,1
Germany (DE)	9,9	43,2	46,9	15,6	59	25,4
Greece (EL)	8,8	50,6	40,6	31,6	43,9	24,5
Hungary (HU)	4,3	48,4	47,4	14,3	66,8	18,9
Ireland (IE)	13,3	36	50,8	27,6	40,5	31,9
Italy (IT)	14,7	50,6	34,7	42,3	43,9	13,8
Latvia (LV)	7	55,4	37,6	11,5	66,9	21,6
Lithuania (LT)	2,8	38,9	58,3	6,6	62,4	30,9
Luxembourg (LU)	9,1	51,5	39,4	25,6	57,6	16,8
Malta (MT)	59,5	12,7	27,8	69,3	17,7	13
Netherlands (NL)	20,3	35,3	44,4	27,4	44,9	27,7
Poland (PL)	1,5	46,7	51,8	6,4	70,7	22,9
Portugal (PT)	46,7	26,2	27,1	73,1	14,7	12,1
Slovakia (SK)	1,9	65,6	32,5	4,8	81,2	14,1
Slovenia (SI)	2,3	56,1	41,5	13,4	66,7	20
Spain (ES)	20,3	21,9	57,9	48,3	21,1	30,7
Sweden (SE)	11,4	45,6	43	16,6	56,4	26,9
United Kingdom (UK)	5,8	47,1	47,1	11,9	56,9	31,2
EU 25	11,4	42	46,6	24,8	50,4	24,8

5. Employment in the cultural sector in the EU 25 by employment status – 2003 (in %)



5.2 Total employment in the EU 25 by employment status - 2003 (in %)



5. Employment in the cultural sector in the EU 25 by employment status

A higher stake of independent workers

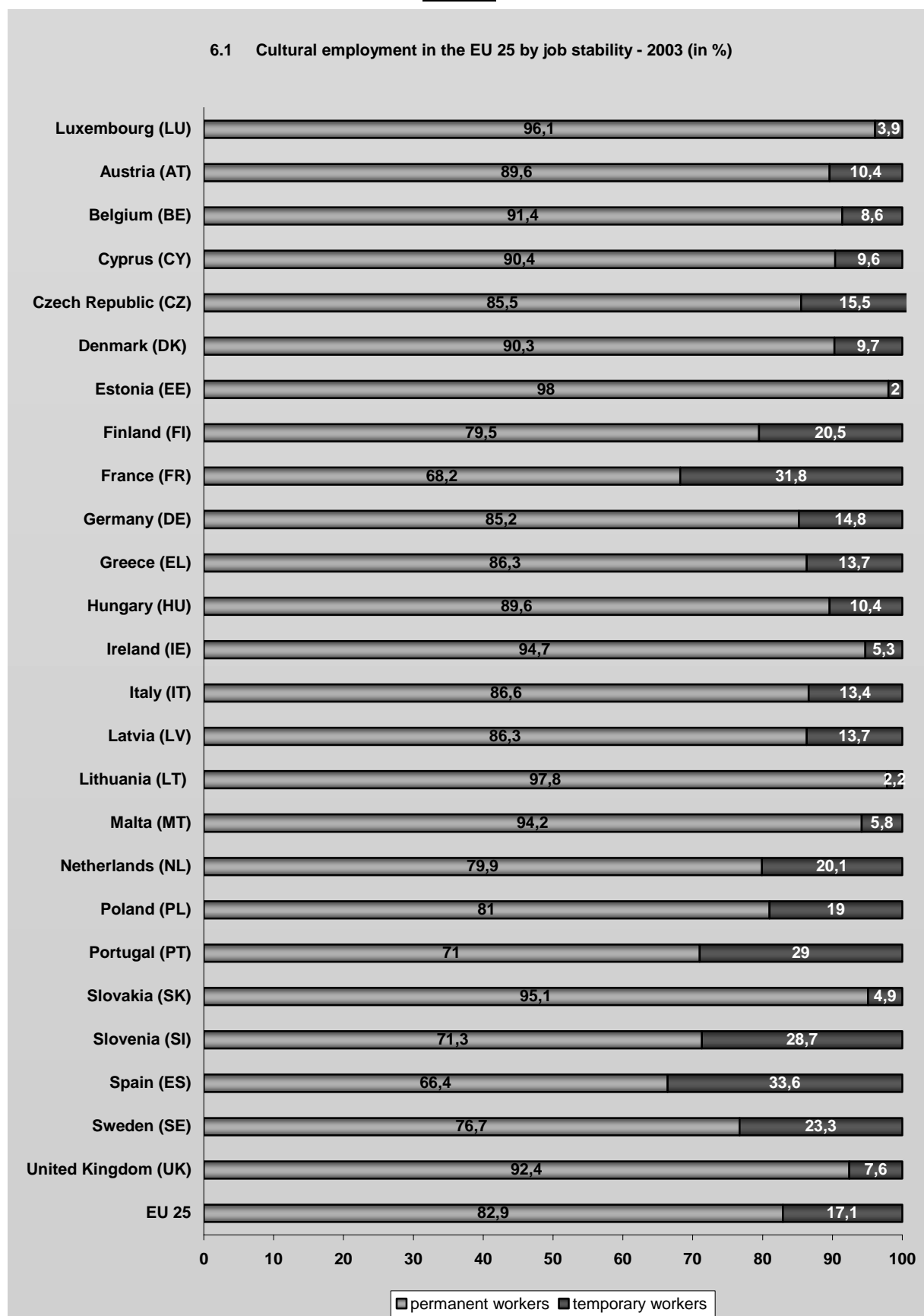
About 29% of the people working in the cultural sector are self-employed. This is more than twice as much as the EU average in total employment (13,8%).

The stake of independent workers is highest in Italy (51,4%), Austria (38,4%) and the Czech Republic (34%). It is weakest in the Baltic states Lithuania (5%), Latvia (7%) and Estonia (9,1%).

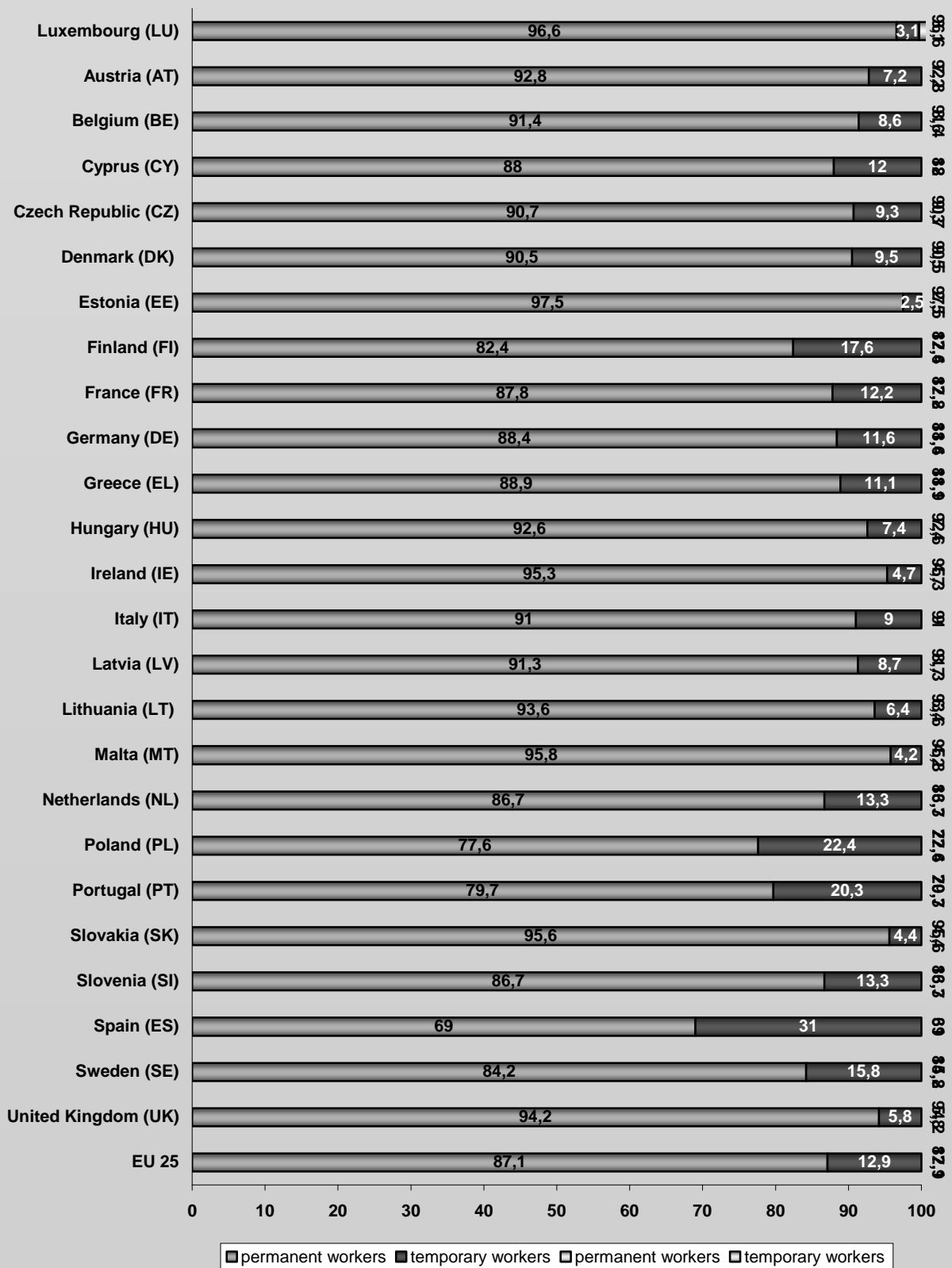
***Table 5: Employment in the cultural sector in the EU 25 by employment status
2003 (in %)***

Country	Cultural employment		Total employment	
	dependent	independent	dependent	independent
Austria (AT)	61,6	38,4	90,9	9,1
Belgium (BE)	71,5	28,5	85,6	14,4
Cyprus (CY)	76,7	23,3	79,1	20,9
Czech Republic (CZ)	66	34	82,5	17,5
Denmark (DK)	85,1	14,9	92,2	7,8
Estonia (EE)	90,9	9,1	93,1	6,9
Finland (FI)	82,2	17,7	90,4	9,6
France (FR)	79,7	20,3	90,8	9,2
Germany (DE)	67,4	32,6	89,8	10,2
Greece (EL)	66,5	33,5	70,7	29,3
Hungary (HU)	81,7	18,3	87,7	12,3
Ireland (IE)	73,6	26,4	86,6	13,4
Italy (IT)	48,6	51,4	73,9	26,1
Latvia (LV)	93	7	94	6
Lithuania (LT)	95	5	91,9	8,1
Luxembourg (LU)	83,8	16,2	94	6
Malta (MT)	88,9	11,1	86,7	13,3
Netherlands (NL)	70,1	29,9	90,3	9,7
Poland (PL)	79,6	20,4	87,3	12,7
Portugal (PT)	78,2	21,8	81,1	18,9
Slovakia (SK)	82,7	17,3	90,2	9,8
Slovenia (SI)	82,6	17,4	92,4	7,6
Spain (ES)	78,1	21,9	83,6	16,4
Sweden (SE)	75,2	24,8	91	9
United Kingdom (UK)	72,5	27,5	87,6	12,4
EU 25	71,1	28,9	86,2	13,8

6. Employment in the cultural sector in the EU 25 by job stability - 2003
(in %)



6.2 Total employment in the EU 25 by job stability - 2003 (in %)



6. Employment in the cultural sector in the EU 25 by job stability

Numerous temporary workers

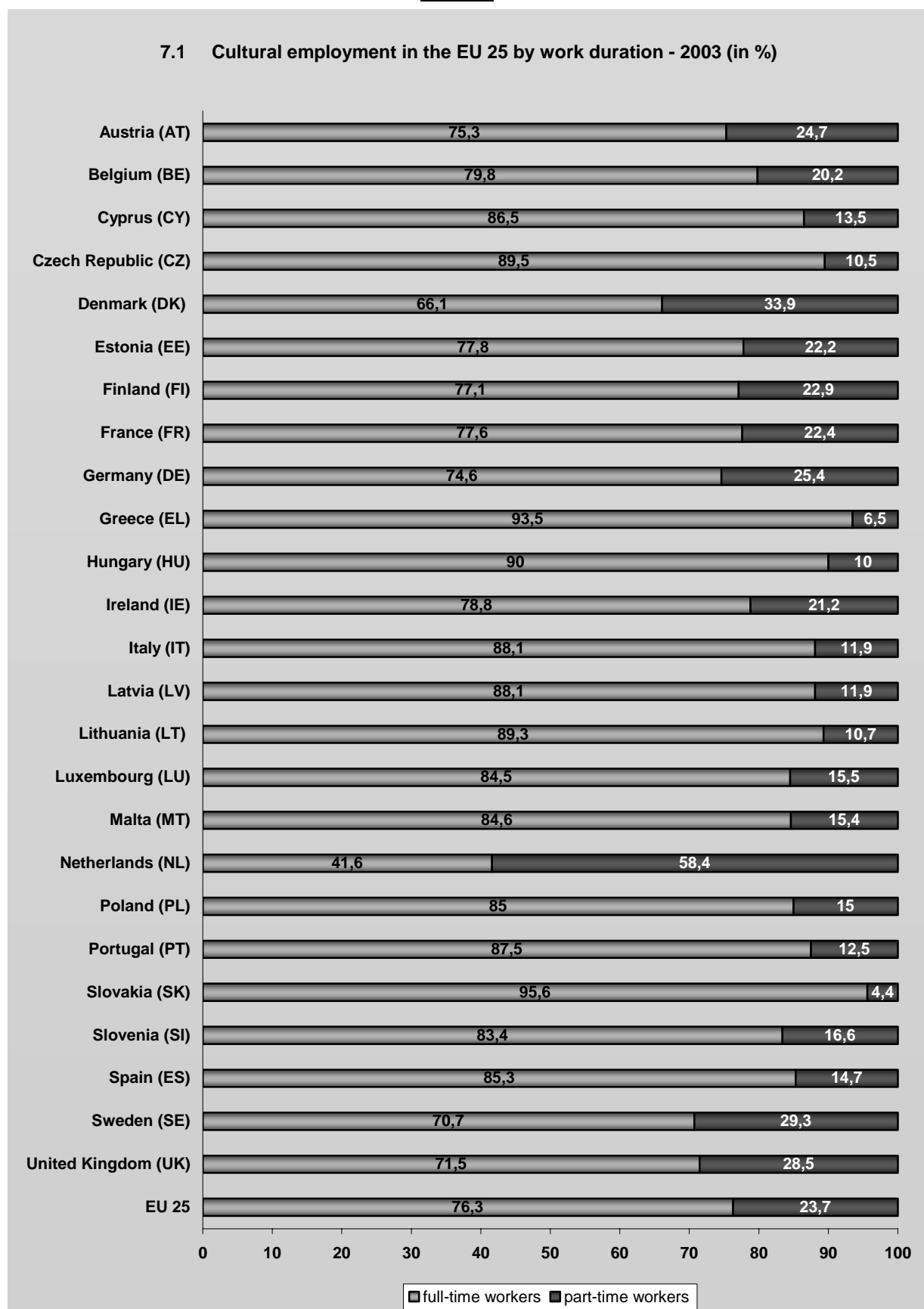
Temporary work contracts are one of the less laudable characteristics of the cultural sector workforce: 17,1% of the employees in the cultural sector are temporary workers in relation to 12,9% of all employees.

The highest rates of temporary workers can be found in Spain (33,6%), France (31,8%) and Portugal (29%). The lowest rates of temporary workers are seen in Estonia (2%), Lithuania (2,2%) and Luxembourg (3,9%).

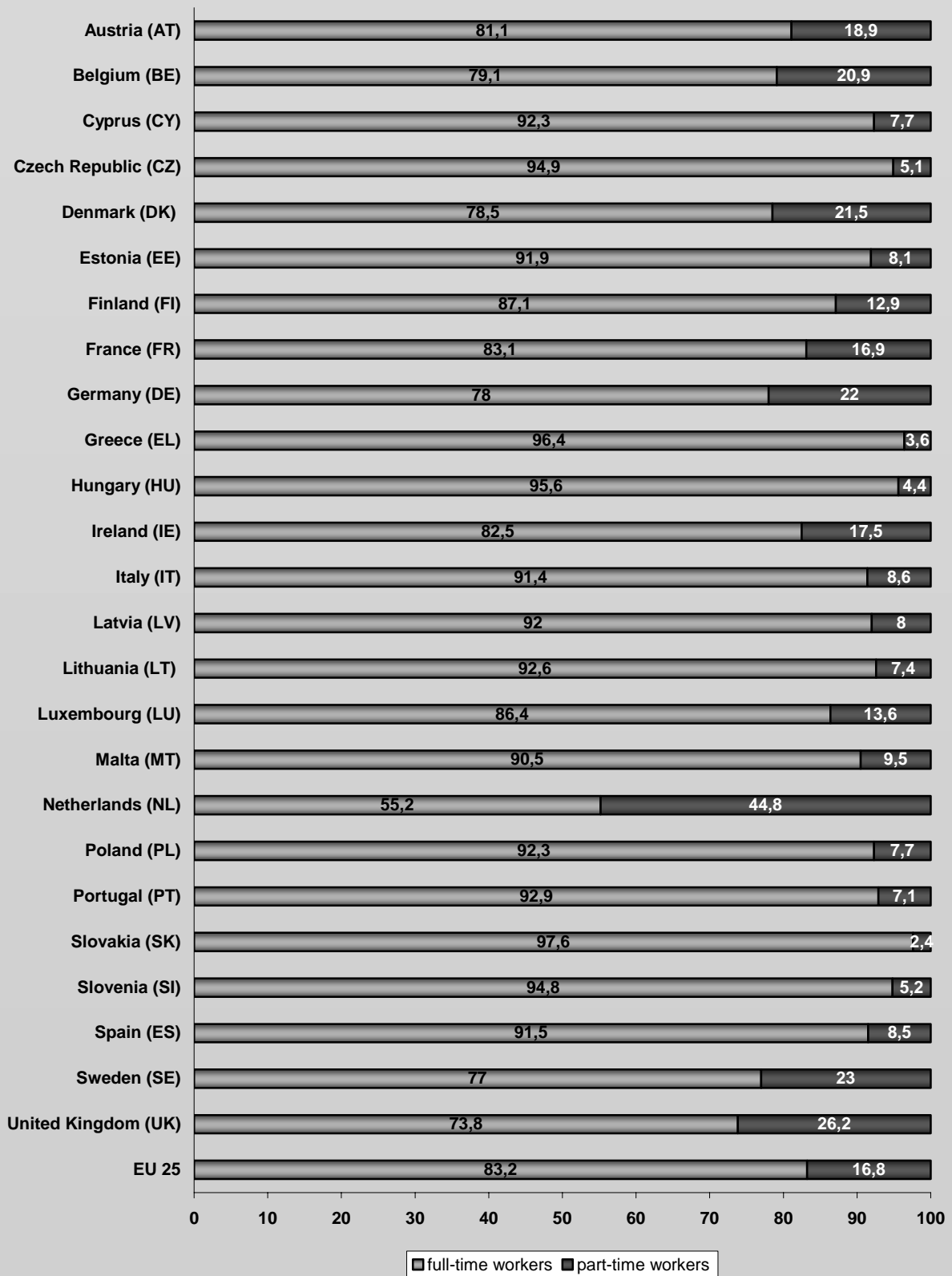
Table 6: Employment in the cultural sector in the EU 25 by job stability - 2003 (in %)

Country	Cultural employment		Total employment	
	permanent workers	temporary workers	permanent workers	temporary workers
Austria (AT)	89,6	10,4	92,8	7,2
Belgium (BE)	91,4	8,6	91,4	8,6
Cyprus (CY)	90,4	9,6	88	12
Czech Republic (CZ)	85,5	15,5	90,7	9,3
Denmark (DK)	90,3	9,7	90,5	9,5
Estonia (EE)	98	2	97,5	2,5
Finland (FI)	79,5	20,5	82,4	17,6
France (FR)	68,2	31,8	87,8	12,2
Germany (DE)	85,2	14,8	88,4	11,6
Greece (EL)	86,3	13,7	88,9	11,1
Hungary (HU)	89,6	10,4	92,6	7,4
Ireland (IE)	94,7	5,3	95,3	4,7
Italy (IT)	86,6	13,4	91	9
Latvia (LV)	86,3	13,7	91,3	8,7
Lithuania (LT)	97,8	2,2	93,6	6,4
Luxembourg (LU)	96,1	3,9	96,6	3,1
Malta (MT)	94,2	5,8	95,8	4,2
Netherlands (NL)	79,9	20,1	86,7	13,3
Poland (PL)	81	19	77,6	22,4
Portugal (PT)	71	29	79,7	20,3
Slovakia (SK)	95,1	4,9	95,6	4,4
Slovenia (SI)	71,3	28,7	86,7	13,3
Spain (ES)	66,4	33,6	69	31
Sweden (SE)	76,7	23,3	84,2	15,8
United Kingdom (UK)	92,4	7,6	94,2	5,8
EU 25	82,9	17,1	87,1	12,9

7. Employment in the cultural sector in the EU 25 by work duration - 2003
(in %)



7.2 Total employment in the EU 25 by work duration - 2003 (in %)



7. Employment in the cultural sector in the EU 25 by work duration

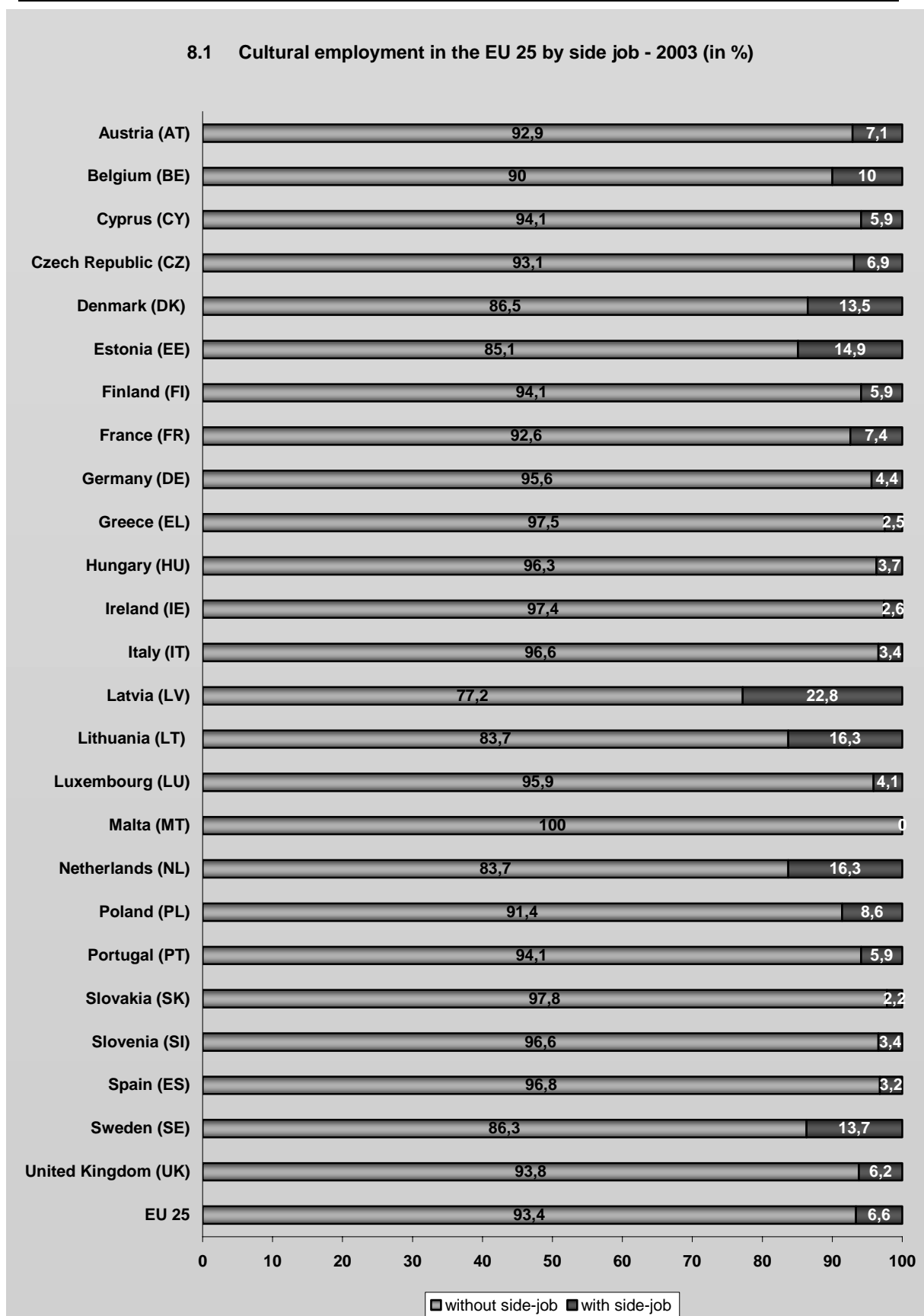
Within the cultural employment in the EU, the Netherlands have the highest rate of part time workers (58,4%), followed with some distance by Denmark (33,9%), Sweden (29,3%) and the United Kingdom (28,5%). The last in the row are Slovakia (4,4%), Greece (6,5%) and Hungary (10%).

For all countries, the share of part time working possibilities is higher in the cultural sector than in total employment. This is particularly remarkable in Estonia (22,2% to 8,1%), Slovenia (116,6% to 5,2%) and Denmark (33,9% to 21,5%).

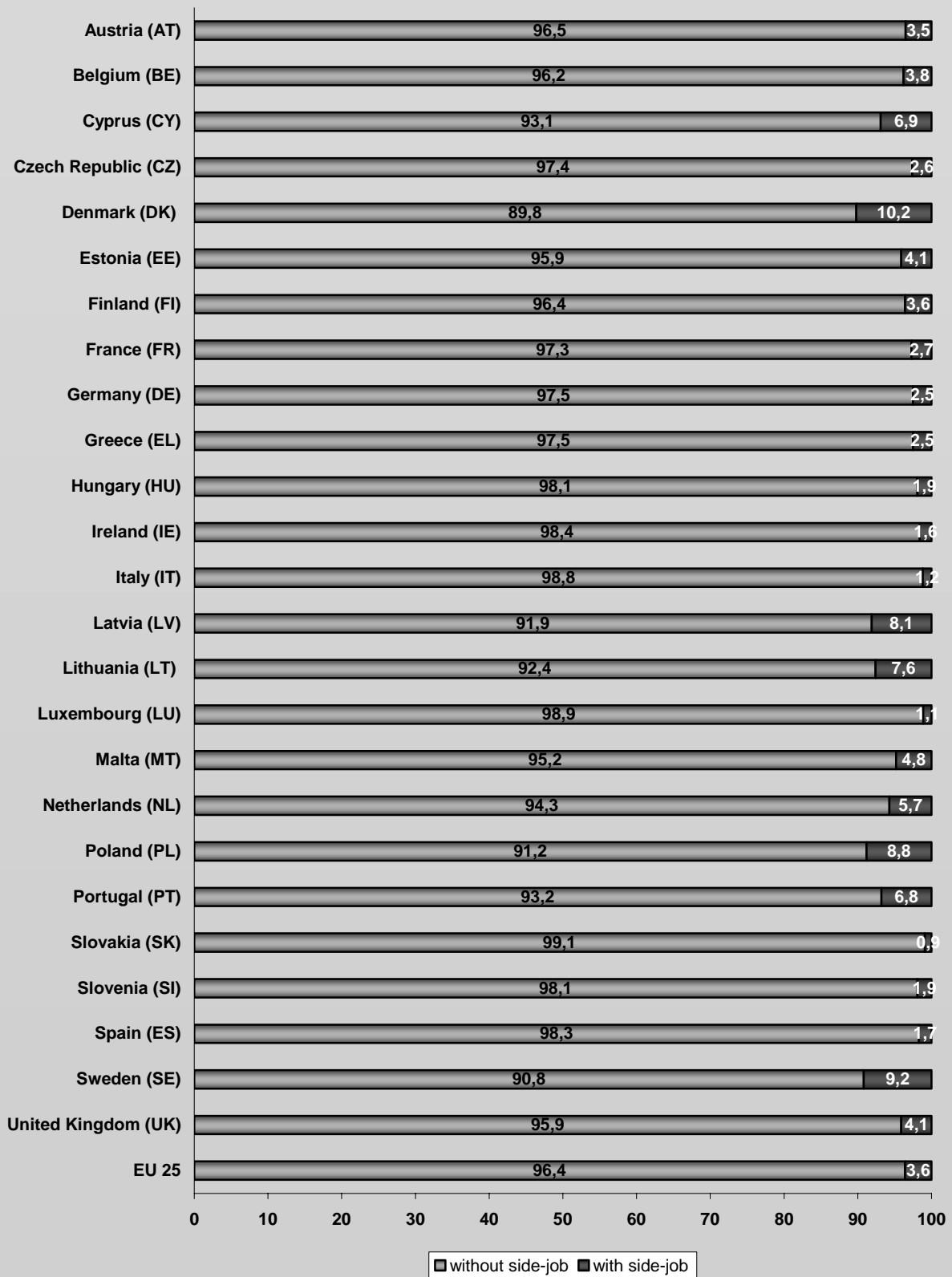
Table 7: Employment in the cultural sector in the EU 25 by work duration - 2003 (in %)

Country	Cultural employment		Total employment	
	full-time workers	part-time workers	full-time workers	part-time workers
Austria (AT)	75,3	24,7	81,1	18,9
Belgium (BE)	79,8	20,2	79,1	20,9
Cyprus (CY)	86,5	13,5	92,3	7,7
Czech Republic (CZ)	89,5	10,5	94,9	5,1
Denmark (DK)	66,1	33,9	78,5	21,5
Estonia (EE)	77,8	22,2	91,9	8,1
Finland (FI)	77,1	22,9	87,1	12,9
France (FR)	77,6	22,4	83,1	16,9
Germany (DE)	74,6	25,4	78	22
Greece (EL)	93,5	6,5	96,4	3,6
Hungary (HU)	90	10	95,6	4,4
Ireland (IE)	78,8	21,2	82,5	17,5
Italy (IT)	88,1	11,9	91,4	8,6
Latvia (LV)	88,1	11,9	92	8
Lithuania (LT)	89,3	10,7	92,6	7,4
Luxembourg (LU)	84,5	15,5	86,4	13,6
Malta (MT)	84,6	15,4	90,5	9,5
Netherlands (NL)	41,6	58,4	55,2	44,8
Poland (PL)	85	15	92,3	7,7
Portugal (PT)	87,5	12,5	92,9	7,1
Slovakia (SK)	95,6	4,4	97,6	2,4
Slovenia (SI)	83,4	16,6	94,8	5,2
Spain (ES)	85,3	14,7	91,5	8,5
Sweden (SE)	70,7	29,3	77	23
United Kingdom (UK)	71,5	28,5	73,8	26,2
EU 25	76,3	23,7	83,2	16,8

8. *Employment in the cultural sector in the EU 25 by side job – 2003 (in %)*



8.2 Total employment in the EU 25 by side job - 2003 (in %)



8. Employment in the cultural sector in the EU 25 by side job

In the cultural sector, the amount of workers having more than one job is characteristic and not disrespected, because it gives a lot of artists the possibility of freedom and creativity.

Besides the Netherlands and Lithuania (16,3% each) the relation of workers with side-jobs is remarkably high in the Baltic states Latvia (22,8%) and Estonia (14,7%). This rate is the lowest with (2,2%) in Slovakia, (2,6%) in Ireland and (2,5%) in Greece.

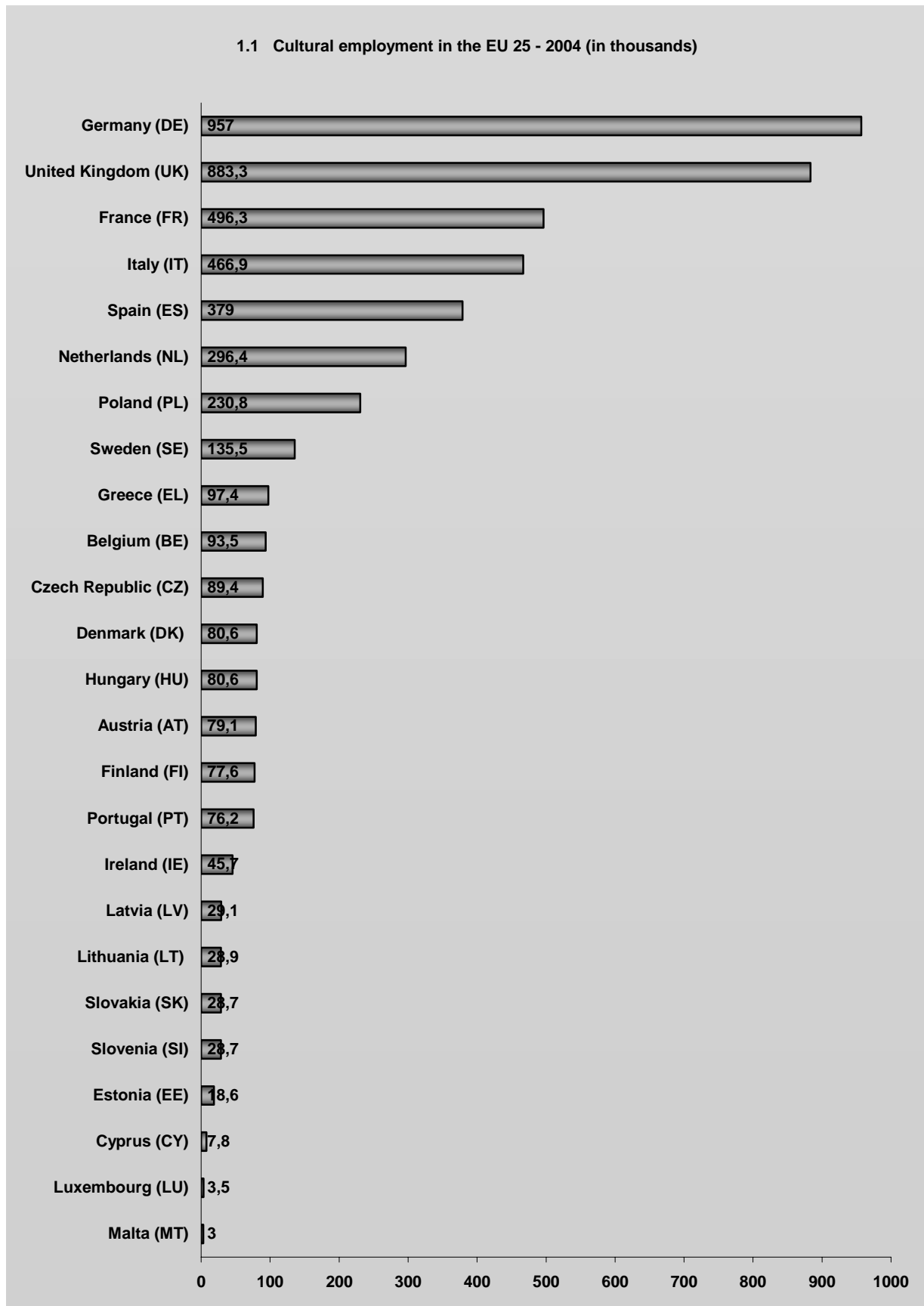
In comparison to total employment, the rate of workers with side-job is particularly high in Latvia (22,8% to 8,1%), the Netherlands (16,3% to 5,7%) and Estonia (14,1% to 4,1%).

Table 8: Employment in the cultural sector in the EU 25 by side job – 2003
(in %)

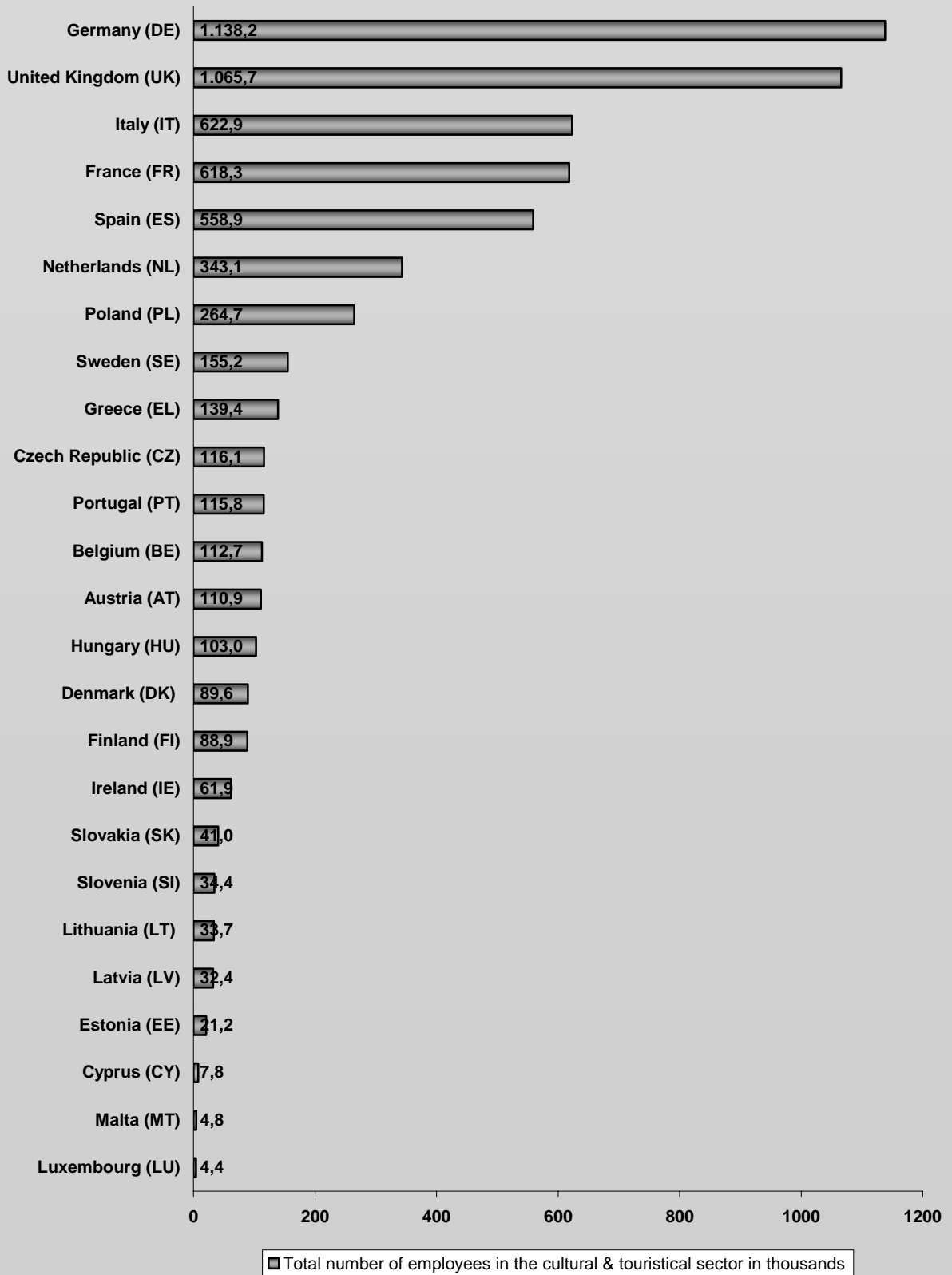
Country	Cultural employment		Total employment	
	without side-job	with side-job	without side-job	with side-job
Austria (AT)	92,9	7,1	96,5	3,5
Belgium (BE)	90	10	96,2	3,8
Cyprus (CY)	94,1	5,9	93,1	6,9
Czech Republic (CZ)	93,1	6,9	97,4	2,6
Denmark (DK)	86,5	13,5	89,8	10,2
Estonia (EE)	85,1	14,9	95,9	4,1
Finland (FI)	94,1	5,9	96,4	3,6
France (FR)	92,6	7,4	97,3	2,7
Germany (DE)	95,6	4,4	97,5	2,5
Greece (EL)	97,5	2,5	97,5	2,5
Hungary (HU)	96,3	3,7	98,1	1,9
Ireland (IE)	97,4	2,6	98,4	1,6
Italy (IT)	96,6	3,4	98,8	1,2
Latvia (LV)	77,2	22,8	91,9	8,1
Lithuania (LT)	83,7	16,3	92,4	7,6
Luxembourg (LU)	95,9	4,1	98,9	1,1
Malta (MT)	100	0	95,2	4,8
Netherlands (NL)	83,7	16,3	94,3	5,7
Poland (PL)	91,4	8,6	91,2	8,8
Portugal (PT)	94,1	5,9	93,2	6,8
Slovakia (SK)	97,8	2,2	99,1	0,9
Slovenia (SI)	96,6	3,4	98,1	1,9
Spain (ES)	96,8	3,2	98,3	1,7
Sweden (SE)	86,3	13,7	90,8	9,2
United Kingdom (UK)	93,8	6,2	95,9	4,1
EU 25	93,4	6,6	96,4	3,6

2004

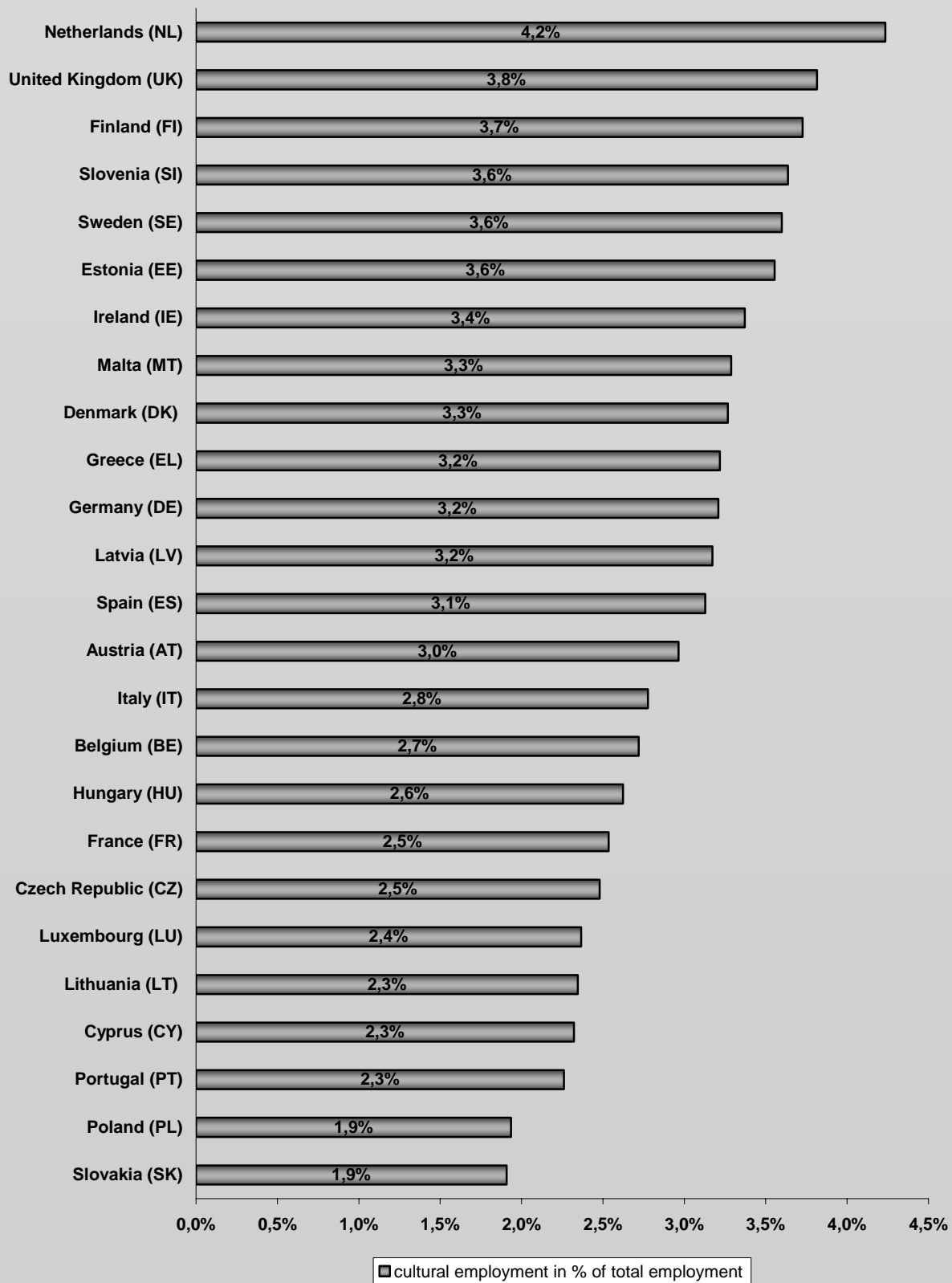
1. Employment in the cultural sector in the EU 25 – 2004 (in thousands)



Cultural & Touristical employment in the EU 25 - 2004 (in thousands)



1.3 Cultural employment in the EU 25 in % of total employment - 2004



1. Employment in the cultural sector in the EU 25 - 2004

About 3,1 % of the employees in the European Union work in the cultural sector

In 2004, the workforce of the cultural sector comprises 5.885 Mio people, which are 3,1 % of the active employed population (see table 1).

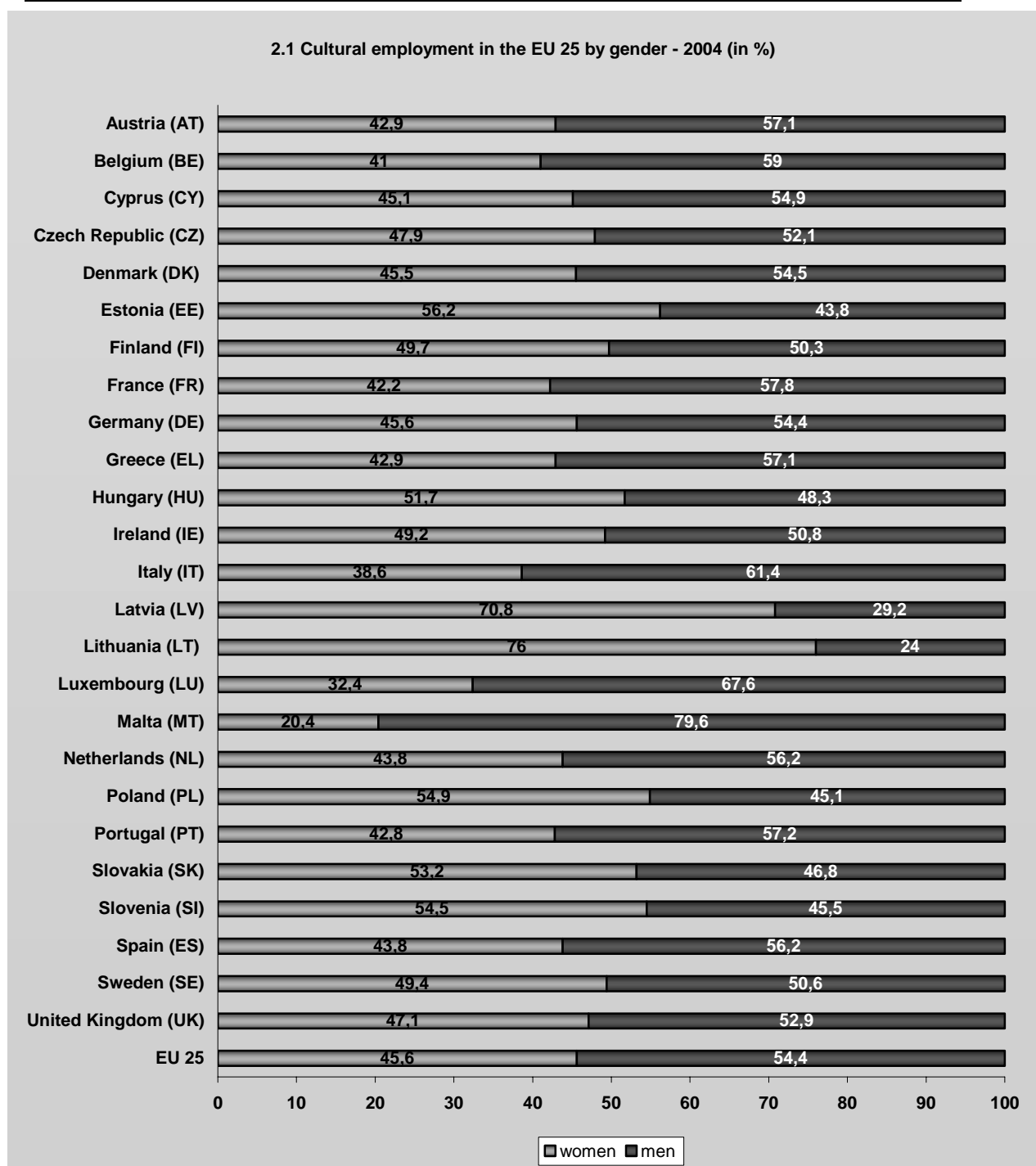
Employment in the cultural sector means the employees having a cultural profession (artists, architects, librarians, ...) as well as those who work in an economic entity containing cultural activities (e.g. audio-visual, performing arts, publishing, tourism/tour-operators, ...).

The stake of the employment in the cultural sector in the total employment varies from 2,3 % in Portugal, 3,2% in Latvia, 1,9 % in Slovakia and 2,5 % in the Czech Republic to 4,2 % in the Netherlands, 3,8 % in the UK and 3,7 % in Finland. Nearly three quarters of the jobs in the cultural sector are to be found in the five most populated European countries (Germany, United Kingdom, France, Italy and Spain). The figures of total employment show the same situation.

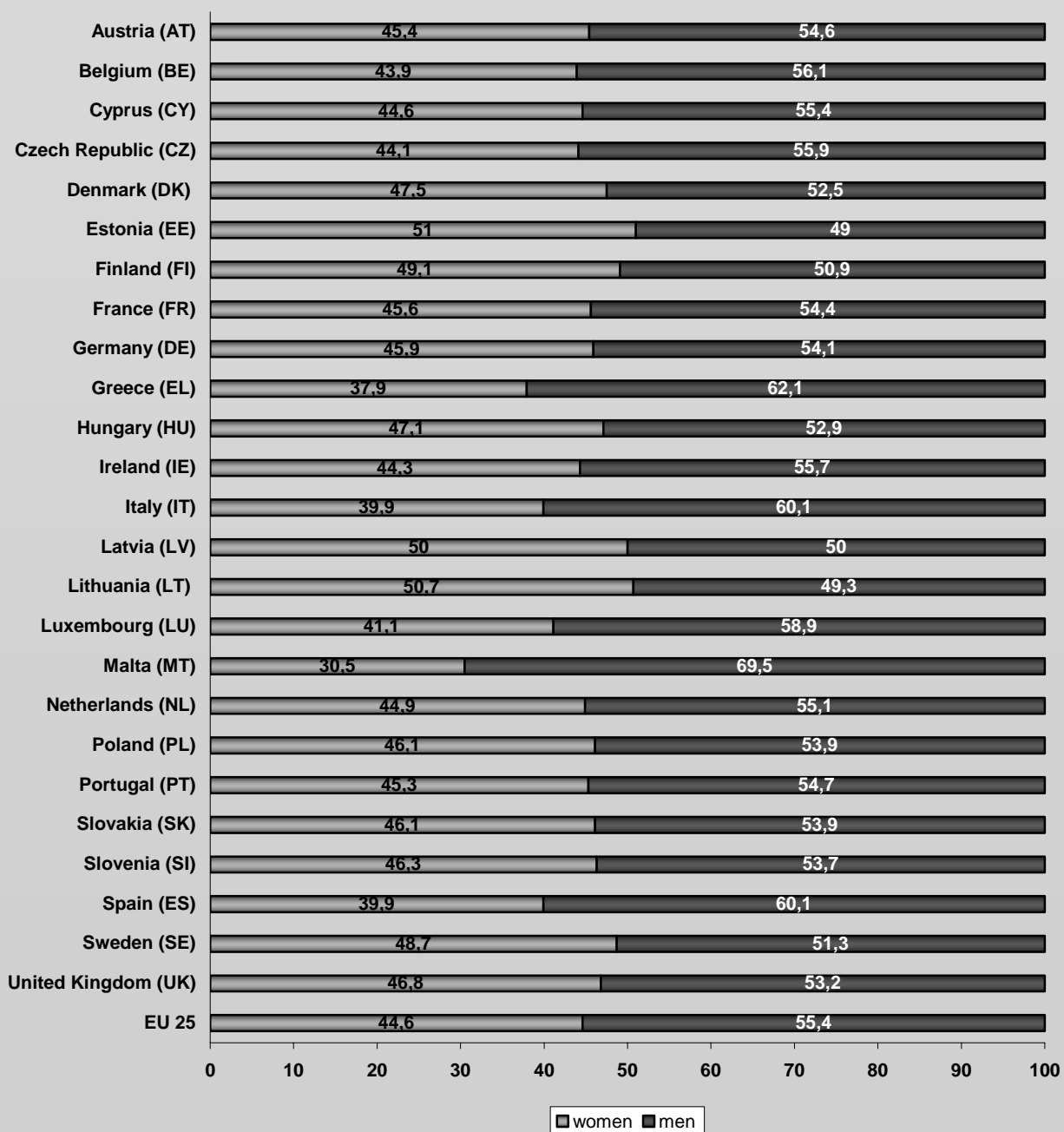
Table 1: Employment in the cultural sector in the EU 25 - 2004

Country	Employment in the cultural sector in thousands	Total number of employees in the cultural & touristical sector in thousands	cultural employment in % of total employment
Austria (AT)	79,1	110,9	3,0%
Belgium (BE)	93,5	112,7	2,7%
Cyprus (CY)	7,8	7,8	2,3%
Czech Republic (CZ)	89,4	116,1	2,5%
Denmark (DK)	80,6	89,6	3,3%
Estonia (EE)	18,6	21,15	3,6%
Finland (FI)	77,6	88,85	3,7%
France (FR)	496,3	618,25	2,5%
Germany (DE)	957	1.138,2	3,2%
Greece (EL)	97,4	139,4	3,2%
Hungary (HU)	80,6	102,95	6,5%
Ireland (IE)	45,7	61,9	3,4%
Italy (IT)	466,9	622,9	2,8%
Latvia (LV)	29,1	32,4	3,2%
Lithuania (LT)	28,9	33,7	2,3%
Luxembourg (LU)	3,5	4,4	2,4%
Malta (MT)	3	4,8	3,3%
Netherlands (NL)	296,4	343,05	4,2%
Poland (PL)	230,8	264,7	1,9%
Portugal (PT)	76,2	115,8	2,3%
Slovakia (SK)	28,7	41	1,9%
Slovenia (SI)	28,7	34,4	3,6%
Spain (ES)	379	558,85	3,1%
Sweden (SE)	135,5	155,15	3,6%
United Kingdom (UK)	883,3	1.065,7	3,8%
EU 25	4.713,6	5.884,65	3,1%

2. Employment in the cultural sector in the EU 25 by gender – 2004 (in %)



2.2 Total employment in the EU 25 by gender - 2004 (in %)



2. Employment in the cultural sector in the EU 25 by gender

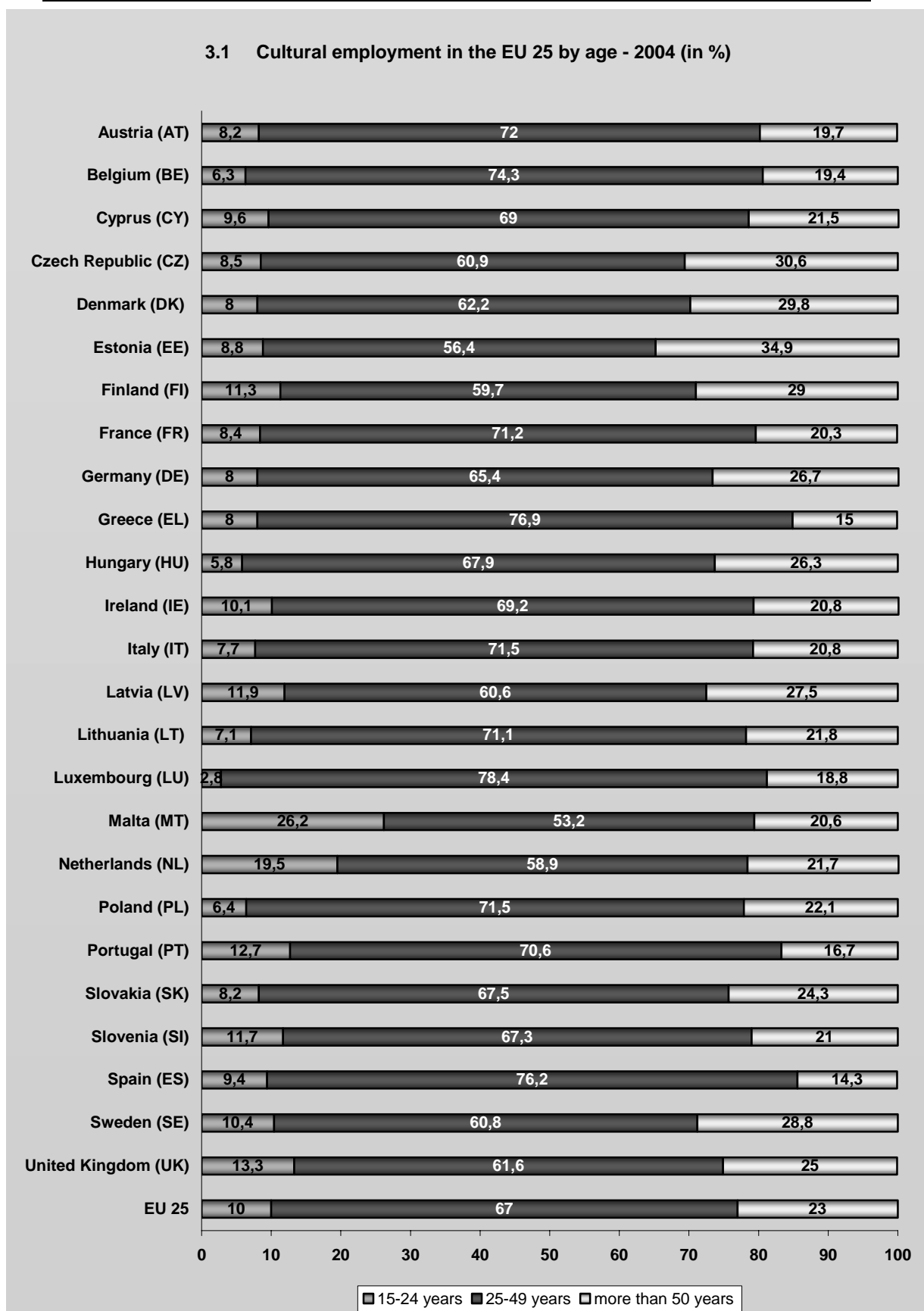
The distribution by gender of the employees having an employment in the cultural sector differs little from the totality of the active employed population. In 2004, 45,6 % of the cultural jobs of the European Union are occupied by women against 44,6 % in the total employment (see table 2).

The analysis country per country reveals instead certain particularities. In Lithuania, the quota of women (76 %) is higher than in most other countries. France showing (42,2 %) and Germany (45,6 %). On the other hand, in Spain (43,8 %), Italy (38,6%) and Greece (42,9 %) it is lower.

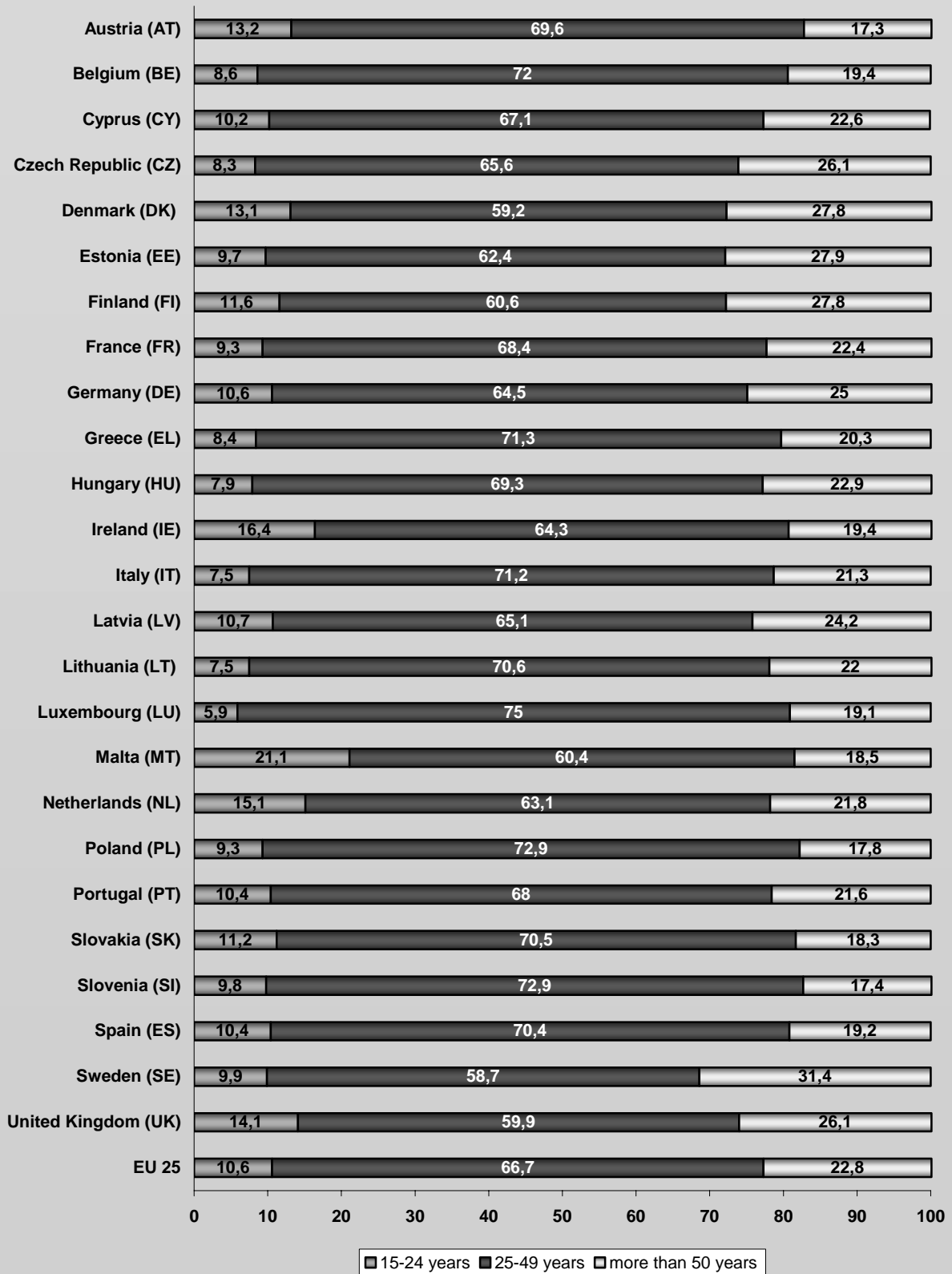
Table 2: Employment in the cultural sector in the EU 25 by gender – 2004
(in %)

Country	Cultural employment		Total employment	
	women	men	women	men
Austria (AT)	42,9	57,1	45,4	54,6
Belgium (BE)	41	59	43,9	56,1
Cyprus (CY)	45,1	54,9	44,6	55,4
Czech Republic (CZ)	47,9	52,1	44,1	55,9
Denmark (DK)	45,5	54,5	47,5	52,5
Estonia (EE)	56,2	43,8	51	49
Finland (FI)	49,7	50,3	49,1	50,9
France (FR)	42,2	57,8	45,6	54,4
Germany (DE)	45,6	54,4	45,9	54,1
Greece (EL)	42,9	57,1	37,9	62,1
Hungary (HU)	51,7	48,3	47,1	52,9
Ireland (IE)	49,2	50,8	44,3	55,7
Italy (IT)	38,6	61,4	39,9	60,1
Latvia (LV)	70,8	29,2	50	50
Lithuania (LT)	76	24	50,7	49,3
Luxembourg (LU)	32,4	67,6	41,1	58,9
Malta (MT)	20,4	79,6	30,5	69,5
Netherlands (NL)	43,8	56,2	44,9	55,1
Poland (PL)	54,9	45,1	46,1	53,9
Portugal (PT)	42,8	57,2	45,3	54,7
Slovakia (SK)	53,2	46,8	46,1	53,9
Slovenia (SI)	54,5	45,5	46,3	53,7
Spain (ES)	43,8	56,2	39,9	60,1
Sweden (SE)	49,4	50,6	48,7	51,3
United Kingdom (UK)	47,1	52,9	46,8	53,2
EU 25	45,6	54,4	44,6	55,4

3. Employment in the cultural sector in the EU 25 by age – 2004 (in %)



3.2 Total employment in the EU 25 by age - 2004 (in %)



3. Employment in the cultural sector in the EU 25 by age

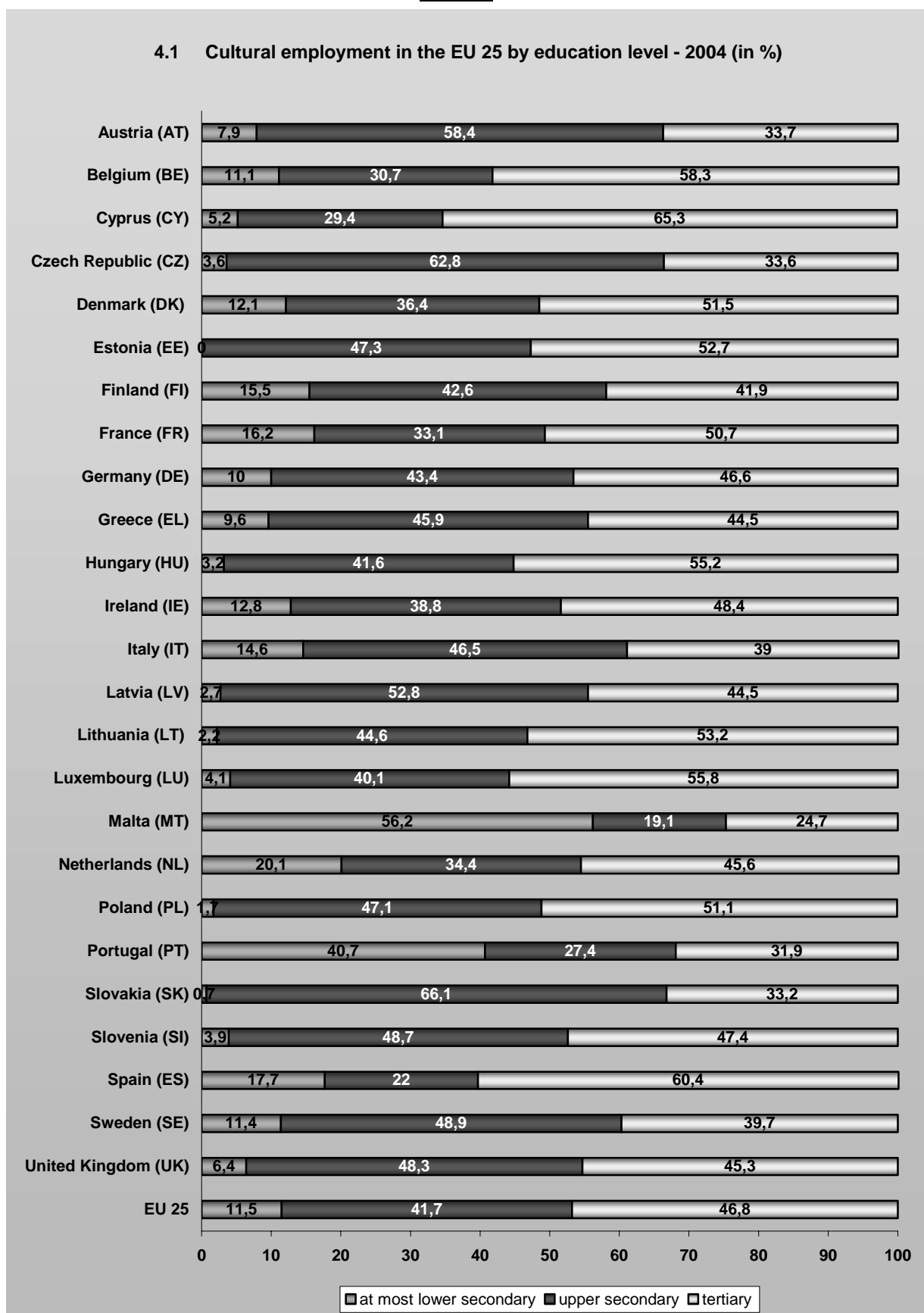
Regarding the repartition by age, 10 % of the employees in the cultural sector are 15–24 years old, compared to 10,6 % of that age group in total employment. In the cultural sector 23 % are elder than 50 years, compared to 22,8 % in total employment.

With a glance at the several countries we have to state that the part of the 15-24 years old employed in the cultural sector is highest in Malta (26,2%), the Netherlands (19,5%) and the United Kingdom (13,2%) whereas the part of the elder than 50 years age group is highest in Estonia (34,9%), the Czech Republic (30,6%) and Sweden (28,8%).

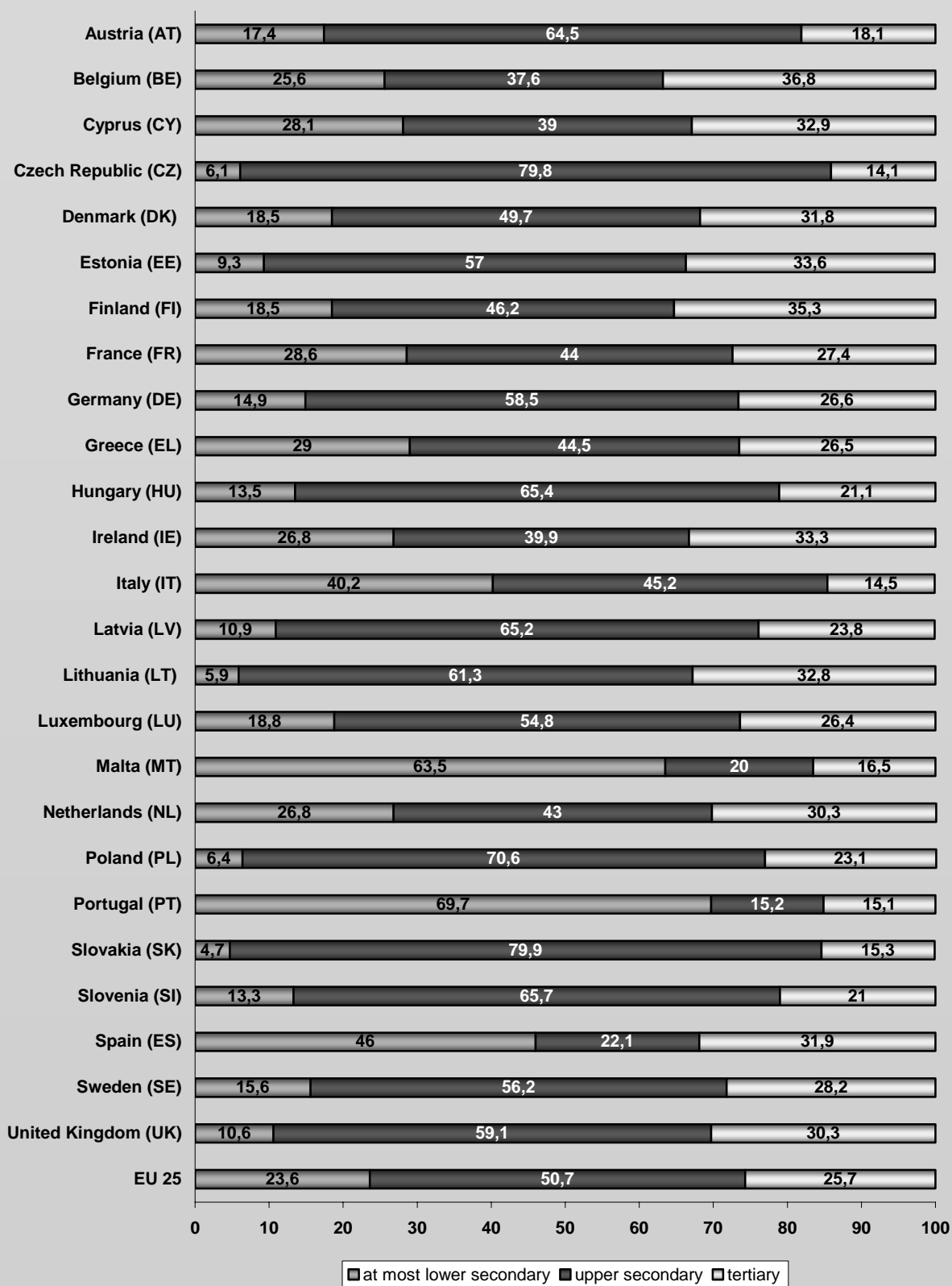
Table 3: Employment in the cultural sector in the EU 25 by age – 2004 (in %)

Country	Cultural employment			Total employment		
	15-24 years	25-49 years	more than 50 years	15-24 years	25-49 years	more than 50 years
Austria (AT)	8,2	72	19,7	13,2	69,6	17,3
Belgium (BE)	6,3	74,3	19,4	8,6	72	19,4
Cyprus (CY)	9,6	69	21,5	10,2	67,1	22,6
Czech Republic (CZ)	8,5	60,9	30,6	8,3	65,6	26,1
Denmark (DK)	8	62,2	29,8	13,1	59,2	27,8
Estonia (EE)	8,8	56,4	34,9	9,7	62,4	27,9
Finland (FI)	11,3	59,7	29	11,6	60,6	27,8
France (FR)	8,4	71,2	20,3	9,3	68,4	22,4
Germany (DE)	8	65,4	26,7	10,6	64,5	25
Greece (EL)	8	76,9	15	8,4	71,3	20,3
Hungary (HU)	5,8	67,9	26,3	7,9	69,3	22,9
Ireland (IE)	10,1	69,2	20,8	16,4	64,3	19,4
Italy (IT)	7,7	71,5	20,8	7,5	71,2	21,3
Latvia (LV)	11,9	60,6	27,5	10,7	65,1	24,2
Lithuania (LT)	7,1	71,1	21,8	7,5	70,6	22
Luxembourg (LU)	2,8	78,4	18,8	5,9	75	19,1
Malta (MT)	26,2	53,2	20,6	21,1	60,4	18,5
Netherlands (NL)	19,5	58,9	21,7	15,1	63,1	21,8
Poland (PL)	6,4	71,5	22,1	9,3	72,9	17,8
Portugal (PT)	12,7	70,6	16,7	10,4	68	21,6
Slovakia (SK)	8,2	67,5	24,3	11,2	70,5	18,3
Slovenia (SI)	11,7	67,3	21	9,8	72,9	17,4
Spain (ES)	9,4	76,2	14,3	10,4	70,4	19,2
Sweden (SE)	10,4	60,8	28,8	9,9	58,7	31,4
United Kingdom (UK)	13,3	61,6	25	14,1	59,9	26,1
EU 25	10	67	23	10,6	66,7	22,8

4. Employment in the cultural sector in the EU 25 by education level – 2004
(in %)



4.2 Total employment in the EU 25 by education level - 2004 (in %)



4. Employment in the cultural sector in the EU 25 by education level

High level of education in the cultural sector

One of the most distinctive characteristics of the people working in the cultural sector is their high level of education. More than 46 % have at least an university degree in comparison with 25 % of the total employment (see table 4).

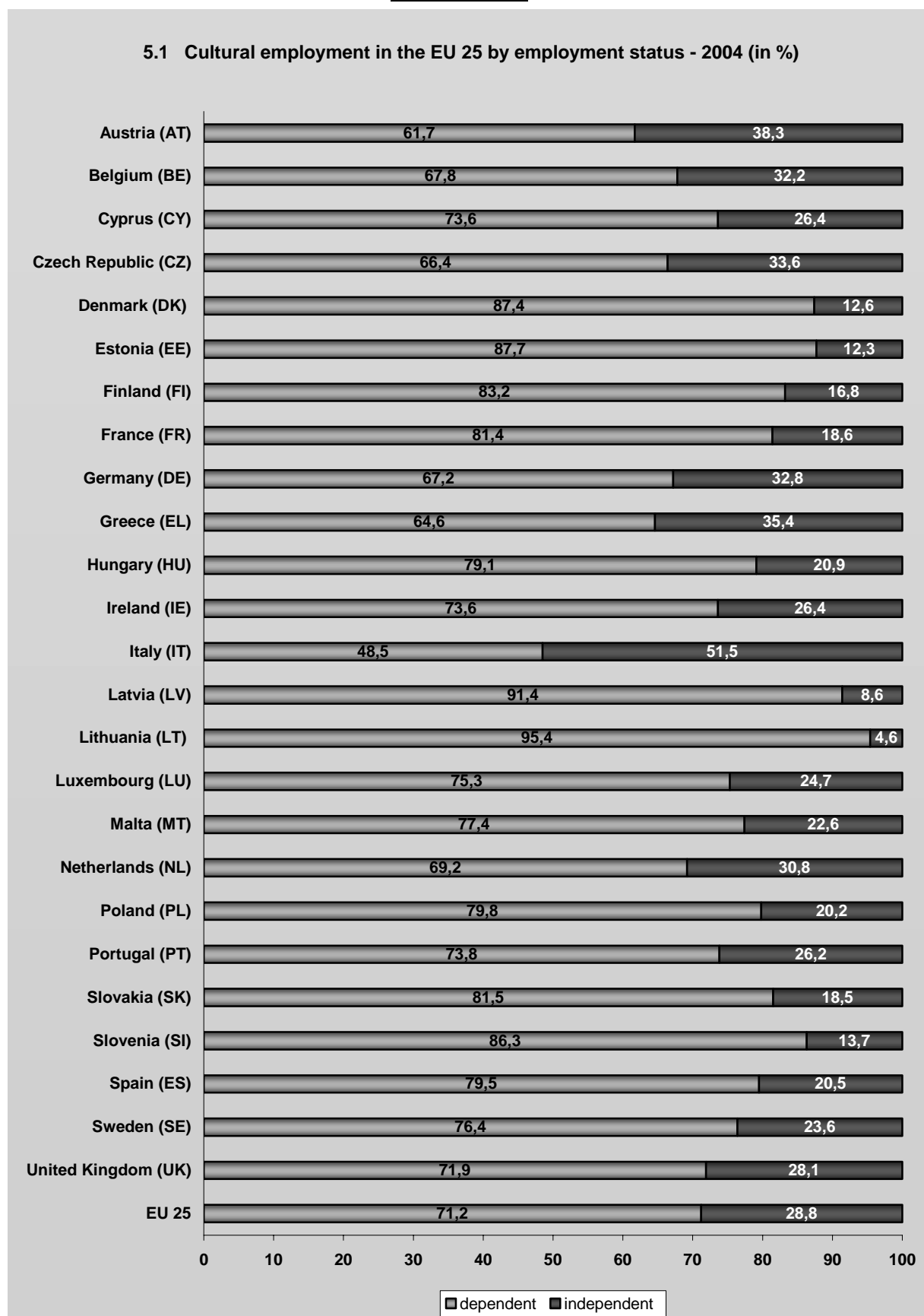
The part of university graduates is highest in Cyprus (65 %), Spain (60 %), France, Denmark, Estonia, Hungary, Lithuania, Luxembourg, Poland and Belgium (over 50 % each), and it is weakest in Malta (24 %), Portugal (32 %) and Slovakia (33 %).

The high education level in the cultural sector is characteristic for all EU countries. However, the difference between the education level in the cultural sector compared to other industries is particularly striking in the Czech Republic (33 % university degree in the cultural sector compared to 14 % in total employment), in Slovakia (34 % compared to 15 %), in Hungary (55 % compared to 21 %), in Portugal (31 % compared to 15 %) and in Slovenia (47 % compared to 21 %).

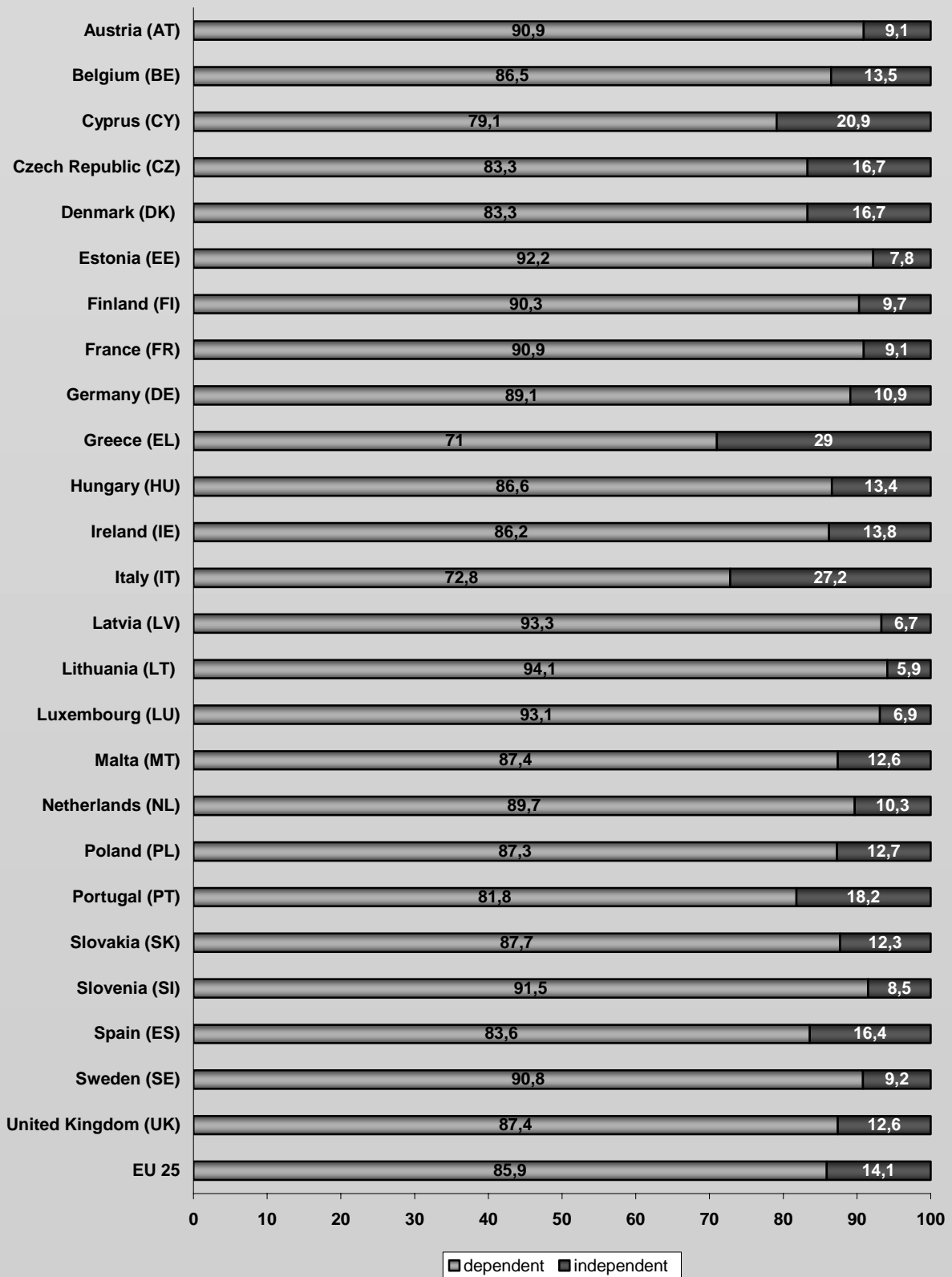
Table 4: Employment in the cultural sector in the EU 25 by education level – 2004 (in %)

Country	Cultural employment			Total employment		
	at most lower secondary	upper secondary	tertiary	at most lower secondary	upper secondary	tertiary
Austria (AT)	7,9	58,4	33,7	17,4	64,5	18,1
Belgium (BE)	11,1	30,7	58,3	25,6	37,6	36,8
Cyprus (CY)	5,2	29,4	65,3	28,1	39	32,9
Czech Republic (CZ)	3,6	62,8	33,6	6,1	79,8	14,1
Denmark (DK)	12,1	36,4	51,5	18,5	49,7	31,8
Estonia (EE)	0	47,3	52,7	9,3	57	33,6
Finland (FI)	15,5	42,6	41,9	18,5	46,2	35,3
France (FR)	16,2	33,1	50,7	28,6	44	27,4
Germany (DE)	10	43,4	46,6	14,9	58,5	26,6
Greece (EL)	9,6	45,9	44,5	29	44,5	26,5
Hungary (HU)	3,2	41,6	55,2	13,5	65,4	21,1
Ireland (IE)	12,8	38,8	48,4	26,8	39,9	33,3
Italy (IT)	14,6	46,5	39	40,2	45,2	14,5
Latvia (LV)	2,7	52,8	44,5	10,9	65,2	23,8
Lithuania (LT)	2,2	44,6	53,2	5,9	61,3	32,8
Luxembourg (LU)	4,1	40,1	55,8	18,8	54,8	26,4
Malta (MT)	56,2	19,1	24,7	63,5	20	16,5
Netherlands (NL)	20,1	34,4	45,6	26,8	43	30,3
Poland (PL)	1,7	47,1	51,1	6,4	70,6	23,1
Portugal (PT)	40,7	27,4	31,9	69,7	15,2	15,1
Slovakia (SK)	0,7	66,1	33,2	4,7	79,9	15,3
Slovenia (SI)	3,9	48,7	47,4	13,3	65,7	21
Spain (ES)	17,7	22	60,4	46	22,1	31,9
Sweden (SE)	11,4	48,9	39,7	15,6	56,2	28,2
United Kingdom (UK)	6,4	48,3	45,3	10,6	59,1	30,3
EU 25	11,5	41,7	46,8	23,6	50,7	25,7

5. Employment in the cultural sector in the EU 25 by employment status – 2004 (in %)



5.2 Total employment in the EU 25 by employment status - 2004 (in %)



5. Employment in the cultural sector in the EU 25 by employment status

A higher stake of independent workers

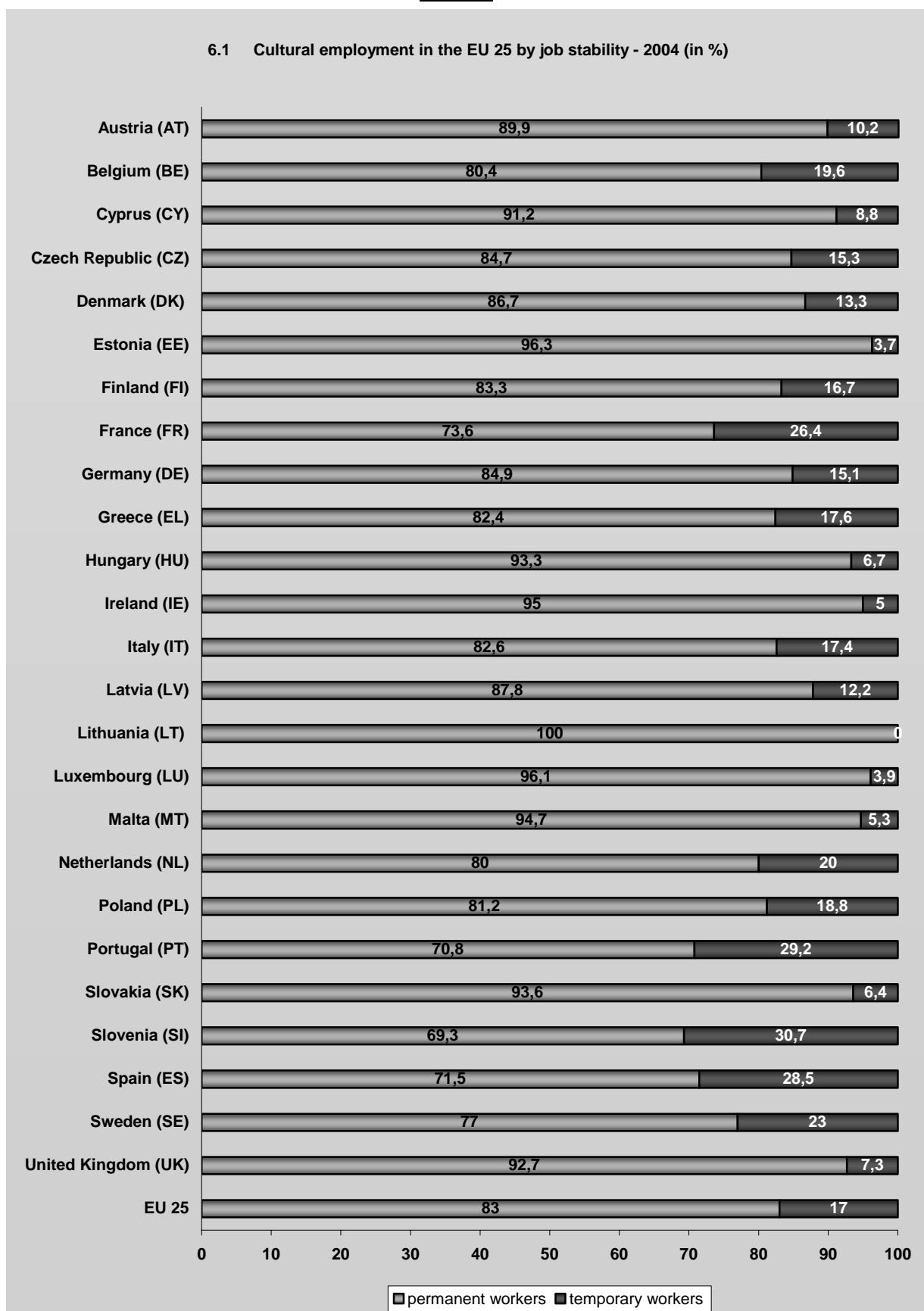
About 29% of the people working in the cultural sector are self-employed. This is twice as much as the EU average in total employment (14%).

The stake of independent workers is highest in Italy (51,5%), Austria (38,3%) and Greece (35,4%). It is weakest in Lithuania (4,6%).

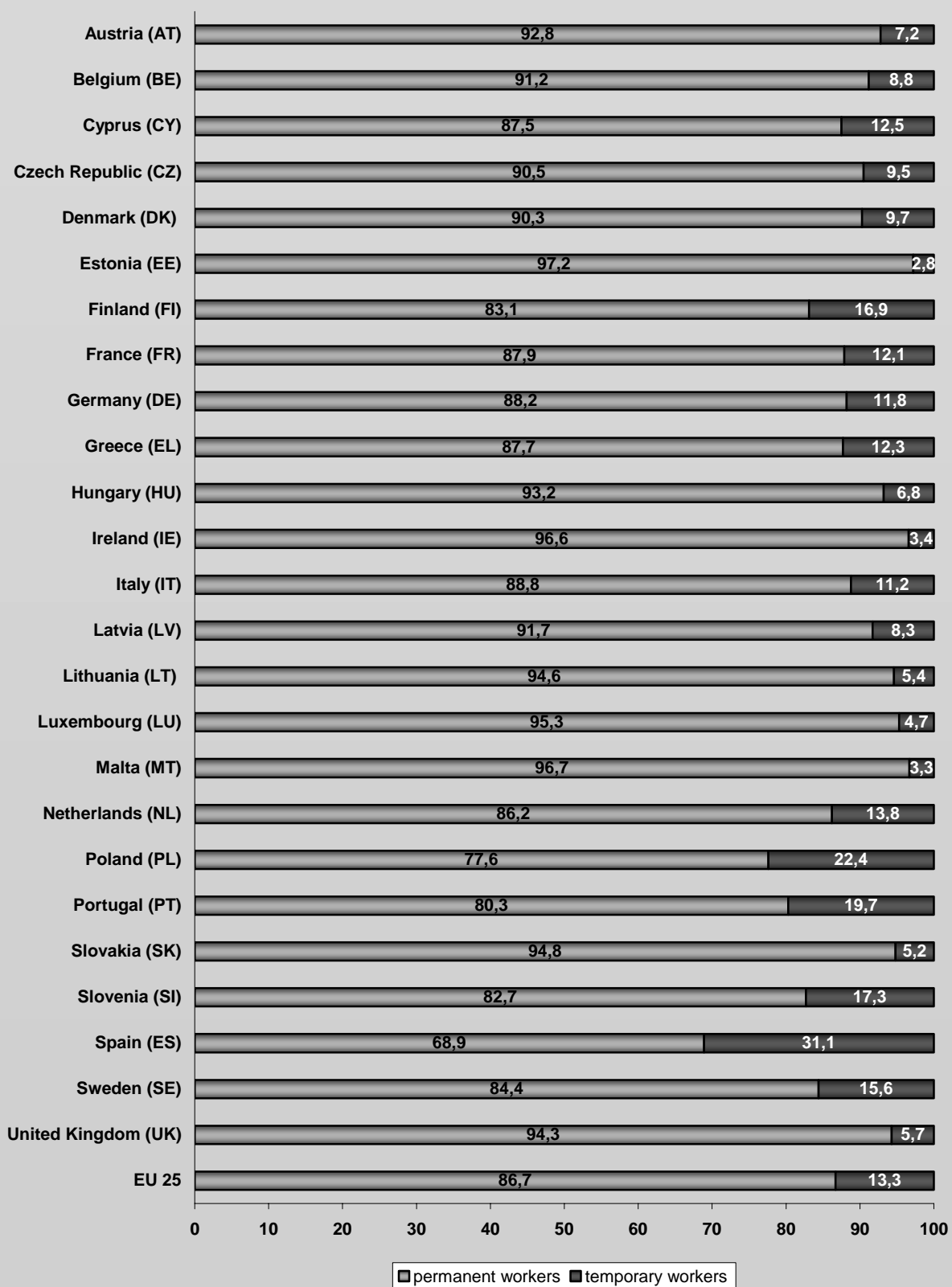
***Table 5: Employment in the cultural sector in the EU 25 by employment status
– 2004 (in %)***

Country	Cultural employment		Total employment	
	dependent	independent	dependent	independent
Austria (AT)	61,7	38,3	90,9	9,1
Belgium (BE)	67,8	32,2	86,5	13,5
Cyprus (CY)	73,6	26,4	79,1	20,9
Czech Republic (CZ)	66,4	33,6	83,3	16,7
Denmark (DK)	87,4	12,6	83,3	16,7
Estonia (EE)	87,7	12,3	92,2	7,8
Finland (FI)	83,2	16,8	90,3	9,7
France (FR)	81,4	18,6	90,9	9,1
Germany (DE)	67,2	32,8	89,1	10,9
Greece (EL)	64,6	35,4	71	29
Hungary (HU)	79,1	20,9	86,6	13,4
Ireland (IE)	73,6	26,4	86,2	13,8
Italy (IT)	48,5	51,5	72,8	27,2
Latvia (LV)	91,4	8,6	93,3	6,7
Lithuania (LT)	95,4	4,6	94,1	5,9
Luxembourg (LU)	75,3	24,7	93,1	6,9
Malta (MT)	77,4	22,6	87,4	12,6
Netherlands (NL)	69,2	30,8	89,7	10,3
Poland (PL)	79,8	20,2	87,3	12,7
Portugal (PT)	73,8	26,2	81,8	18,2
Slovakia (SK)	81,5	18,5	87,7	12,3
Slovenia (SI)	86,3	13,7	91,5	8,5
Spain (ES)	79,5	20,5	83,6	16,4
Sweden (SE)	76,4	23,6	90,8	9,2
United Kingdom (UK)	71,9	28,1	87,4	12,6
EU 25	71,2	28,8	85,9	14,1

6. Employment in the cultural sector in the EU 25 by work duration - 2004
(in %)



6.2 Total employment in the EU 25 by job stability - 2004 (in %)



6. Employment in the cultural sector in the EU 25 by work duration

Numerous temporary workers

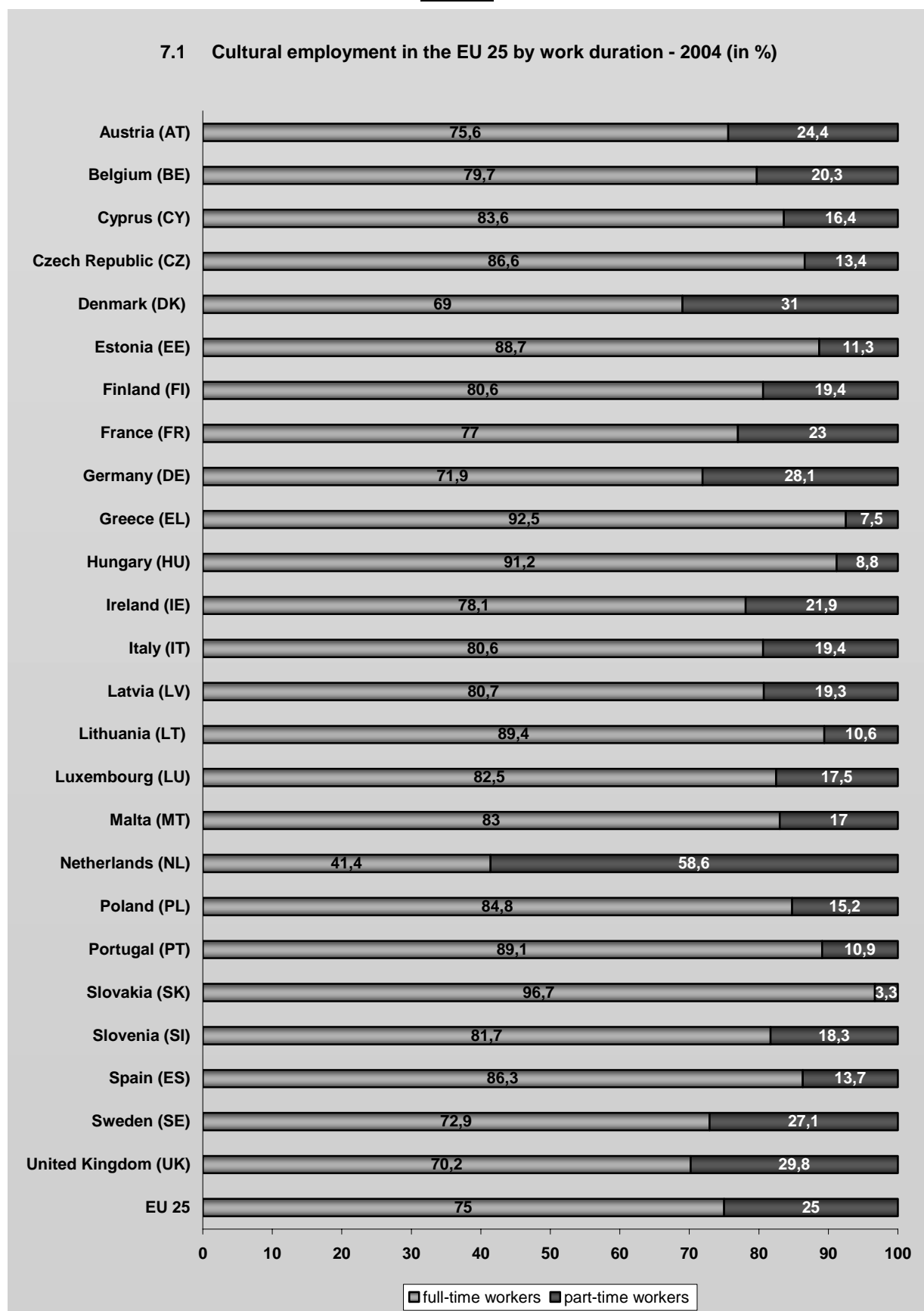
Temporary work contracts are one of the less laudable characteristics of the cultural sector workforce: 17% of the employees in the cultural sector are temporary workers in relation to 13,3% of all employees.

The highest rates of temporary workers can be found in Slovenia (30,7%), Portugal (29,2%), Spain (28,5%) and France (26,4%). The lowest rates of temporary workers are seen in Lithuania (0%), Estonia (3,7%) and Luxembourg (3,9%).

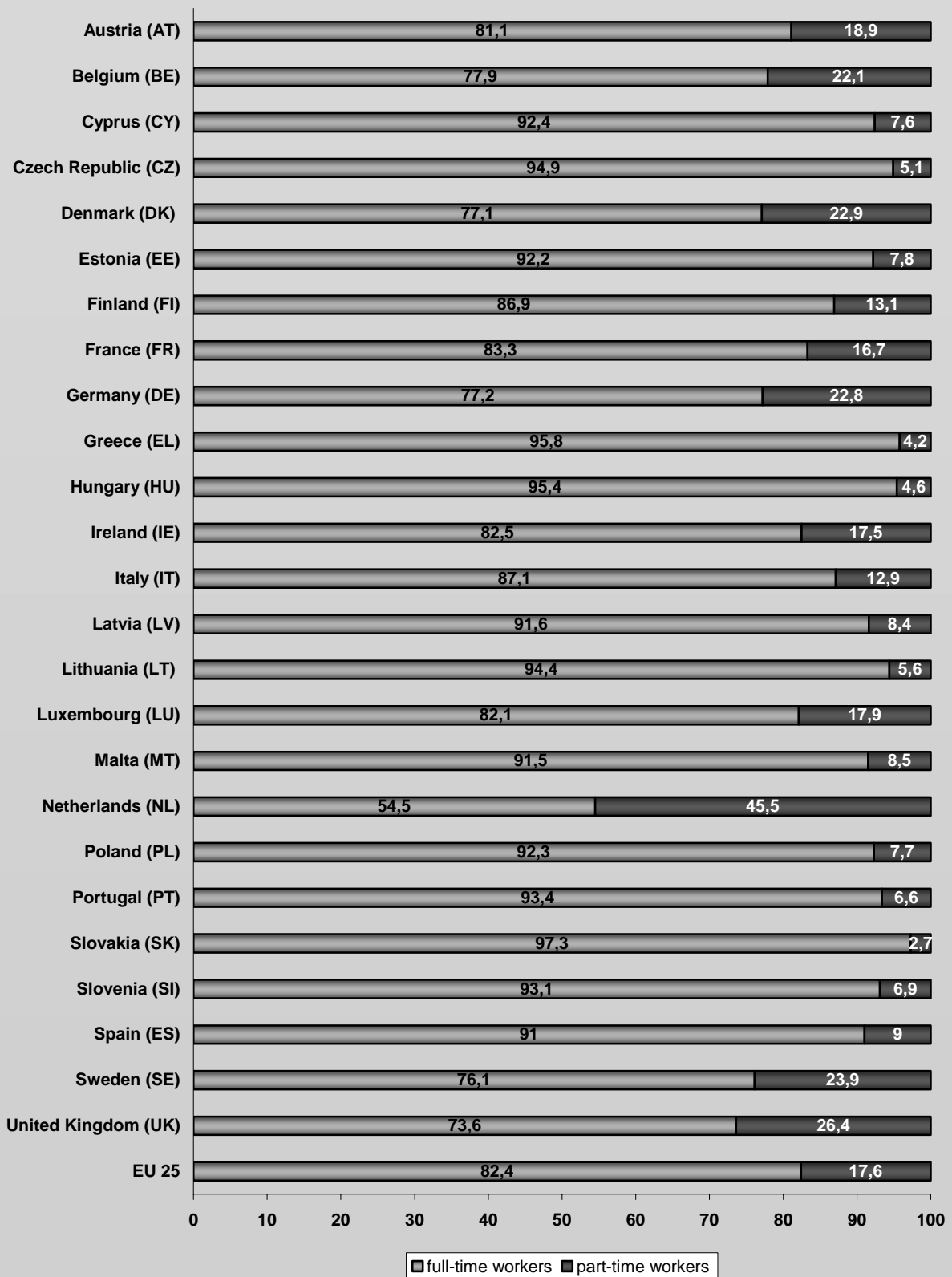
Table 6: Employment in the cultural sector in the EU 25 by work duration – 2004 (in %)

Country	Cultural employment		Total employment	
	permanent workers	temporary workers	permanent workers	temporary workers
Austria (AT)	89,9	10,2	92,8	7,2
Belgium (BE)	80,4	19,6	91,2	8,8
Cyprus (CY)	91,2	8,8	87,5	12,5
Czech Republic (CZ)	84,7	15,3	90,5	9,5
Denmark (DK)	86,7	13,3	90,3	9,7
Estonia (EE)	96,3	3,7	97,2	2,8
Finland (FI)	83,3	16,7	83,1	16,9
France (FR)	73,6	26,4	87,9	12,1
Germany (DE)	84,9	15,1	88,2	11,8
Greece (EL)	82,4	17,6	87,7	12,3
Hungary (HU)	93,3	6,7	93,2	6,8
Ireland (IE)	95	5	96,6	3,4
Italy (IT)	82,6	17,4	88,8	11,2
Latvia (LV)	87,8	12,2	91,7	8,3
Lithuania (LT)	100	0	94,6	5,4
Luxembourg (LU)	96,1	3,9	95,3	4,7
Malta (MT)	94,7	5,3	96,7	3,3
Netherlands (NL)	80	20	86,2	13,8
Poland (PL)	81,2	18,8	77,6	22,4
Portugal (PT)	70,8	29,2	80,3	19,7
Slovakia (SK)	93,6	6,4	94,8	5,2
Slovenia (SI)	69,3	30,7	82,7	17,3
Spain (ES)	71,5	28,5	68,9	31,1
Sweden (SE)	77	23	84,4	15,6
United Kingdom (UK)	92,7	7,3	94,3	5,7
EU 25	83	17	86,7	13,3

7. Employment in the cultural sector in the EU 25+ by work duration – 2004
(in %)



7.2 Total employment in the EU 25 by work duration - 2004 (in %)



7. Employment in the cultural sector in the EU 25 by work duration

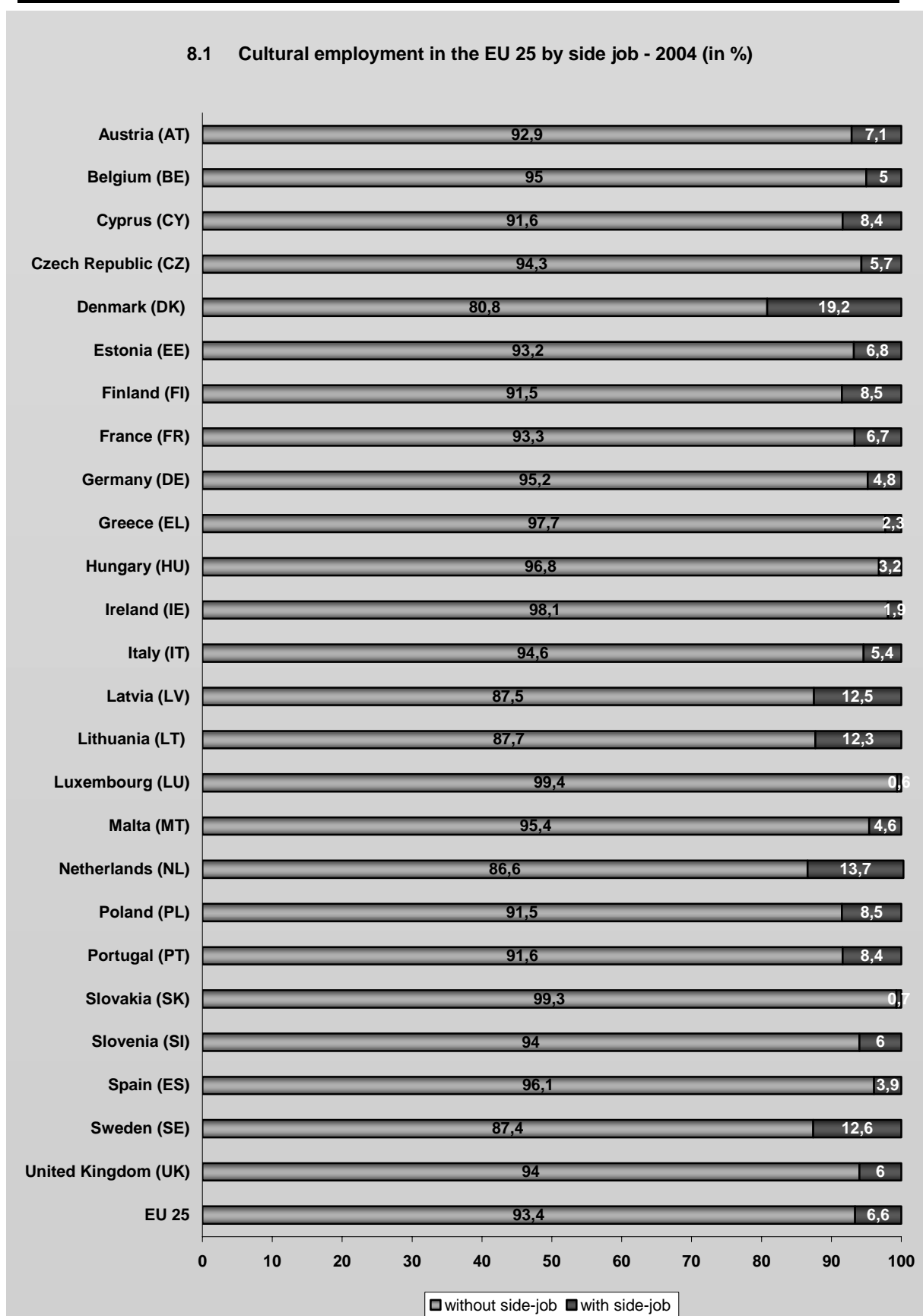
Within the cultural employment in the EU, the Netherlands have the highest rate of part time workers (58,6%), followed with some distance by Denmark (31%), the United Kingdom (29,8%) and Germany (28,1%). The last in the row are Slovakia (3,3%) and Greece (7,5%).

For all countries, the share of part time working possibilities is higher in the cultural sector than in total employment. This is particularly remarkable in Malta (17% to 8.5%), Latvia (19,3% to 8,4%) and Cyprus (16,4% to 7,6%).

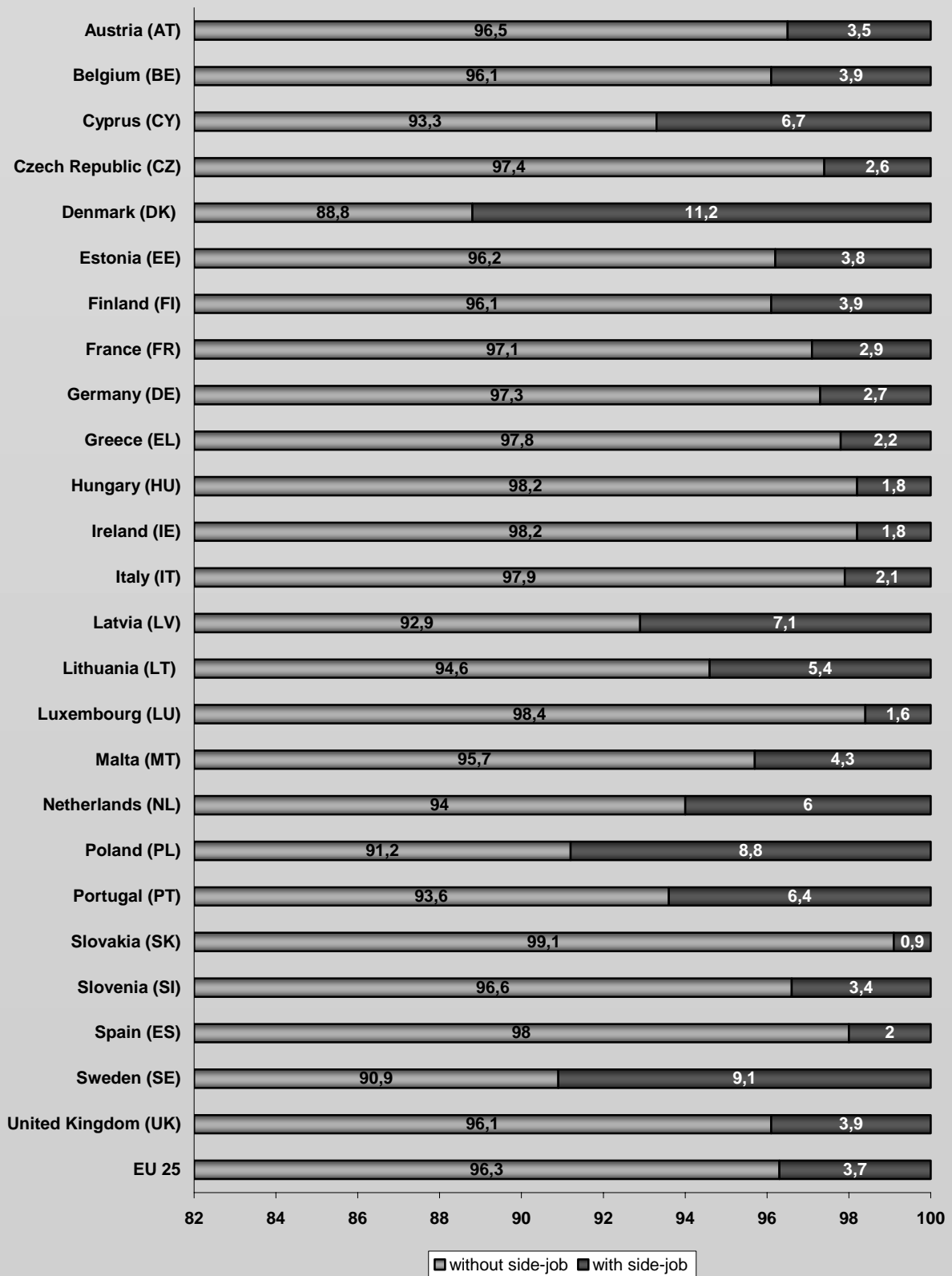
Table 7: Employment in the cultural sector in the EU 25 by work duration - 2004 (in %)

Country	Cultural employment		Total employment	
	full-time workers	part-time workers	full-time workers	part-time workers
Austria (AT)	75,6	24,4	81,1	18,9
Belgium (BE)	79,7	20,3	77,9	22,1
Cyprus (CY)	83,6	16,4	92,4	7,6
Czech Republic (CZ)	86,6	13,4	94,9	5,1
Denmark (DK)	69	31	77,1	22,9
Estonia (EE)	88,7	11,3	92,2	7,8
Finland (FI)	80,6	19,4	86,9	13,1
France (FR)	77	23	83,3	16,7
Germany (DE)	71,9	28,1	77,2	22,8
Greece (EL)	92,5	7,5	95,8	4,2
Hungary (HU)	91,2	8,8	95,4	4,6
Ireland (IE)	78,1	21,9	82,5	17,5
Italy (IT)	80,6	19,4	87,1	12,9
Latvia (LV)	80,7	19,3	91,6	8,4
Lithuania (LT)	89,4	10,6	94,4	5,6
Luxembourg (LU)	82,5	17,5	82,1	17,9
Malta (MT)	83	17	91,5	8,5
Netherlands (NL)	41,4	58,6	54,5	45,5
Poland (PL)	84,8	15,2	92,3	7,7
Portugal (PT)	89,1	10,9	93,4	6,6
Slovakia (SK)	96,7	3,3	97,3	2,7
Slovenia (SI)	81,7	18,3	93,1	6,9
Spain (ES)	86,3	13,7	91	9
Sweden (SE)	72,9	27,1	76,1	23,9
United Kingdom (UK)	70,2	29,8	73,6	26,4
EU 25	75	25	82,4	17,6

8. Employment in the cultural sector in the EU 25 by side-job – 2004 (in %)



8.2 Total employment in the EU 25 by side job - 2004 (in %)



8. Employment in the cultural sector in the EU 25 by side job

In the cultural sector, the amount of workers having more than one job is characteristic and not disrespected, because it gives a lot of artists the possibility of freedom and creativity.

Besides Denmark (19,2%) the relation of workers with side-job is remarkably high in the Baltic states Latvia (12,5%) and Lithuania (12,3%) as well as in the Netherlands (13,7%) and Sweden (12,6%). This rate is the lowest with 0,6% in Luxembourg, 0,7% in Slovakia and 1,9% in Ireland.

In comparison to total employment, the rate of workers with side-job is particularly high in Denmark (19,2% to 11,2%), the Netherlands (13,7% to 6%) and Lithuania (12,3% to 5,4%).

Table 8: Employment in the cultural sector in the EU 25 by side job – 2004
(in %)

Country	Cultural employment		Total employment	
	without side-job	with side-job	without side-job	with side-job
Austria (AT)	92,9	7,1	96,5	3,5
Belgium (BE)	95	5	96,1	3,9
Cyprus (CY)	91,6	8,4	93,3	6,7
Czech Republic (CZ)	94,3	5,7	97,4	2,6
Denmark (DK)	80,8	19,2	88,8	11,2
Estonia (EE)	93,2	6,8	96,2	3,8
Finland (FI)	91,5	8,5	96,1	3,9
France (FR)	93,3	6,7	97,1	2,9
Germany (DE)	95,2	4,8	97,3	2,7
Greece (EL)	97,7	2,3	97,8	2,2
Hungary (HU)	96,8	3,2	98,2	1,8
Ireland (IE)	98,1	1,9	98,2	1,8
Italy (IT)	94,6	5,4	97,9	2,1
Latvia (LV)	87,5	12,5	92,9	7,1
Lithuania (LT)	87,7	12,3	94,6	5,4
Luxembourg (LU)	99,4	0,6	98,4	1,6
Malta (MT)	95,4	4,6	95,7	4,3
Netherlands (NL)	86,6	13,7	94	6
Poland (PL)	91,5	8,5	91,2	8,8
Portugal (PT)	91,6	8,4	93,6	6,4
Slovakia (SK)	99,3	0,7	99,1	0,9
Slovenia (SI)	94	6	96,6	3,4
Spain (ES)	96,1	3,9	98	2
Sweden (SE)	87,4	12,6	90,9	9,1
United Kingdom (UK)	94	6	96,1	3,9
EU 25	93,4	6,6	96,3	3,7