

BIJLAGE 2

Survey Digital Culture

Research into the professional practice of digital culture artists and creators and appropriate working conditions

What does your professional practice look like? What compensation is available for your work? What are your sources of income? Answers to these questions help us to form a comprehensive picture of the current working circumstances within the digital culture sector. They also help us to make an inventory of working conditions that are appropriate and desirable. That's why we encourage you to complete this questionnaire*.

The questionnaire is an initiative of the roundtable Digital Culture of the fairPACCT programme. Through this roundtable, digital culture professionals work together on fair pay and fair practice for workers in this subsector. For example, the roundtable is currently constructing a Fair Practice Guide, which indicates which factors to take into account when determining or negotiating your rates. The results of this survey serve, among other things, as input for the development of this Fair Practice Guide.

This questionnaire:

- is anonymous (and we handle the results with care)
- is meant to be completed on your laptop
- takes fifteen minutes to complete
- is open until Monday March 25th

We thank you very much in advance for your cooperation!

** Please note that this survey is intended for creators with a professional practice based in the Netherlands. Digital culture includes the following subdisciplines: Art-Science, Audiovisual, Biohacking, Coding, Databases, Digital Fabrication, Digital storytelling, Games, Hacking, Interactive Art, Online Media, Performance, Postdigital and Product Development.*

Question 1 (obliged)

Are you a freelancer within the digital culture sector based in the Netherlands?

- Yes
- No

PROFILE

Before you start: in the questions below, we mention the term 'professional practice'. By this we mean your professional art practice as an artist or a creator in the digital culture sector.

Question 2

What is your age?

- I am under 20
- 20 – 29
- 30 - 39
- 40 – 49
- 50 - 59
- 60 - 69
- 70+

Question 3

What gender do you identify with?

Disclaimer: we ask this question to investigate gender (in)equality in the sector.

- Male
- Female
- Other
- Prefer not to say

Question 4

How many years have you been professionally active in your own professional practice in the digital culture sector?

For example, think about the moment when you first presented your work, became visible in the field or received paid commissions.

- 0 to 5 years
- 5 to 10 years
- 10 to 15 years
- 15 to 20 years
- 20 to 25 years
- 25 to 30 years

- 30 to 35 years
- 35 to 40 years
- 40 to 45 years
- 45 to 50 years
- More than 50 years

Question 5

What is your highest level of education within the arts?

Disclaimer: we ask this question because, in some cases, the level of education can determine the way in which a professional practice is set up.

- Not applicable
- MBO
- HBO Bachelor
- HBO Master
- University Bachelor
- University Master
- University Doctorate
- Other, namely:

Question 6

What is your highest level of education outside of the arts?

Disclaimer: we ask this question because, in some cases, the level of education can determine the way in which a professional practice is set up.

- Not applicable
- MBO
- HBO Bachelor
- HBO Master
- University Bachelor
- University Master
- University Doctorate
- Other, namely:

Question 7

Do you structurally (more than 50% of your hours) work in a collaborative partnership; for example, as a studio, collective or artist duo?

- No
- Yes, with ... person(s)

Question 8

If you structurally work in a collaborative partnership, which of the following situations usually applies? *Multiple answers possible.*

- Not applicable
- Fees are calculated for 1 person and must be divided
- A fee is made available per person in the partnership
- Expense allowances, for example for travel and accommodation, are calculated for 1 person
- Expense allowances are made available per person in the partnership
- Other, namely:

TYPES OF ACTIVITIES

Before you continue: in the questions below, we mention the term 'professional practice'. By this we mean your professional art practice as an artist or a creator in the digital culture sector.

Question 9

In what context is your work presented?

Multiple answers possible.

- Through an online platform (online art/app/website/games/podcast)
- Through a cinema/movie theatre
- Through a performance venue/theatre/concert hall
- Through a publishing house
- Through an exhibition space
- Through a festival
- Games
- Other, namely:

Question 10 (obliged)

Which of these activities are part of your professional practice?

This does not include outsourced work.

Multiple answers possible.

- Researching
- Prototyping
- Designing
- Coding
- Production
- Composing
- Rehearsing/audience testing
- Documenting
- Promoting

- Fundraising
- Administration
- Projectmanagement
- Storytelling
- Performing
- Engineering
- Other, namely:

Question 11

Which of these activities within your professional practice do you (sometimes) outsource?

Think of activities where you pay someone else to do this work for you. *Multiple answers possible.*

- Researching
- Prototyping
- Designing
- Coding
- Production
- Composing
- Rehearsing/audience testing
- Documenting
- Promoting
- Fundraising
- Administration
- Projectmanagement
- Storytelling
- Performing
- Engineering
- Other, namely:

Question 12 (obliged)

What type of clients/commissions do you have?

Select your three most common types of clients/commissions. By this we mean the organisations/parties you end up invoicing for your work.

- Culturel institutions and organisations
- Other artists/creators
- Governments/municipal bodies
- Universities/colleges/secondary vocational education
- Primary and secondary education
- Corporate businesses
- Private individuals
- Funds
- Non-profit organisations
- Other, namely:

Question 13 (obliged)

Do you have additional earnings/secondary activities adjacent to your professional practice? *Multiple answers possible.*

- No, I don't
- Teaching
- Workshops
- Presentations
- Advice/consultancy
- Curating
- Other, namely:

Question 14

Is more financial security your main reason for choosing these additional earnings/secondary activities adjacent to your professional practice?

- Not applicable
- Yes
- No

Question 15 (obliged)

On average, how many hours per week do you work in your professional practice as a freelancer in the digital culture sector?

By 'professional practice' we mean your professional art practice as an artist or a creator, not your additional earnings/secondary activities adjacent and/or not adjacent to the digital culture sector.

- 0 to 10 hours
- 10 to 20 hours
- 20 to 30 hours
- 30 to 40 hours
- 40 to 50 hours
- 50 to 60 hours
- More than 60 hours

Question 16 (obliged)

What is the relationship between the time spent on your professional practice and the time spent on any additional earnings/secondary activities?

Enter a percentage. Make sure it is a round number. The sum of the three percentages must add up to 100%. Of not applicable, enter a zero.

1. ___ % of my time, I spend on my professional practice
2. ___ % of my time, I spend on additional earnings/secondary activities adjacent to my professional practice
3. ___ % of my time, I spend on additional earnings/secondary activities outside of my professional practice

PAYMENT

Before you continue: in the questions below, we mention the term 'professional practice'. By this we mean your professional art practice as an artist or a creator in the digital culture sector.

Question 17 (obliged)

What is the relationship between the income from your professional practice and the income from additional earnings/secondary activities?

Enter a percentage. Make sure it is a round number. The sum of the three percentages must add up to 100%. Of not applicable, enter a zero.

1. ___ % of my income comes from my professional practice
2. ___ % of my income comes from additional earnings/secondary activities adjacent to my professional practice
3. ___ % of my income comes from additional earnings/secondary activities outside of my professional practice

Question 18 (obliged)

Can you indicate how you were able to fund your projects and activities within your professional practice over the past year?

For the types of funding below, indicate how often you use this type of funding.

Never – Rarely – Sometimes – Frequently – Very often

- Hourly or daily (part) rate (billing)
- Artist fee (lumpsum)
- Income from requested funds and grants (specific to your own work)
- Stipends (contributions awarded to you)
- Prize money
- Hours you invest yourself, unpaid, in your project (funded from your own reserves)
- Sponsorship
- Third-party donations
- Sale of products or tickets (related to work)
- Income from copyrights or other intellectual property (such as royalties)
- Loans (from banks, funds, individuals or other borrowers)
- Other, namely:

Question 19

Can you indicate if there are any parts of your work that are not paid (sufficiently) by the client/institution? Multiple answers possible.

- Not applicable
- Construction and dismantling of the work
- Maintenance of work
- Presentation/artist talk
- Research
- Writing (draft) proposals
- (Co)write fund applications
- Travel and accommodation costs
- Time spent on travelling/commuting
- Transport of work
- Rehearsals
- Material costs
- Contribution to work (investment for making), copyright on display/presentation
- Host/accompany screening of the work
- Other, namely:

Question 20

Do you think you were paid fairly for the projects you worked on in the past year?

Never – Rarely – Sometimes – Frequently – Very often – Always

(Optional) please specify:

Question 21 (obliged)

Did you notice any change in payment in recent years as fair practice and fair pay have become a topic of discussion within the cultural and creative sector? Multiple answers possible.

- I notice that sometimes I get paid more than before
- I find myself paying more than before
- I notice that sometimes I get paid less than before
- I find myself paying others less than before
- I notice that projects are budgeted differently
- I notice that I get fewer projects because presentation venues have to pay more per work
- I notice that I have become more strict on financial arrangements
- I didn't notice any changes
- Other, namely:

Question 22

Do you have the option of calculating your own hourly or daily rate?

Not applicable / I don't know – Never – Rarely – Sometimes – Frequently – Always

Question 23 (obliged)

How do you calculate or evaluate your own hourly or daily rate? Multiple answers possible.

- I maintain market-based rates
- I maintain the maximum hourly rate indicated by funds
- I use the artist fees calculation tool for the visual arts (kunstenaarshonorarium)
- I use a different calculation tool or guideline
- I make a comparison with fees from other artists in the digital culture sector
- I make a comparison with fees of other artists from other sectors
- I make an estimate of what hourly or daily rate is realistic in order to get a project assigned
- Other, namely:

Question 24 (obliged)

Which factors go into calculating your fee? *Multiple answers possible.*

- Your level of education
- Your relevant work experience
- Your specialism
- Your networking contacts
- The prizes that you have won, if any
- Your formally obtained qualifications and accreditations (such as teaching qualification)
- Hourly and daily rates of other/similar digital culture artists and makers
- Your reputation
- The type of client
- Your previous assignments with the same client
- What previous contractors requested or received from the same client
- The location/region where the job will be performed
- Risk (certain risks that make a contract require more work or investment)
- Maintenance (maintaining the work between the assignments and the time and investment in it)
- Income security through long-term assignments/projects
- Costs of social welfare, such as your pension provision and/or disability insurance
- Other, namely:

Question 25

What factors should play a role in calculating your fee, but do not currently do so? *Multiple answers possible.*

- Not applicable
- Your level of education
- Your relevant work experience
- Your specialism
- Your networking contacts
- The prizes that you have won, if any
- Your formally obtained qualifications and accreditations (such as teaching qualification)
- Hourly and daily rates of other/similar digital culture artists and makers
- Your reputation
- The type of client
- Your previous assignments with the same client
- What previous contractors requested or received from

the same client

- The location/region where the job will be performed
- Risk (certain risks that make a contract require more work or investment)
- Maintenance (maintaining the work between the assignments and the time and investment in it)
- Income security through long-term assignments/projects
- Costs of social welfare, such as your pension provision and/or disability insurance
- Other, namely:

Question 26

If you work with third parties (as a client), do you follow up on fair pay / fair practice / the Fair Practice Code yourself?

- I don't work with third parties/as a client
- I work with third parties/as a client and I follow up on fair pay/fair practice/the Fair Practice Code
- I work with third parties/as a client and I do not follow up on fair pay/fair practice/the Fair Practice Code (yet)

RANGE OF INCOME

Before you continue: in the questions below, we mention the term 'professional practice'. By this we mean your professional art practice as an artist or a creator in the digital culture sector.

Question 27

What is the profit from your business as per your last tax return (in euros)?

This can be found on your income tax form, the income before deductions (de inkomsten voor aftrekposten), such as the self-employment deduction (zelfstandigenaftrek) and SME deduction (MKB-aftrek). *Reminder: this survey is anonymous.*

- Don't know / won't say
- 0 – 5000
- 5000 – 10000
- 10000 – 15000
- 15000 – 20000
- 20000 – 25000
- 25000 – 30000
- 30000 – 35000
- 35000 – 40000
- 40000 – 45000
- 45000 – 50000
- 50000 – 55000
- 55000 – 60000
- Higher than 60000

Question 28

Do you have income from employment?

Below, provide an estimate of your employment income over the past year (in euros). *Reminder: this survey is anonymous.*

- Not applicable.
- Don't know / won't say
- 0 – 5000
- 5000 – 10000
- 10000 – 15000
- 15000 – 20000
- 20000 – 25000
- 25000 – 30000
- 30000 – 35000
- 35000 – 40000
- 40000 – 45000

- 45000 – 50000
- 50000 – 55000
- 55000 – 60000
- Higher than 60000

OPINION ON FAIR PRACTICE

Question 29

Is there anything you would like to share with us about fair practice within the digital culture sector?