

CLA 30 January 2003
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Joint committee for the socio-cultural sector

Collective labour agreement of 30 January 2003 establishing the wage conditions for socio-cultural work

Article 1. This collective labour agreement applies to the employers and employees of the socio-cultural work organisations that fall under the joint committee for the socio-cultural sector and are recognised by decree or are subsidised by the Ministry of the Flemish Community – Culture Administration, or by the municipal government, the provincial government or the Flemish Community Commission, and belong to the following subsectors:

- Socio-cultural adult work: decree of 4 April 2003 on socio-cultural adult work;
- Youth work: decree of 29 March 2002 on youth policy in Flanders; decree of 14 February 2003 on local and provincial youth (work) policy; decree of 18 February 2004 recognising and subsidising youth hostels, youth camping and youth training centres, support structures and the non-profit General Office for Youth Tourism (*vzw Algemene Dienst voor Jeugdtoerisme*);
- The cultural centres and ‘De Rand’: decree of 13 July 2001 on promoting a quality, integrated local cultural policy; decree of 29 April 2004 converting the non-profit organisation *vzw De Rand* (“The Periphery”) into a privately-held external independent agency;
- Folk culture: decree of 27 October 1998 on the recognition and subsidisation of folk culture organisations and the establishment of the Flemish Centre for Folk Culture;
- The amateur arts: decree of 22 December 2000 on the amateur arts;
- The archive and documentation centres: decree of 19 July 2002 on cultural archive operations under private law;
- The federations and support centres of these sub-sectors.

In this context, subsidies for regularised projects designed to employ the long-term unemployed (DAC projects) are not regarded as recognition or subsidisation. (*amended by CLA of 2-6-04*)

Employees are understood to mean male and female blue and white-collar personnel.

Article 2. This collective labour agreement establishes the general rules regarding wage scales. However, the parties are free to agree more favourable terms, taking into account, among others, the competence or personal merits of those concerned.

Article 3. § 1. The wage scale structure as established in the table applies to all employees in the aforementioned sectors from 1 January 2005.

WAGE SCALE STRUCTURE

Positions	Wage scale (start of seniority)	Minimum requirements
Manager <head of unit, head of department, ...>	B1a (21 years)	Higher education or equivalent through continuing education, further training and/or experience
University level position*	L1 (22 years)	Licentiate, master's, doctorate or diploma in "long type" higher education, or equivalent through continuing education, internships and/or experience
Socio-cultural professional with substantive responsibility for the position (cat. 1) <educational worker, trainer, culture officer, consultant, (ped)agogic employee, socio-cultural worker, exempt, youth worker, course leader, community worker, integration worker, neighbourhood community worker, editor, documentalist, study assistant, ... >	B1c (21 years) ----- -- B1b (21 years)	Higher education or equivalent through continuing education, additional training and/or experience ----- ----- ----- Six years of relevant experience as an employee cat. 1 **/**
Executory and/or supportive sociocultural collaborator (cat. 2) <supervisor, project worker, participation worker, animator, group supervisor, ...>	B2b (20 years) ----- -- B2a (20 years) - ----- - MV2 (21 years)	Lower secondary education or equivalent through continuing education, additional training and/or experience ----- ----- Higher secondary education or equivalent through continuing education, additional training and/or experience, or six years of relevant experience as a collaborator cat. 2 **/** ----- ----- Six years of relevant experience as a collaborator cat. 2 in B2a **/**
Assistant for the implementation of socio-cultural subtasks (cat. 3) <'assistant', intern, ...>	B3 (18 years)	None
Administrative, technical and/or logistics manager	A1 (21 years)	Higher education or equivalent through continuing education, additional training and/or experience
ATL worker (administrative, technical, logistics) worker <accountant, computer scientist, administrative assistant, multifunctional administrative assistant, technician, theatre technician, ...>	A2 (20 years)	Higher secondary education or equivalent through continuing education, additional training and/or experience
ATL assistant <reception worker, telephonist, counter worker, security personnel, supervising personnel, kitchen personnel, copyist, ...>	A3 (18 years)	Lower secondary education or equivalent through continuing education, additional training and/or experience
Maintenance personnel	L4 (18 years)	None

* Only applies to positions for which the employer, whether or not according to the requirements of the subsidising government authority, requires a licentiate, master's, doctorate or "long type" higher education diploma, or equivalence through continuing education, internships and/or experience.

** The employer can impose following an additional training course, whether or not organised by the subsector concerned

*** When transferring to another organisation, this wage scale applies only after the end of the probationary period; the lower scale applies during the probationary period

§ 2. As of 1 July 2002, these wage scales will be applied for a minimum of 80%, also taking into account the guaranteed average minimum monthly income, as established by CLA no. 43 of the National Labour Council.

§ 3. As of 1 January 2004, these wage scales will be applied for a minimum of 90%, also taking into account the guaranteed average minimum monthly income, as established by CLA no. 43 of the National Labour Council.

Article 4. This collective labour agreement is being concluded for an indefinite period. It comes into force on 1 July 2002.

It is being implemented on the condition that the financial resources for the harmonisation of wages that are provided for under the Flemish Intersectoral Agreement for the Social Profit Sector 2000-2005 are effectively made available. It may be reviewed or cancelled at the request of a signatory, giving three months' notice by registered letter addressed to the chair of the joint committee.

The organisation that takes the initiative for revision or termination, must indicate the reasons and submit the amendment proposals. The other organisations undertake to discuss this within one month of receipt.

Annex: gross annual wages at index 126.83, and gross monthly wage scales on 1 July 2002 (2%), according to the percentages for phased application.

Brussels, 30 January 03