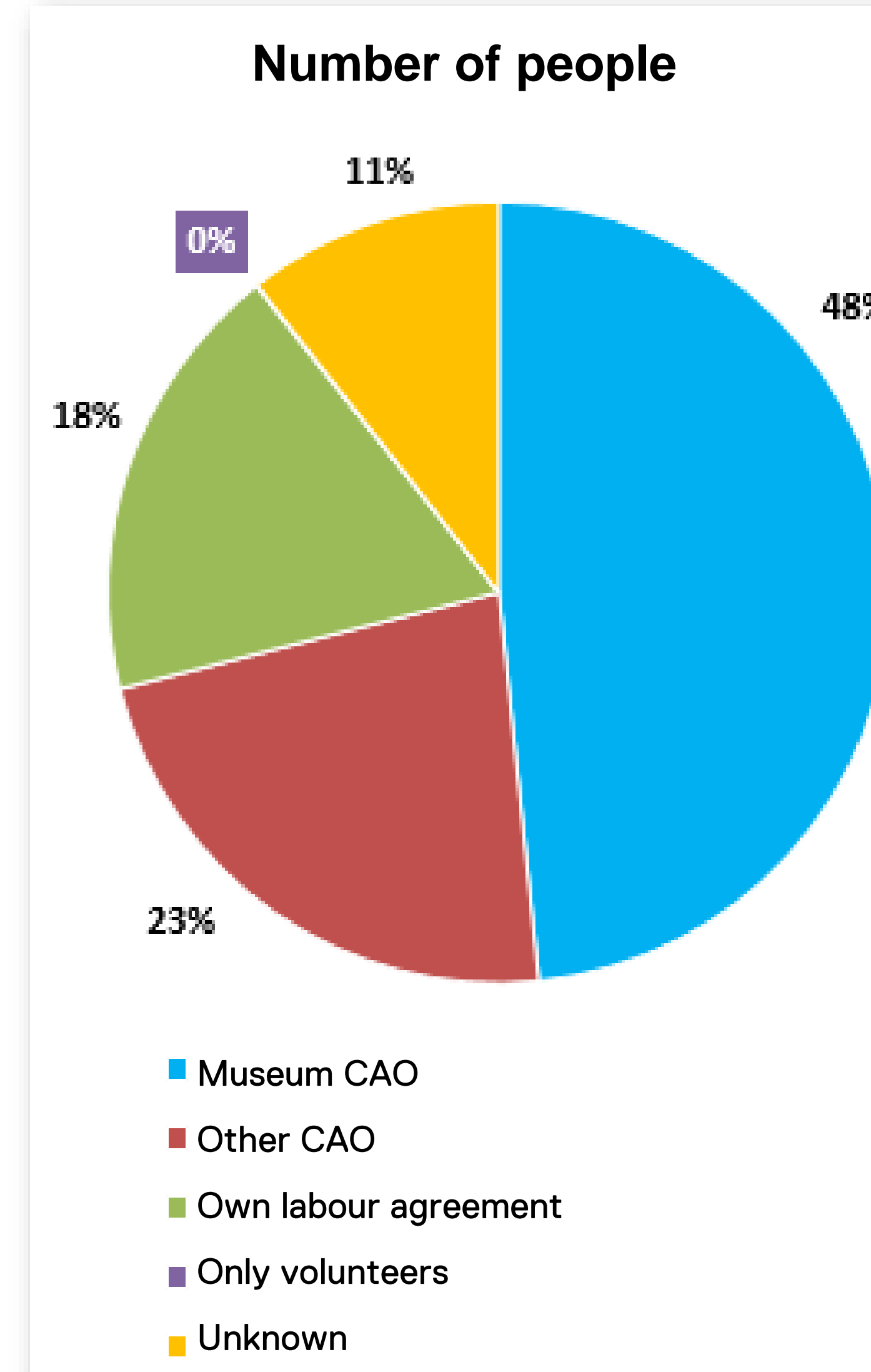
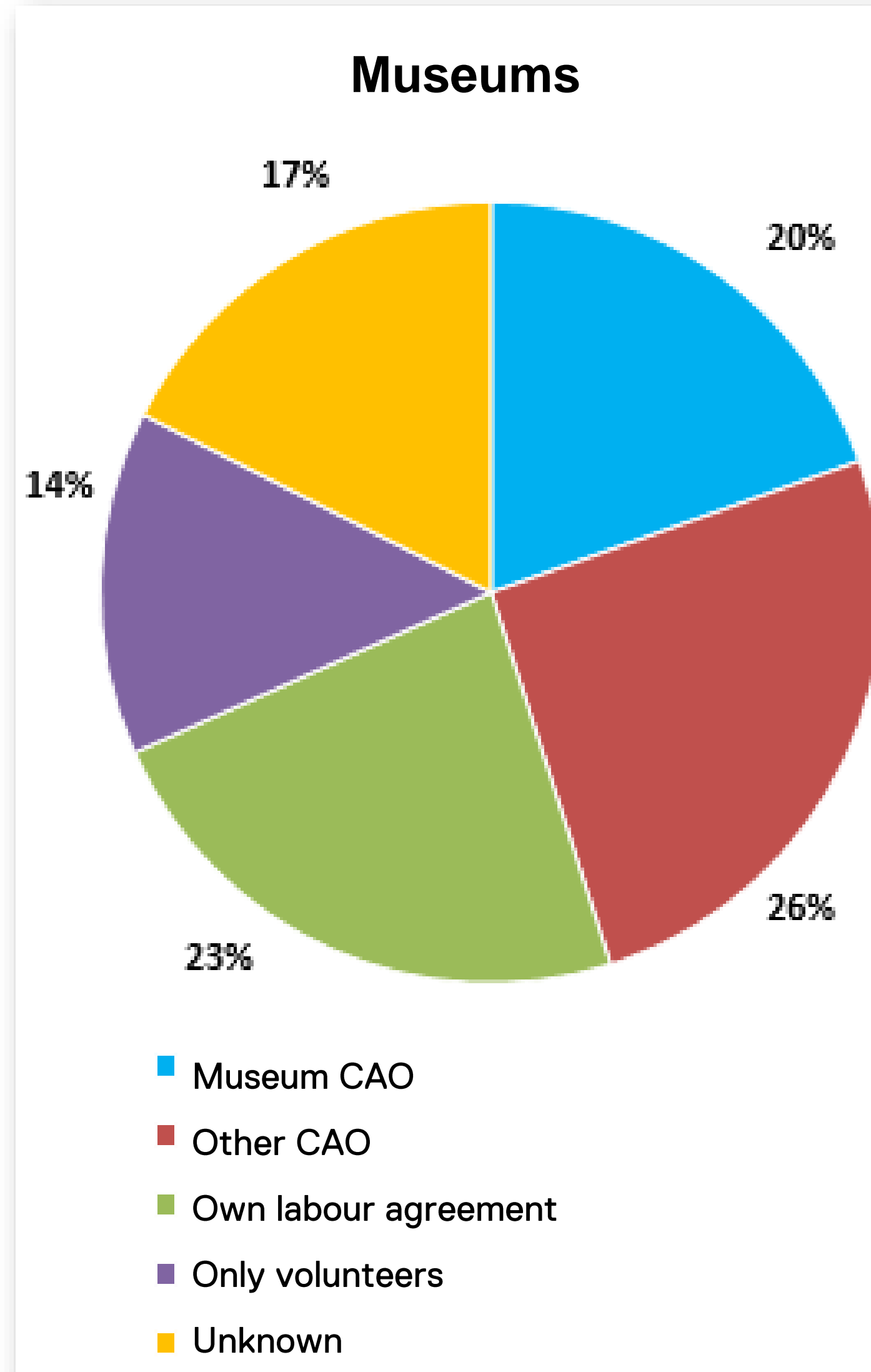


# The museums labour market and the challenges we have to face

Gea Wold and Bente Bergmans  
Netherlands Museums Association

# Netherlands Museums Association

- 435 members (museums)
- 40.000 employees, of which 69% unpaid (volunteers or trainees)
- Growth in employees, in 2017 2,000 more employees than in 2016
- Total labour costs are 365 mln Euro
- 60% of our museums have less than 3 paid employees.
- About 1 on 7 museums have no paid employees
- We have an collective labour agreement, the Museum cao (39 museums)



# Future of working in a museum

Central question: *How to keep your organisation interesting for new and current employees?*

- Desk research
- Museum statistics
- Interviews with our members
- Final report
- November 19: presentation of the results to the sector.

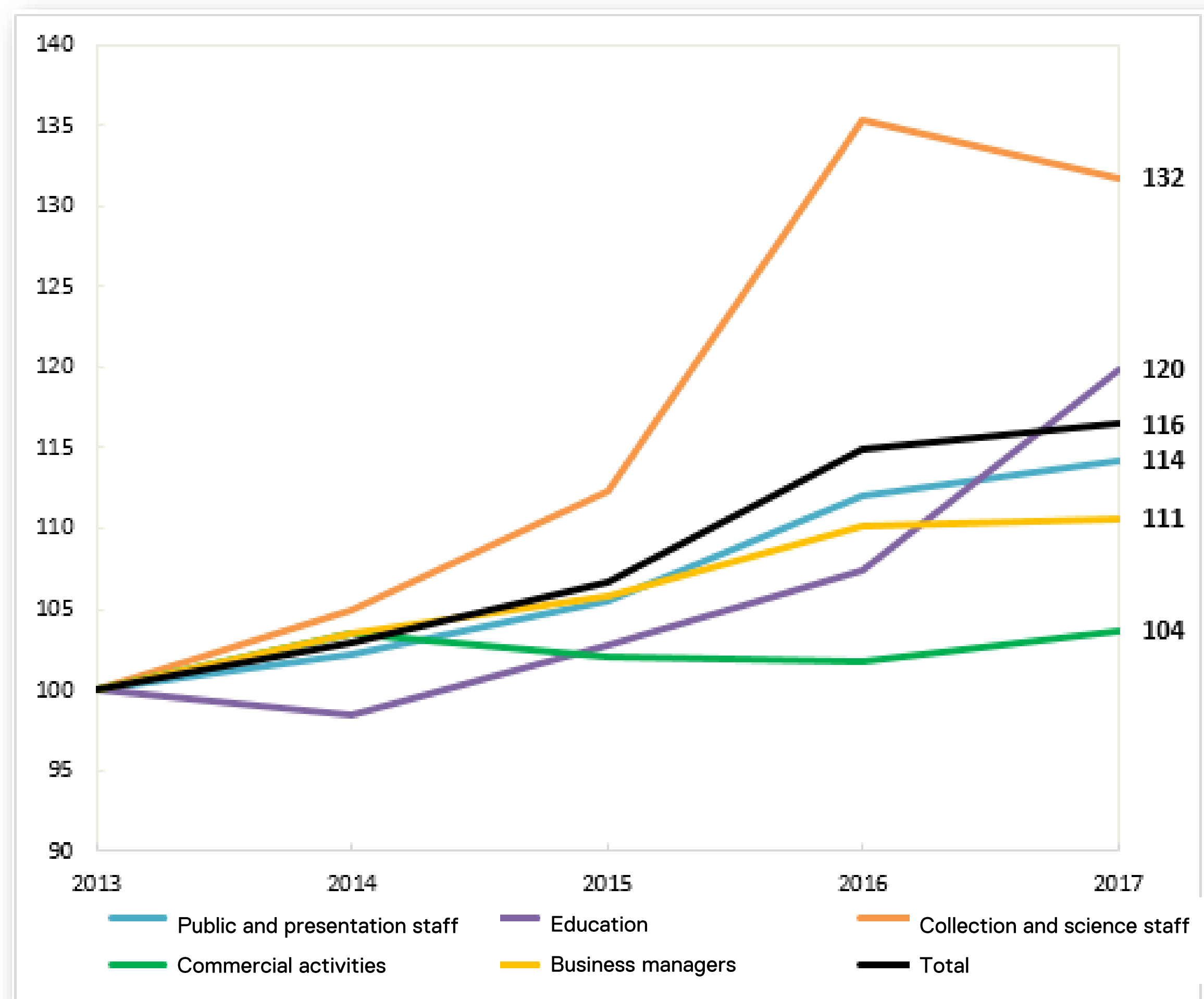


Toekomst  
van Werken  
in Musea

## **Current challenges:**

- Attract young employees, keep employees at work
- Older generation that will retire soon
- Knowledge loss
- New jobs: IT, marketing, finance, fundraisers, security (i.e. profilers)
- Diversity and representation
- Employees in museums like their jobs

# Overall work load is increasing



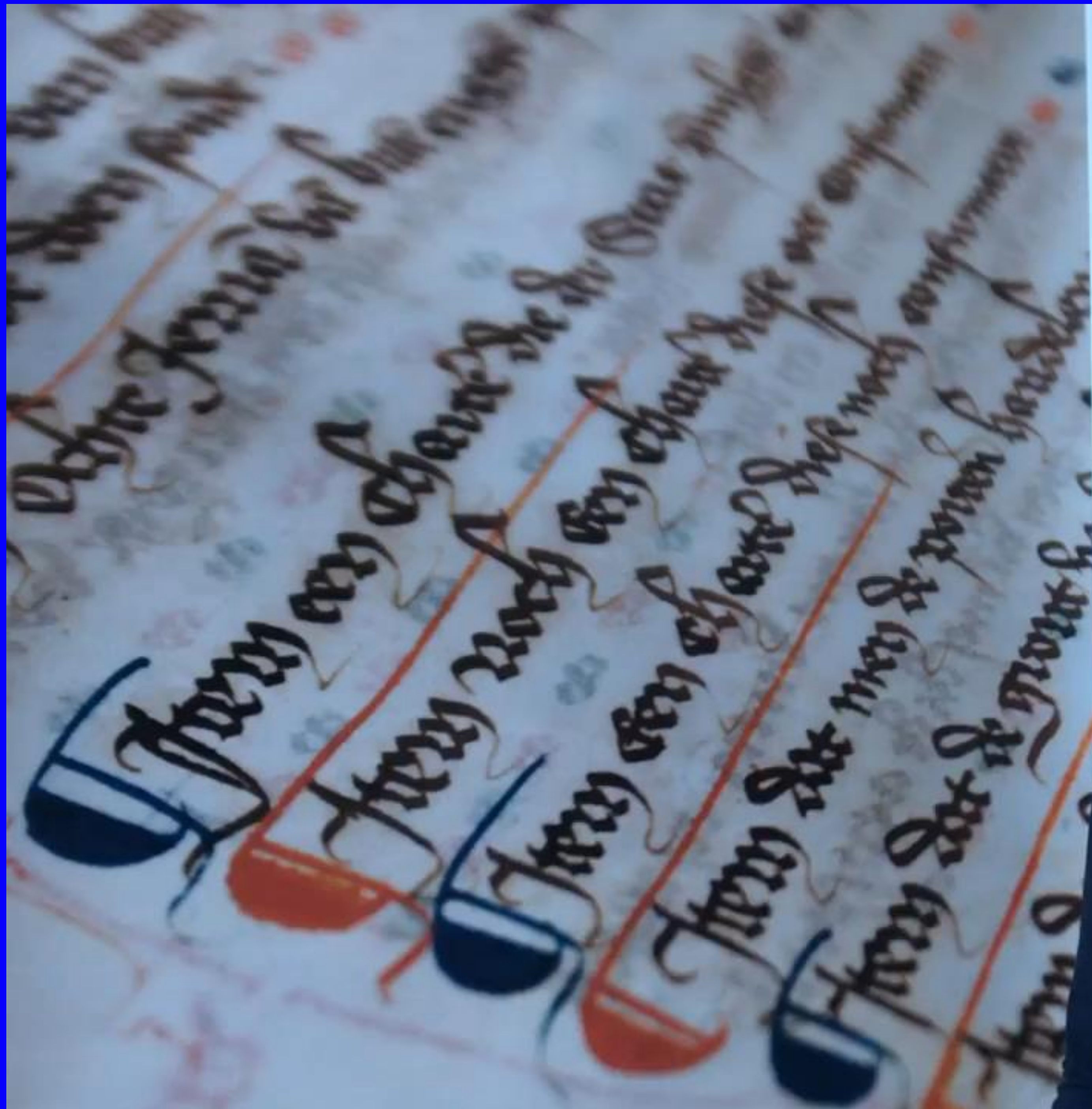
## HR agenda: What are the next practical steps?

1. Break down the tradition hierarchical structure within the organisation, provide social dialogue, social innovation (new ways of learning). Become a learning organisation.
2. Develop an intern or trainee policy
3. Diversity in staff is needed
4. Look into the possibilities for internal exchange of employees
5. Cherish the volunteers (27.000), they are the largest group of employees in our sector
6. Sustain a healthy work environment
7. Stay attractive as museum sector

# What is your challenge?

Come up with a top 3 of pressing challenges





## Group activity

Each group will discuss a different challenge. After introducing yourself to each other, please discuss the following questions:

- Do you recognise this within your own country or museum?
- What are examples that help solve this problem? Think of current initiatives, policy rules, projects etc.
- What could be the role of the association in this?
- In light of this European conference: How could European countries work together to face this challenge?

# Plenary session & recap

- Examples
- Possible solutions
- What can we do together as European countries?

# Further information & contact

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