

Santander Employ Culture

- The Banco Santander Foundation launched the sixth edition of Santander Employ Cultura, an initiative to create jobs among young people specialised in contemporary culture and help organisations in the cultural sector to grow sustainably.
- Fundación Banco Santander grants EUR 18,000 to 10 organisations in the field of contemporary culture, all of which must be allocated to the new employee's salary for one year.
- The allocation may be extended for a second year by 50% (9,000 euros) to those organisations that manage to grow in a sustainable manner and/or consolidate their structure.
- All types of organisations (foundations, associations, cooperatives, companies, etc.) related to contemporary culture (plastic and living arts, sound and musical art, digital, cinema, literature, reading and community art, etc.) that need to cover a job can participate.
- Santander Employ Culture has become a living image of cultural management and youth employment in the sector. Participate: <https://www.fundacionbancosantander.com/es/emplea-cultura>

Madrid, September 26, 2019-

The Banco Santander Foundation launches the sixth edition of Santander Employ Culture, a programme aimed at creating jobs for young people in the cultural sphere, a sector that represents 3.7% of the employed population in Spain, which is characterised by higher than average academic training (67.1% in higher education as against 42.5% for the whole of Spain) and whose youth unemployment is one of its most pressing problems (36% unemployment rate) according to the Yearbook of Cultural Statistics of the Ministry of Culture in 2018.

Santander Employ Culture, in its five past editions, balances the data that speak of a greater proportion of men in the cultural sector, 60.7%, compared to 39.3% of women, as 87.2% of the selected candidates were women. It should also be noted that only 68.3% of cultural employment is remunerated, a lower figure than that observed in the total Spanish working population, which stands at 83.5%; and only 0.7% of cultural companies in 2017 had fifty employees, and 65% of cultural companies had no employees in 2017, data from the 2018 Yearbook itself, which reinforces the need for such a programme in Spanish society.

In 2014, Fundación Banco Santander decided to launch this initiative to respond to the high unemployment and precariousness of young people in the cultural sector. The aim is to help or contribute to reversing this situation of inactivity and job instability and contribute to the professionalisation and increase in the quality of employment in the cultural sector with the incorporation of new talent. Santander Employ Culture allows any organisation related to contemporary culture - from companies to foundations, associations, cooperatives, art galleries, publishing houses, theatre companies or film production companies, cultural media, etc.-- that needs to incorporate an employee into its structure, to **apply until 22nd October**. The organisations can work in the visual arts, living arts (theatre, dance, performance), sound and musical art, digital art, audiovisual and cinema, literature and reading or community and participatory art.

During the selection process, criteria will be taken into account that have to do with the sustainability over time of the position offered and its need. In this manner, the programme will not be aimed at specific projects but at positions that can last over time and that contribute to helping the organisation grow in a sustainable manner and strengthen its structure, one of the project's strongest arguments.

Borja Baselga, director of Fundación Banco Santander, explains that "at the Foundation we are committed to this project because we believe that it is necessary to respond to a real need, which is unemployment among young people in culture". The results, added Baselga, "are very positive because the level of satisfaction among the organisations and young people is very high, and we are helping to strengthen the commitment of these organisations to employment and helping to make them sustainable over time". Baselga points out that the lack of continuity in the professional field "is another of the great problems of this sector and with Santander Employ Culture we are contributing to its professionalisation".

Calls for entries

1. Period of participation for organisations wishing to fill a post within its structure: from 24 September 2019 to 22 October 2019.
2. Period of participation for candidates wishing to apply for the posts offered: from December 3, 2019 to December 17, 2019.

Selection

A selection committee, composed of professionals from the cultural sector, will choose 10 organisations. The selection process will take into account criteria related to the sustainability of the position offered, the relationship with social innovation and the inclusive approach. The programme is not intended for specific projects but for positions that can last over time and that contribute to making the sector more solid and innovative.

After the first call for organisations, a second call is aimed at unemployed young people with training related to the cultural sector. After an initial selection made with the advice of a human resources consultant, the organisations themselves, after interviewing the finalists, choose the young people who best fit the positions offered.

Economic endowment

Fundación Banco Santander will give each of the ten selected organizations 18,000 euros, to be allocated in full to the employee's salary for one year. This amount may not be used to cover costs of recruitment, employee training, equipment or any expenses other than the employee's salary. If the organisation receiving the endowment wishes to allocate more of its own resources to recruitment, Fundación Banco Santander will not intervene in this decision.

During the first year of participation in the programme, the Fundación Banco Santander will evaluate its development and, if the evaluation is positive, it may contribute 50% of the previous contribution (EUR 9,000) to the employee's salary for a second year to a maximum of five organisations, provided that the salary is equal to or higher than that of the first year. Fundación Banco Santander will take into account the following criteria in its assessment to grant the aid for the second year of employment:

- The successful development of the programme in terms of the adaptation of the candidate and continued accompaniment of the candidate throughout the duration of the contract.
- The establishment of the viability of the post in the medium/long term.
- The needs of the organisation in terms of human resources and development

Meetings and workshops

Fundación Banco Santander will organise meetings and workshops for new employees and organisations throughout the programme. The aim of these workshops is to promote communication between those involved and share learning, review methodologies and provide tools to promote employability, reduce time of adaptation of the participants and to generate a network or community among the professionals of the program.

About Fundación Banco Santander

At Fundación Banco Santander we work to contribute to the construction of a more equitable, inclusive and sustainable society.

With this objective, we develop initiatives grouped into three lines of action: the promotion

of culture as a tool for understanding the world around us, social action to facilitate the progress of vulnerable groups and care of the environment to protect natural heritage.

In all our programmes we strive to create networks of collaboration with the third sector in order to face the main global challenges together.