



**PANORAMA OF NATIONAL
DEFINITIONS OF "VOLUNTEER"**

Volunteering for popular music

A CROSSROAD BETWEEN THE 5 FIVE MUSIC RIGHTS AND THE 5 WAYS TO WELLBEING?

Overview per Country (last update October 24): Definition of Volunteering & Policies Favouring Volunteer Engagement

COUNTRY	LEGAL DEFINITIONS	DEFINITION	EXAMPLES OF SPECIFIC POLICIES TO FAVOUR VOLUNTEER EG	SOURCE
Belgium “Our Survey counted that 80% of the Belgian venues’ workforce is made of volunteers.”	yes	According to the law of July 3, 2005, volunteering is defined as any unpaid and non-obligatory activity performed freely. It must benefit others, such as individuals, groups, organizations, or the community, and be organized outside the volunteer’s family or private sphere. Volunteering cannot overlap with paid employment for the same tasks or organization, nor be used to replace paid labor or avoid paying overtime.	Volunteer (notably of live music scenes) can benefit of a financial compensation of €41,48 / day and €1659,29 / year. Non-professional artists (“amateur”) who are not under a labour contract for their artistic activity benefit from a special compensation which can go up to €77,22 / day. More info here	LINK
Denmark	tbc	tbc	tbc	tbc
Estonia “Our Survey counted that 22% of the Estonian venues’ workforce is made of volunteers.”	no	Although not legally defined, the Estonian tax & customs board characterise volunteers as the following: “Volunteer work is done in the public interest and for society in the course of which volunteers dedicate their time, energy, skills as well as their free time and will to such a work and they are normally not paid for it”. They distinct it from “unpaid work”.		LINK
Finland “Our Survey counted that 37% of the Finnish venues’ workforce is made of volunteers.”	no	No legal definition exists, but volunteering is generally seen as unpaid, free-will activity for the benefit of others, often within organized settings. According to research in Finland, volunteer work increases the well-being of those who engage in it. Volunteer activities positively enhances the well-being and sense of community of participants. Volunteering is also seen as an opportunity to influence matters that are important to oneself. Source: Voluntary work in Finland 2024 -report	The Finnish government has recognized the strategic importance of volunteer work. According to the government program, additional regulations related to volunteer activities will be reduced, and interaction between the government and civil society will be improved during the current term. Source here	LINK
France “Our Survey counted that over 7000 volunteers gave their time to the 137 FEDELIMA venues in 2019.”	No	«Bénévolat» refers to unpaid, voluntary activities outside family or professional obligations. It is not subject to a contract. «Volontariat» involves more formal, project-based activities with some legal protections, as it is subject to a contract.	A «congé engagement» is an unpaid leave that allows employees to dedicate up to 6 days per year to volunteering for a non-profit organization. It is specifically aimed at volunteers holding leadership positions in associations of public interest, and it can be taken in flexible, fractioned periods. More info here	LINK

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Germany	tbc	Volunteering means doing work for an organisation voluntarily and without remuneration. Volunteering itself is characterised by a wide variety of areas in which you can become active and do good. People are motivated to get involved in society for a variety of reasons.	tbc	LINK
Italy “Our Survey counted that 13% of the Italian venues’ workforce is made of volunteers. “	No	In Italy, by law, a volunteer activity must be with the will to carry out activities in favour of the community and the common good, making available their time and skills to promote answers to the needs of the people and communities who are beneficiaries of its action, in a personal, spontaneous and gratuitous way, and exclusively for solidarity purposes.		LINK
The Netherlands The VNPF Facts & Figures report , comparing data 2019 to the next 4 years (until 2023) states that COVID impacted the number of volunteers in Dutch venues, although that number is almost back to pre-covid times. The share of volunteer work decreased from 16% in 2019 to 11% in 2023.	No	Definition provided by Dutch Tax Administration: You are considered a volunteer if you meet the following four conditions: 1. You perform work for: <ul style="list-style-type: none"> • an organization that is not subject to corporate tax or is exempt from it, • a sports association or sports foundation, • an ANBI (Public Benefit Organization). 2. You are not employed by the organization, sports association, or sports foundation. 3. You are not performing the work as part of your profession. 4. The work is not done for your profession. This means that the compensation is so low that it does not reflect the scope and time commitment of the work. In this case, you receive a volunteer allowance.	The Labour Market Agenda for Cultural and Creative Sector (2017) aims to enhance the labor market position of individuals in the arts, culture, and creative industries. The agenda highlights the need for clear formal agreements between organizations and volunteers or trainees. In response, VNPF created model agreements, accompanied by explanations for their use, to standardize practices. In April 2024, the Stichting KEES, in collaboration with the VNPF and input from volunteer coordinators, released an updated «Handreiking Vrijwilligersbeleid» (Volunteer Policy Guide) for pop venues and festivals. This comprehensive guide offers practical advice to help organizations develop or refine their volunteer policies, ensuring clarity, preventing misunderstandings, and promoting equitable treatment of all volunteers.	LINK 1 LINK 2
Norway	tbc	tbc	tbc	tbc
Spain	tbc	tbc	tbc	tbc
Sweden	tbc	tbc	tbc	tbc
Switzerland	tbc	tbc	tbc	tbc

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Portugal	yes	Volunteering involves selfless actions in social or community projects or programmes organized by public or private non-profit entities. This law does not apply to isolated, sporadic actions driven by personal relationships. A volunteer is an individual who willingly and responsibly contributes their skills and time without forming a work or financial relationship with the organization.	Portuguese volunteer are legally entitled to a “volunteer identification card”, which allows their registration, accounting for the hours they dedicate to causes and guarantees advantages for the organizations with which they collaborate: benefits and discounts offered by companies in the area of energy, food distribution, telecommunications and others. The card also allows for simple creation of statistics on volunteer hours for smaller organisations. More info here	LINK