

Core indicators of public funding and expenditure on culture

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KULTURA ETA HIZKUNTZA
POLITIKA SAILA

DEPARTAMENTO DE CULTURA
Y POLÍTICA LINGÜÍSTICA



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| | |
|--|----|
| 1. Cultural vitality | 3 |
| ▪ Cultural expenditure per inhabitant | 3 |
| ▪ Cultural effort | 4 |
| ▪ GDP/Culture | 4 |
| 2. Expenditure diversification | 5 |
| ▪ Expenditure diversification by sector | 5 |
| ▪ Diversification of expenditure by territorial concentration | 7 |
| ▪ Expenditure diversification by administrative grouping of municipalities | 8 |
| ▪ Driving force city councils | 9 |
| 3. Decentralisation of expenditure | 11 |
| ▪ Expenditure decentralisation ratio | 11 |
| ▪ Employment decentralisation ratio | 11 |
| 4. Expenditure structure | 12 |
| ▪ Fixed expenditure structur | 12 |
| ▪ Subsidy ratio | 14 |
| ▪ Revenue structure | 15 |
| 5. Public employment in culture | 16 |
| ▪ Public employment in culture ratio | 16 |
| 6. Cultural revenue | 17 |
| ▪ Self-financing of autonomous organisations, foundations and public companies | 17 |
| ▪ Municipal dependency ratio | 17 |
| 7. Gender | 18 |
| ▪ Employment segregation by sex | 18 |
| ▪ Glass ceiling in cultural public employment | 18 |
| Methodological notes | 19 |

■ Cultural expenditure per inhabitant

Measures the expenditure on culture carried out by the different levels of government per inhabitant.

| Government level | Consolidated expenditure | Population | €/inhabitant |
|----------------------|--------------------------|------------|--------------|
| Basque Government | 73.386.970 | 2.171.886 | 33,8 |
| Regional Governments | 87.555.713 | | 40,3 |
| City Councils | 282.880.847 | | 130,2 |

| Territory | Integrated expenditure* | Population | €/inhabitant |
|---------------------------------------|-------------------------|------------------|--------------|
| Total | 282.880.847 | 2.171.886 | 130,2 |
| Araba / Álava | 26.694.139 | 322.335 | 82,8 |
| Arabako Ibarrek / Alava Valleys | 663.195 | 5.930 | 111,8 |
| Arabako Lautada / Alava Plain | 18.733.857 | 258.641 | 72,4 |
| Arabako Mendialdea / Alava Mountains | 403.472 | 2.981 | 135,3 |
| Errioxa Arabarra / Alava Rioja | 1.397.924 | 11.484 | 121,7 |
| Gorbeia Inguruak / Gorbea Foothills | 1.588.561 | 8.777 | 181,0 |
| Kantauri Arabarra / Cantabrian Alava | 3.907.129 | 34.522 | 113,2 |
| Gipuzkoa | 122.687.931 | 710.699 | 172,6 |
| Bidasoa Beherea / Lower Bidasoa | 4.470.216 | 76.765 | 58,2 |
| Deba Beherea / Lower Deba | 6.180.990 | 55.307 | 111,8 |
| Debagoiena / Upper Deba | 9.693.864 | 62.734 | 154,5 |
| Donostialdea / Donostia-San Sebastián | 80.196.317 | 324.511 | 247,1 |
| Goierri | 6.720.140 | 67.537 | 99,5 |
| Tolosaldea / Tolosa | 6.363.233 | 48.454 | 131,3 |
| Urola-Kostaldea / Urola Coast | 9.063.171 | 75.391 | 120,2 |

* Note: The integrated expenditure is the result of the cleansing achieved by avoiding double accounting between each administration and its dependant entities.

.../...

| Territory | Integrated expenditure* | Population | €/inhabitant |
|-----------------------------------|-------------------------|------------------|--------------|
| Bizkaia | 133.498.777 | 1.138.852 | 117,2 |
| Arratia Nerbioi / Arratia-Nervión | 3.139.319 | 23.686 | 132,5 |
| Bilbo Handia / Greater Bilbao | 99.755.910 | 857.044 | 116,4 |
| Durangaldea / Durango Area | 11.947.306 | 98.229 | 121,6 |
| Enkartzioak / Encartaciones Area | 3.641.969 | 31.984 | 113,9 |
| Gernika-Bermeo | 5.435.041 | 45.688 | 119,0 |
| Markina-Ondarroa | 2.970.442 | 26.014 | 114,2 |
| Plentzia-Mungia | 6.608.790 | 56.207 | 117,6 |

* Note: The integrated expenditure is the result of the cleansing achieved by avoiding double accounting between each administration and its dependant entities.

■ Cultural effort

Shows the weight of culture in relation to the total expenditure of the different governments.

| Government level | Cleared expenditure | Total budget | Cultural effort | % |
|----------------------------------|---------------------|-----------------------|-----------------|-------------|
| Total CAE | 389.262.478 | 15.975.091.045 | 0,024 | 2,4% |
| Basque Government (BG) | 67.662.317 | 10.364.638.886 | 0,007 | 0,7% |
| Regional Governments (RG) | 78.889.169 | 2.795.683.118 | 0,028 | 2,8% |
| City Councils (CC) | 242.710.992 | 2.814.769.041 | 0,086 | 8,6% |
| < 5.000 | 27.888.144 | 291.519.918 | 0,096 | 9,6% |
| 5.000-20.000 | 54.846.045 | 659.310.914 | 0,083 | 8,3% |
| > 20.000 | 64.376.048 | 740.902.697 | 0,087 | 8,7% |
| Capitals | 95.600.756 | 1.123.035.512 | 0,085 | 8,5% |

■ GDP/Culture

This indicator shows the weight of public expenditure on culture in the GDP of the CAE.

| | |
|---|------------|
| CAE GDP (thousands of euros) | 70.857.296 |
| Total expenditure on culture (thousands of euros) | 428.976 |
| Culture weight | 0,61% |

2. Expenditure diversification

■ Expenditure diversification by sector

This indicator allows us to see distribution by sector of the budget allocated to culture.

| Government level | Heritage | Arts and industries | Festivals and popular culture | Management and general services | Total |
|----------------------|----------|---------------------|-------------------------------|---------------------------------|--------|
| Total CAE | 26,2% | 58,7% | 7,4% | 7,8% | 100,0% |
| Basque Government | 26,0% | 66,3% | 0,0% | 7,7% | 100,0% |
| Regional Governments | 52,0% | 37,0% | 0,1% | 10,9% | 100,0% |
| City Councils | 18,2% | 63,4% | 11,6% | 6,8% | 100,0% |
| < 5.000 | 20,0% | 46,8% | 28,1% | 5,2% | 100,0% |
| 5.000-20.000 | 15,4% | 61,6% | 18,3% | 4,6% | 100,0% |
| > 20.000 | 19,2% | 63,8% | 8,2% | 8,7% | 100,0% |
| Capitals | 18,6% | 67,7% | 6,6% | 7,1% | 100,0% |

| Government level | Heritage | | | | Arts and industries | | | | | | | Festivals and popular culture | Management and general services |
|---------------------|--------------------------|-----------|----------|---------|---------------------|-------|-------------|-----------------------------|-----------------|---------------------------|--|-------------------------------|---------------------------------|
| | Heritage and archaeology | Libraries | Archives | Museums | Theatre and dance | Music | Visual arts | Cinema and audio-visual art | Cultural action | Literature and publishing | Bertsolarism (traditional Basque improvised verse) | | |
| Total CAE | 5,2% | 8,4% | 2,1% | 10,6% | 7,8% | 19,8% | 1,6% | 3,8% | 0,5% | 24,9% | 0,3% | 7,4% | 7,8% |
| Basque Government | 5,8% | 3,5% | 4,3% | 12,4% | 4,0% | 28,4% | 1,9% | 14,2% | 2,2% | 15,5% | 0,1% | 0,0% | 7,7% |
| Regional Government | 12,9% | 7,2% | 3,4% | 28,5% | 2,9% | 10,6% | 2,2% | 1,4% | 0,4% | 18,8% | 0,7% | 0,1% | 10,9% |
| City Councils | 2,6% | 10,0% | 1,1% | 4,5% | 10,4% | 20,4% | 1,3% | 1,8% | 0,1% | 29,2% | 0,1% | 11,6% | 6,8% |
| < 5.000 | 0,7% | 15,8% | 1,1% | 2,5% | 2,8% | 11,7% | 0,7% | 0,7% | 0,1% | 30,3% | 0,4% | 28,1% | 5,2% |
| 5.000-20.000 | 2,8% | 10,6% | 0,4% | 1,6% | 5,7% | 23,6% | 2,0% | 3,0% | 0,2% | 27,0% | 0,2% | 18,3% | 4,6% |
| > 20.000 | 6,7% | 10,3% | 0,6% | 1,6% | 8,4% | 25,0% | 1,5% | 1,7% | 0,1% | 27,0% | 0,2% | 8,2% | 8,7% |
| Capitals | 0,6% | 8,3% | 1,7% | 8,0% | 15,4% | 18,2% | 1,1% | 1,7% | 0,0% | 31,2% | 0,1% | 6,6% | 7,1% |

■ Diversification of expenditure by territorial concentration

Shows the degree of urban concentration of the cultural expenditure. It is calculated by establishing a threshold according to the population of the municipalities (10.000 inhabitants).

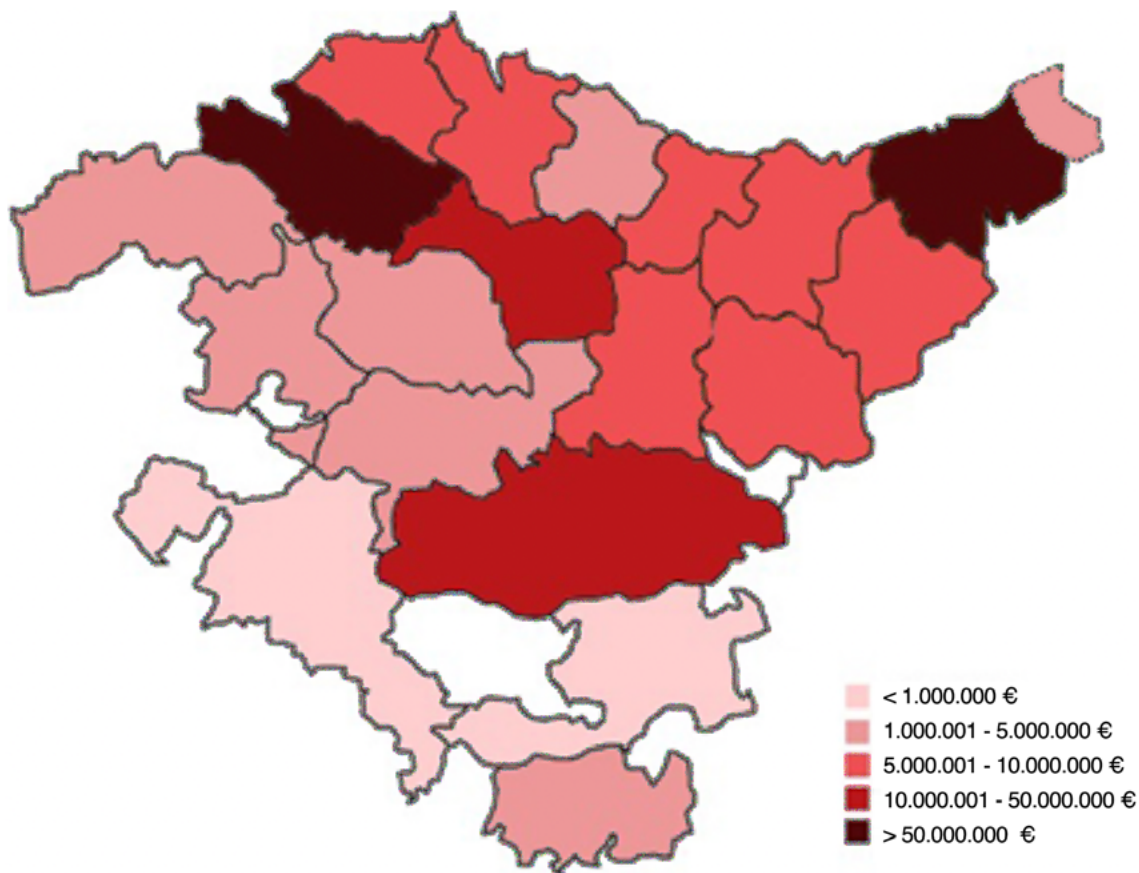
| Territory | Municipalities >10.000 inhabitants | Other municipalities |
|---------------------------------------|---------------------------------------|----------------------|
| Total | 82,2% | 17,8% |
| Araba | 72,7% | 27,3% |
| Arabako Ibarrak / Alava Valleys | 0,0% | 100,0% |
| Arabako Lautada / Alava Plain | 87,1% | 12,9% |
| Arabako Mendialdea / Alava Mountains | 0,0% | 100,0% |
| Errioxa Arabarra / Alava Rioja | 0,0% | 100,0% |
| Gorbeia Inguruak / Gorbea Foothills | 0,0% | 100,0% |
| Kantauri Arabarra / Cantabrian Alava | 79,5% | 20,5% |
| Gipuzkoa | 84,3% | 15,7% |
| Bidasoa Beherea / Lower Bidasoa | 100,0% | 0,0% |
| Deba Beherea / Lower Deba | 65,7% | 34,3% |
| Debagoiena / Upper Deba | 83,7% | 16,3% |
| Donostialdea / Donostia-San Sebastián | 95,9% | 4,1% |
| Goierri | 21,6% | 78,4% |
| Tolosaldea / Tolosa | 38,3% | 61,7% |
| Urola-Kostaldea / Urola Coast | 66,2% | 33,8% |
| Bizkaia | 82,1% | 17,9% |
| Arratia Nerbioi / Arratia-Nervi6n | 0,0% | 100,0% |
| Bilbo Handia / Greater Bilbao | 94,0% | 6,0% |
| Durangaldea / Durango Area | 66,8% | 33,2% |
| Enkartzazioak / Encartaciones Area | 0,0% | 100,0% |
| Gernika-Bermeo / Guernica-Bermeo | 73,1% | 26,9% |
| Markina-Ondarroa | 0,0% | 100,0% |
| Plentzia-Mungia | 58,2% | 41,8% |

■ Expenditure diversification by administrative grouping of municipalities

Reports on the consolidated cultural expenditure of city councils by historical territory and administrative grouping of municipalities. Information is added about the concentration of the population in each territory.

| Territory | Consolidated expenditure | Population |
|---------------------------------------|--------------------------|---------------|
| Total | 100,0% | 100,0% |
| Araba | 9,4% | 14,8% |
| Arabako Ibarrek / Alava Valleys | 0,2% | 0,3% |
| Arabako Lautada / Alava Plain | 6,6% | 11,9% |
| Arabako Mendialdea / Alava Mountains | 0,1% | 0,1% |
| Errioxa Arabarra / Alava Rioja | 0,5% | 0,5% |
| Gorbeia Inguruak / Gorbea Foothills | 0,6% | 0,4% |
| Kantauri Arabarra / Cantabrian Alava | 1,4% | 1,6% |
| Gipuzkoa | 43,4% | 32,7% |
| Bidasoa Beherea / Lower Bidasoa | 1,6% | 3,5% |
| Deba Beherea / Lower Deba | 2,2% | 2,5% |
| Debagoiena / Upper Deba | 3,4% | 2,9% |
| Donostialdea / Donostia-San Sebastián | 28,3% | 14,9% |
| Goierri | 2,4% | 3,1% |
| Tolosaldea / Tolosa | 2,2% | 2,2% |
| Urola-Kostaldea / Urola Coast | 3,2% | 3,5% |
| Bizkaia | 47,2% | 52,4% |
| Arratia Nerbioi / Arratia-Nervión | 1,1% | 1,1% |
| Bilbo Handia / Greater Bilbao | 35,3% | 39,5% |
| Durangaldea / Durango Area | 4,2% | 4,5% |
| Enkartzioak / Encartaciones Area | 1,3% | 1,5% |
| Gernika-Bermeo / Guernica-Bermeo | 1,9% | 2,1% |
| Markina-Ondarroa | 1,1% | 1,2% |
| Plentzia-Mungia | 2,3% | 2,6% |

Distribution of the level of consolidated expenditure on culture of city councils according to administrative grouping of municipalities.

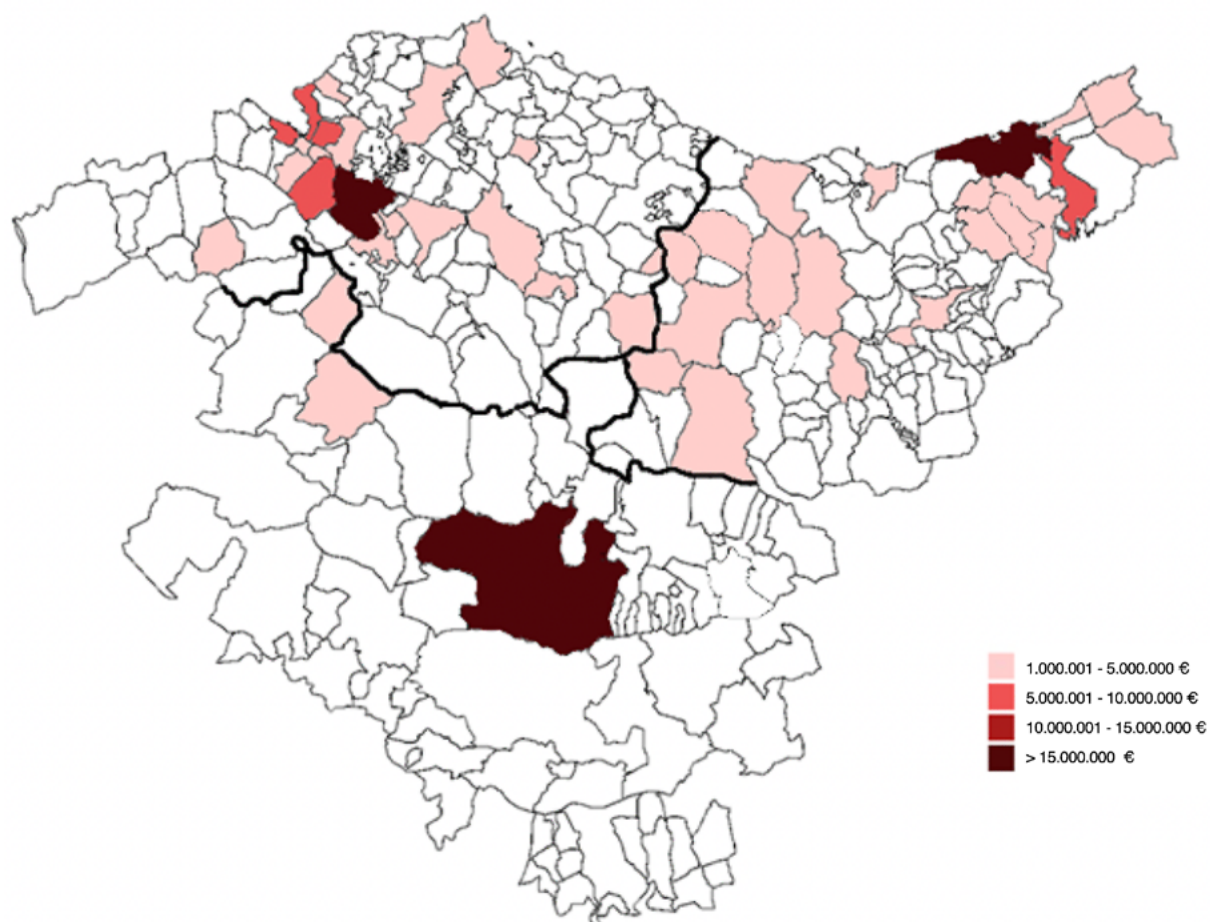


■ Driving force city councils

Weight of the integrated expenditure on culture by the city councils with most expenditure in the CAE with its independent organisations (more than a million euros).

| | | |
|---|--------------------|--------------|
| Total consolidated expenditure | 282.880.847 | |
| Driving force city councils consolidated expenditure | 235.804.518 | 83,4% |
| Population of the driving force city councils | 1.746.960 | 80,4% |
| Capital city councils consolidated expenditure | 125.557.091 | 44,4% |
| Population of the capital city councils | 764.111 | 35,2% |

Distribution of consolidated expenditure on culture by driving force city councils
(culture expenditure greater than 1.000,000 euros)



3. Decentralisation of expenditure

■ Expenditure decentralisation ratio

The expenditure decentralisation ratio shows the cultural expenditure proportion made by city councils in relation to the Government and Regional Governments expenditure.

| City councils consolidated expenditure | Consolidated expenditure Regional Government + Basque Government | Consolidated expenditure decentralisation ratio |
|--|--|---|
| 240.843.812 | 169.336.083 | 1,76 |

| City Councils cleared expenditure | Reg. Government + Basque Government cleared expenditure | Cleared expenditure decentralisation ratio |
|-----------------------------------|---|--|
| 212.974.567 | 155.930.235 | 1,66 |

■ Employment decentralisation ratio

The employment decentralisation ratio shows the number of jobs in municipal government and its dependent autonomous organisations in relation to the employment of Regional Governments, the Government and their dependent autonomous organisations.

| City Councils employment | Regional Government + Basque Government employment | Employment decentralisation ratio |
|--------------------------|--|-----------------------------------|
| 2.610,5 | 1.050,7 | 2,48 |

4.

Expenditure structure

■ Fixed expenditure structure

Reports on captive expenditure on culture by sector in the municipal public governments. The basic expenditure to keep open facilities or services; that is, staff, current and maintenance expenditure.

| Sector | Fixed expenditure | | Consolidated expenditure | | % fixed expenditure with regard to total consolidated expenditure |
|--|----------------------|---------------|--------------------------|---------------|---|
| | Absolutes | % | Absolutes | % | |
| Total | 163.827.784,7 | 100,0% | 282.880.846,9 | 100,0% | 57,9% |
| Heritage | 38.452.046,2 | 23,5% | 51.514.855,2 | 18,2% | 74,6% |
| Arts and industries | 102.931.134,7 | 62,8% | 179.299.031,0 | 63,4% | 57,4% |
| Festivals and popular culture | 6.091.283,6 | 3,7% | 32.817.536,9 | 11,6% | 18,6% |
| Management and general services | 16.353.320,3 | 10,0% | 19.249.423,7 | 6,8% | 85,0% |

| Sector | Fixed expenditure | % with regard to the total | % by sectors |
|--|----------------------|----------------------------|----------------|
| Total | 163.827.784,7 | 100,00% | 100,0% |
| Heritage | 38.452.046,2 | 23,47% | 100,0% |
| Heritage and archaeology | 5.291.580,9 | 3,23% | 13,76% |
| Libraries | 22.017.782,0 | 13,44% | 57,26% |
| Archives | 2.679.203,2 | 1,64% | 6,97% |
| Museums | 8.463.480,1 | 5,17% | 22,01% |
| Arts and industries | 102.931.134,7 | 62,83% | 100,00% |
| Theatre and dance | 15.870.858,5 | 9,69% | 15,42% |
| Music | 45.104.863,6 | 27,53% | 43,82% |
| Visual arts | 1.610.099,0 | 0,98% | 1,56% |
| Cinema and audio-visual art | 2.175.046,1 | 1,33% | 2,11% |
| Literature and publishing | 45.500,4 | 0,03% | 0,04% |
| Cultural action | 38.096.014,8 | 23,25% | 37,01% |
| Bertsolarism (traditional Basque improvised verse) | 28.752,3 | 0,02% | 0,03% |
| Festivals and popular culture | 6.091.283,6 | 3,72% | 100,0% |
| Management and general services | 16.353.320,3 | 9,98% | 100,0% |

■ Subsidy ratio

Expenditure structure in current and capital transfers, weight of the subsidies with regard to the total of the consolidated expenditure on culture by government levels.

Total consolidated expenditure on culture of the Autonomous Community of the Basque Country (CAE): 428.976.607

| Type of transfer | Consolidated expenditure | Subsidy ratio |
|-------------------------|--------------------------|---------------|
| Current transfers (IV) | 77.802.199 | 0,18 |
| Capital transfers (VII) | 8.650.132 | 0,02 |

Total consolidated expenditure on culture of the Basque Government: 73.343.576

| Type of transfer | Consolidated expenditure | Subsidy ratio |
|-------------------------|--------------------------|---------------|
| Current transfers (IV) | 30.312.275 | 0,41 |
| Capital transfers (VII) | 4.500.855 | 0,06 |

Total consolidated expenditure on culture of the Regional Governments: 86.823.448

| Type of transfer | Consolidated expenditure | Subsidy ratio |
|-------------------------|--------------------------|---------------|
| Current transfers (IV) | 20.154.461 | 0,23 |
| Capital transfers (VII) | 3.157.690 | 0,04 |

Total consolidated expenditure on culture of the city councils: 268.809.583

| Type of transfer | Consolidated expenditure | Subsidy ratio |
|-------------------------|--------------------------|---------------|
| Current transfers (IV) | 27.335.464 | 0,10 |
| Capital transfers (VII) | 991.587 | 0,00 |

■ Revenue structure

Distribution of the revenue from city councils and autonomous organisations, foundations and public companies by means of transfers, according to cultural field and the sector at which they are aimed.

| Sector | City Councils (CC) | Autonomous Organisations |
|--|--------------------|--------------------------|
| Heritage | 45,7% | 19,2% |
| Heritage and archaeology | 26,6% | 1,4% |
| Libraries | 13,6% | 0,1% |
| Archives | 1,7% | 0,0% |
| Museums | 3,7% | 17,8% |
| Arts and industries | 54,0% | 79,8% |
| Theatre and dance | 9,8% | 5,3% |
| Music | 37,2% | 23,4% |
| Visual arts | 0,5% | 0,2% |
| Cinema and audio-visual art | 0,1% | 3,0% |
| Literature and publishing | 0,4% | 0,0% |
| Cultural action | 5,2% | 47,9% |
| Bertsolarism (traditional Basque improvised verse) | 0,6% | 0,0% |
| Festivals and popular culture | 0,4% | 0,0% |
| Management and general services | 0,0% | 1,0% |

5. Public employment in culture

■ Public employment in culture ratio

Shows the weight of public employment in culture with regard to the totality of public employment in the CAE.

| CAE cultural public employment | CAE total public employment | Public employment ratio |
|--------------------------------|-----------------------------|-------------------------|
| 3.661,2 | 129.737 | 0,03 |

■ Self-financing of autonomous organisations, foundations and public companies

Weight of private revenue in culture in autonomous organisations, foundations and public companies, with regard to their public revenue.

| | | |
|-----------------------|----------------------|---------------|
| Total revenue | 250.971.750,8 | 100,0% |
| Own revenue | 88.655.124,5 | 35,3% |
| Public revenue | 162.296.626,3 | 64,7% |
| Other revenue | 20.000,0 | 0,0% |

■ Municipal dependency ratio

The municipal dependency ratio shows the amount in euros received by means of transfers per euro spent on culture.

| | |
|---------------------------------------|--------------------|
| Total consolidated expenditure | 282.880.847 |
| Revenue through transfers | 6.880.828,7 |
| Municipal dependency ratio | 0,02 |

■ Employment segregation by sex

Shows employment typologies with greater difference between men and women.

| In-house employment | Women | Men |
|---------------------------|-------|-------|
| Maintenance | 12,6% | 87,4% |
| Security | 24,5% | 75,5% |
| Management-administration | 65,6% | 34,4% |
| Cleaning | 80,4% | 19,6% |

■ Glass ceiling in cultural public employment

Feminine presence in the positions of greatest responsibility.

| | Women | Men |
|-------------|-------|-------|
| Directors | 45,1% | 54,9% |
| Technicians | 54,9% | 45,1% |

Methodological notes

1. Cultural vitality

- **Cultural expenditure per inhabitant:** Euros allocated per inhabitant.

It is calculated from the consolidated cultural expenditure obtained in the statistics for Public Funding and Expenditure 2016 carried out by the *Observatorio Vasco de la Cultura* (Basque Cultural Observatory) and the population of the municipal electoral register corresponding to the last series published in the year under analysis.

The calculation is made by levels of administration; in the case of integrated expenditure on culture of the city councils with their dependant organisations, by historical territory and area..

- **Cultural effort:** Ratio of the expenditure liquidated on culture over the total budget by government levels.

Calculated from the settled expenditure on culture and the total budget of the Autonomous Community of the Basque Country (CAE) by levels of administration and size of city councils, thus obtaining the weight of expenditure on culture with regards to the total expenditure.

- **GDP / Culture:** Weight of culture in the GDP of the CAE.

It is obtained from the consolidated cultural expenditure of the CAE and the GDP of the CAE of the year under analysis, published in the *Financial Accounts of the Eustat*.

2. Expenditure diversification

- **Expenditure diversification by sector:** Degree of diversification of expenditure in different sectors, percentage for each sector.

For calculation purposes, the consolidated expenditure on culture in the different levels of administration is taken into account. In the case of city councils, it is also analysed according to the size of the government (fewer than 5.000 inhabitants, between 5.000 and 20.000 inhabitants, more than 20.000 inhabitants and the capital cities of the CAE).

- **Diversification of expenditure by territorial concentration:** Degree of urban concentration on cultural expenditure.

Percentage (in rows) of the consolidated expenditure on culture according to the size of the municipalities by historical territory and administrative groupings of municipalities.

- **Expenditure diversification by administrative grouping of municipalities:** Degree of expenditure diversification on culture per administrative groupings of municipalities.

Percentage (in columns) of the consolidated expenditure on culture and the population of the CAE, by historical territory and administrative grouping of municipalities.

- **Driving force city councils:** Weight of the integrated expenditure on culture by the city councils with most expenditure in the CAE.

For the calculation of this indicator, the city councils with expenditure greater than one million euros (driving force city councils) are considered. The weight of driving force city councils and the percentage of expenditure they accumulate in relation to the total consolidated expenditure on culture by city councils are obtained.

3. Decentralisation of expenditure

- **Expenditure decentralisation ratio:** Expenditure on «City Councils (CC)» divided by expenditure on «Regional Governments + Basque Government (RG+BG)».

The ratio is calculated from the consolidated expenditure on culture of the city councils and the consolidated expenditure on culture of the Basque Government and the Regional Governments.

- **Employment decentralisation ratio:** Cultural employment in «City Councils + autonomous organisations + public companies and foundations dependant on City Councils (CC)» and cultural employment in «Regional Governments + Basque Government + autonomous organisations, public companies and foundations dependant on the Basque Government and Regional Governments (BG+RG)».

This indicator is calculated from the number of jobs in municipal government and its dependent autonomous organisations and the employment of Regional Governments, the Government and their dependent autonomous organisations.

4. Expenditure structure

- **Fixed expenditure structure:** Fixed expenditure on culture by sector in the municipal public governments.

Fixed expenditure on culture refers to:

Chapter I. Staff expenditure

Chapter II. Current expenditure on goods and services

II.1 - Cultural structural services

II.2 - Support and interdepartmental staff

II.4 - Supply and maintenance expenditure

Chapter III. Financial expenditure

Chapter VIII. Financial assets

Chapter IX. Financial liabilities

The weight of the fixed expenditure in each cultural field is calculated, with regard to the total of fixed expenditure and with regard to the total consolidated expenditure on culture. The fixed expenditure is also calculated for each sector and how it is distributed in each cultural field.

- **Subsidy ratio:** Structure of expenditure on current and capital transfers, ratio between subsidies (transfers) and consolidated expenditure on culture.

It is calculated from the capital expenditure of chapter IV, current transfers, and from chapter VII, capital transfers, with regard to the total consolidated expenditure on culture by government levels.

- **Revenue structure:** Revenue through transfers according to the area to which they are assigned.

It is calculated from the revenue received by City Councils and Autonomous Organisations, Foundations and Public Companies by means of transfers, according to cultural field and the sector at which they are aimed.

5. Public employment in culture

- **Public employment in culture ratio:** Ratio between the number of public jobs in culture and public jobs.

It is calculated from the total of public employment in culture and the total of public employment in the CAE.

6. Cultural revenue

- **Self-financing of autonomous organisations, foundations and public companies:** Weight of private revenue in culture in autonomous organisations, foundations and public companies, with regard to their public revenue.

The weight of revenue of autonomous organisations, foundations and public companies dependant on the Basque Government, the Regional Governments and city councils is calculated, according to the origin of revenue: own, public and other type of revenue.

- **Municipal dependency ratio:** Ratio between revenue through transfers and the total consolidated expenditure.

The municipality dependency ratio is calculated from the revenue through transfers in city councils and the total consolidated expenditure on culture of city councils.

7. Gender

- **Employment segregation by sex:** List of the jobs most segregated by sex and percentages of each sex.

Weight of men and women in the jobs presenting a greater presence of one of the two sexes, percentage in relation to the total of the type of job.

- **Glass ceiling in cultural public employment:** Percentage of women in top management and managerial jobs in culture.

Female presence in the positions of greatest responsibility, percentage in relation to the total of the type of job.



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