

1 December 2025

Eye Filmmuseum implements restructuring plan Eye takes steps towards a future-proof (inter)national film museum

Today, Eye Filmmuseum started on the implementation of a restructuring plan aimed at future-proofing the organisation and placing it on a more secure financial footing. This plan means taking a number of painful but essential measures to ensure that Eye will be able to continue to fulfil its public role, both within the Netherlands and internationally. The plan was drawn up by the Managing Director and adopted by the Board of Trustees following a recommendation from the Works Council.

Eye's visitor numbers have been stable in recent years, but costs have risen considerably due to factors including inflation and higher accommodation and personnel expenditure – and income has failed to adequately keep pace with these. The decision to bring Eye's catering services in-house also had a negative financial impact. In 2025, it became clear that Eye would no longer be able to accommodate these increasing pressures from its reserves. For this reason, work started to make structural savings and carry out a reorganisation.

This restructuring represents a regular saving for Eye of approximately 20% on its activities budgets, and involves the loss of approximately 30 FTE (some 20% of the staff complement). Most of this will be achieved through natural wastage, such as retirement and expiry of temporary contracts. Approximately ten permanent positions will be cut. A redundancy plan drawn up together with the unions and adopted by the membership is in place for these employees. The sector support roles SEE NL and Landelijk Netwerk Filmeducatie (National Network Film Education) are not impacted by this restructuring, as these are funded from ring-fenced BIS (basic cultural infrastructure) finance.

Managing Director Bregtje van der Haak:

"This decision will affect people. Jobs are being lost, and this will have a serious impact on the employees in question, as well as on their teams. I am aware how difficult and uncertain this period is for the people concerned. The choices we have had to make are difficult ones, but they are essential to ensure the future of Eye as a national film museum.

At the same time, Eye's role will continue to be front and centre: preserving, screening, contextualising and passing on film and film culture. Based on our

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vision of the Living Archive, we will continue to connect the past, present and future of film for our national, international and online audiences."

Chair of the Board of Trustees Marc van Warmerdam:

"We realise that this is a difficult and uncertain period for employees. We also recognise that Eye has a solid base and a clear strategy, and that these are steadying factors during these challenging times. The management is working tirelessly to implement measures aimed at future-proofing the organisation. We support the course that has been set out and have confidence in the steps Eye is taking towards financial health. The management has our full support and we share their responsibility for everyone who works at Eye."

What will visitors see?

From 2026, Eye will implement new, clearer programming based around three easily identifiable pillars: *Eye Classics* (film history), *New Releases* (new cinema as a window on the world of today) and *Eye on Art* (experimentation, innovation and film that intersects with other artforms). Closer cooperation will create greater cohesion within our public programming.

In addition, Eye's programming will become more compact: the number of film screenings will be reduced by approximately 15%, and in 2026 and 2027 Eye will organise two temporary exhibitions each year instead of three. From 2026, Eye will be closed during the day on Mondays, except during the school holidays. The Eye Shop will be redesigned, and will close temporarily during the spring to facilitate this. The Eye Film Player will also focus more sharply on Dutch film.

New collaboration on catering

An important aspect of the recovery plan is the collaboration with Vermaat Groep, which has been operating Eye Bar & Restaurant from December 2025. In Vermaat, Eye has attracted a strong hospitality partner with extensive experience within the cultural field. Together with Vermaat, Eye will continue to develop Eye Bar & Restaurant as a lively meeting place offering a strong connection to film, exhibitions and catering. Our current catering personnel will be offered an employment contract by Vermaat, ensuring that knowledge and continuity are retained.

Redundancy plan for employees

The restructuring will have major consequences for colleagues who have worked with dedication and passion for film and for Eye, within all departments and at all levels of the organisation. Our awareness of this plays a crucial role in the manner in which this process is being rolled out. Employees whose position is being lost will be offered personal recommendations on opportunities for relocation, as well as appropriate support, including in finding alternative work. The framework for this is set out in the redundancy plan.