



EAIPA

The European Association
of Independent Performing Arts

MINIMUM HONORARIUM/FEE RECOMMENDATIONS IN AUSTRIA, GERMANY AND SWITZERLAND

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Information provided by:



t. Theaterschaffen Schweiz
t. Professions du spectacle Suisse
t. Professioni dello spettacolo Svizzera
t. Professiuns da teater Svizra



Names:



Richtgagen & Richtlöhne
indicative fees / standard wages



Honoraruntergrenzen
Empfehlungen
*minimum fee/honorarium
recommendations*

Definition:

A commonly agreed upon, but *not* statutory or tariff-based minimum fee standard for professionals in the independent performing arts when public funding is involved.

Development:



Comparison:



Guidelines for:	Employed Incl. Social security costs	Self-employed Incl. Social security costs	Both employed & self-employed Incl. Social security costs
Calculation references:	Minimum wage, going rates in the scene, costs of living	Collective bargaining agreements for entry level employees at city and federal theatres	Collective bargaining agreements at comparable theatres, LAFT recommendations, Ministry of women & education; Since 2021: Theaterhalterverband, Vereinigte Bühnen, Burgtheater, state opera, Wiener Bühnenverein
Whose fees are defined in numbers:	Detailed fees for different professions in the field of ipa (actors, directors, dancers, choreographers, technicians, stage designers, graphic designers, etc.)	<ul style="list-style-type: none"> - General fees for all professionals working in the field of ipa - differentiation between artists with and without KSK 	<ul style="list-style-type: none"> - General fees for all professionals working in the field of ipa

Numbers:



<p>Fee guidelines for actors:</p> <ul style="list-style-type: none">- 1,250 CHF / rehearsal Week- 500 CHF / one-time show- 400 CHF several shows at same venue- 800 CHF solo performance	<p>With KSK:</p> <ul style="list-style-type: none">€ 2,490 / month€ 105 / rehearsal day€ 250 / show	<p>Without KSK:</p> <ul style="list-style-type: none">€ 2,875 / month€ 130 / rehearsal day€ 280 / show	<ul style="list-style-type: none">- € 165 / rehearsal day (8h)- € 350 for first two shows- € 200 for each following show
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Conclusions:

- **minimum fees brought an improvement to the social situation of artists**
- **In AT more independent groups started to employ their artists**
- **Funders have increased their budgets in regions with minimum fees**
- **Minimum fees need consistency and solidarity**
- **Minimum fees are MINIMUM fees, are minimum fees,....**



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Thank you for your attention!