



MINIMUM HONORARIUM/FEE RECOMMENDATIONS IN AUSTRIA, GERMANY AND SWITZERLAND

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

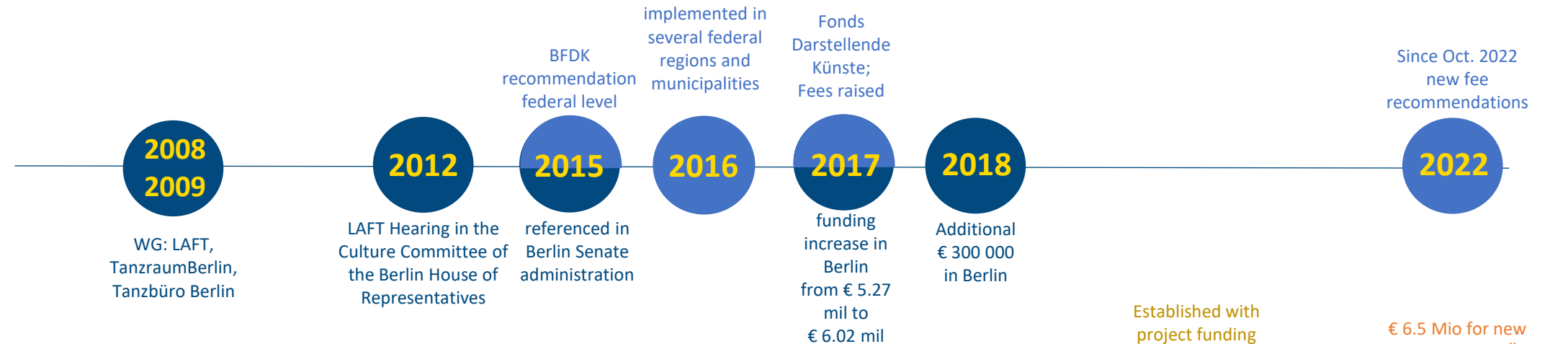


Honoraruntergrenzen
Empfehlungen
*minimum fee/honorarium
recommendations*

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 professionals Incl. Social security costs	Self-employed professionals, Incl. Social security costs	Both employed & self-employed Incl. Social security costs
Calculation references:	Minimum wage, going rates in the scene, costs of living, median income	<ul style="list-style-type: none"> - collective agreement “Normalvertrag Bühne” of “Deutscher Bühnenverein” engl: <i>German Stage Association</i> - expenses of solo self-employed added 	<ul style="list-style-type: none"> - 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:	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 - No differentiation between artists receiving KSVF, or IG Netz subsidies - Since 2022: differentiation between “newcomer” and “experienced” professionals

Numbers

	 With KSK	 Without KSK	
Fee guidelines for actors (2016): 1 250 CHF / rehearsal Week 500 CHF / one-time show 400 CHF / several shows at same venue 800 CHF / solo performance	€ 140 / rehearsal day € 715 / week € 3 100 / month € 310 / show (10 % of monthly fee)	€ 165 / rehearsal day € 830 / week € 3 600 / month € 360 / show (10 % of monthly fee)	€ 175 / rehearsal day (8h) € 205 / rehearsal day (8h) for prof. with more than 5 years experience € 350 for first two shows € 200 for each following show

Conclusions:

- 🔍 Minimum fee recommendations need consistency and solidarity
- 🔍 Funders have increased their budgets in regions with minimum fee recommendations
- 🔍 Funders have included minimum fee recommendations in their lists of funding requirements
- 🔍 In AT more independent groups started to employ their artists
- 🔍 Minimum guidelines spread to other regions as well as other professions
- 🔍 Minimum fees are MINIMUM fees, they are not FAIR PAY!

Thank you:

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