

BEING A DANCER IN FRANCE

June 2023

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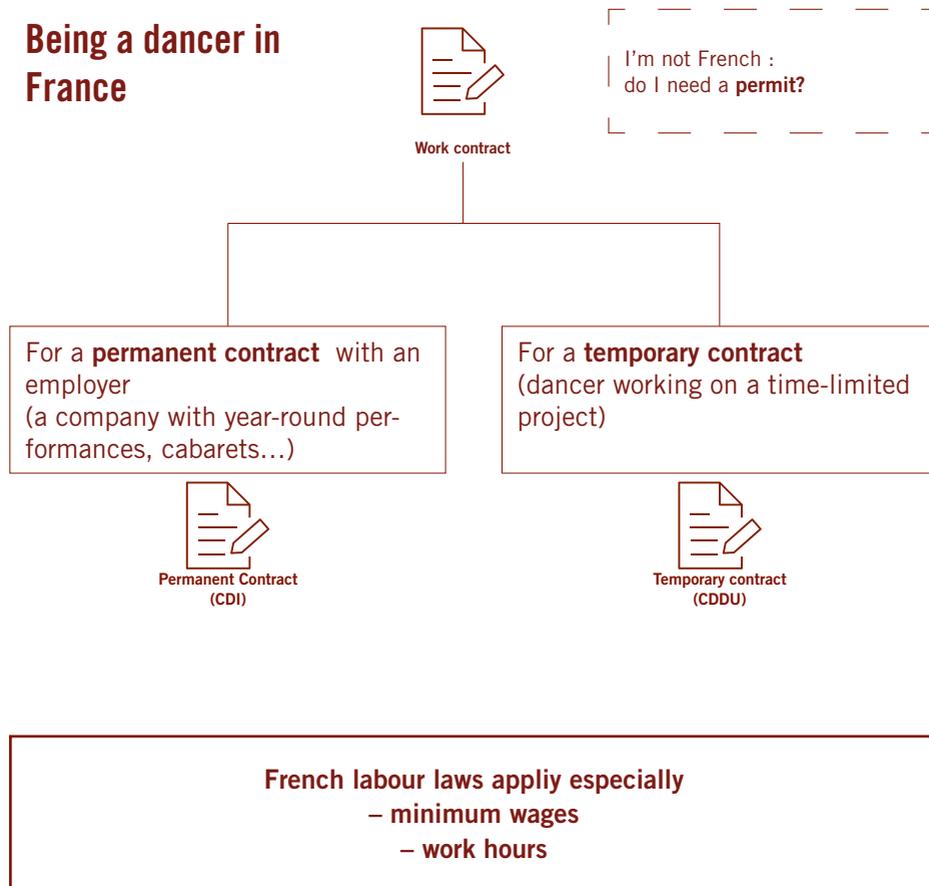
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CN D is a public establishment of an industrial and commercial nature and commercial nature subsidized by the Ministry of Culture

A LITTLE REMINDER

Being a dancer in France



« *Can I be a freelance dancer in France?* »

No, in France, a dancer has to have a contract to be able to work – you can't send an invoice for a performance.

There is one exception: for dancers hired as contractors in a European country (EU and EEE) and working temporarily and independently in France.



Being a dancer isn't the same as being :

- A choreographer
- A project-leader
- A dance instructor

OTHER DANCE-RELATED ACTIVITIES

CHOREOGRAPHER

In France, choreographers are employees (just like dancers are) for the entire duration of rehearsals and performances within the structure that hired them.

As they will create an original piece, choreographers can also receive royalties: for the commissioned piece and its diffusion.

In any case, the choreographer must sign a contract with the structure producing the piece to grant them the rights to program and use the piece in their repertory.

PROJECT LEADER

In France, the project will be supported by a structure which will be producing the project. This structure can support individual and/or group projects.

They will be the ones hiring artists and the necessary technical team for the project; they will manage funding, copyrights...

Only very rarely is the structure an individual person (meaning the project leader themselves); however, it is common for the structure to be a non-profit one who will then hire the project leader.

DANCE INSTRUCTOR

Even if dancers are regularly hired to teach dance, lead workshops or masterclasses, in France, this is a different job description from being a dancer; it's not an «artistic» profession (meaning instructors don't participate in the production of a performance) and it doesn't allow instructors to claim access to the "intermittent" status (the special regime dancers and artists are affiliated to for pensions, unemployment benefits etc).

In France, dance instruction follows strict rules: instructors have to have the **State Diploma of Dance Teacher** (Diplôme d'État de professeur de danse) to be authorized to teach ballet, contemporary, or jazz.

There is no national diploma for other dance forms.

DANCE-RELATED PLACES AND STRUCTURES HIRING DANCERS

Over 500 independent companies

- Regular activity according to the projects (creation,, distribution, cultural projects...)
- Some companies receive regional subsidies or funding from the Ministry of Culture
- A variety of styles (mostly contemporary companies)

19 National Choreographic Centers (Centres chorégraphiques nationaux - CCN)

- Permanent structures
- Led by choreographers appointed by the Ministry of Culture and regional institutions
- They receive subsidies from the Ministry of Culture and regional institutions
- They create pieces, produce performances, and do everything that has to do with their distribution as well as pedagogical outreach programs with the general public
- A variety of styles (contemporary, ballet, hip-hop...)

7 ballet companies in Opera houses

- Permanent public structures which are affiliated to a particular city
- Diffusion of pieces from the ballet and contemporary repertory

As well as...

- Other types of performing companies
- Cabarets
- Musicals
- Producers for TV and cinema
- Amusement parks
- Event agencies
- Structures that occasionally hire dancers (individual clients, businesses, amateur associations, ...)



Subsidy

Financial help given by the State or a regional structure to a private structure in order to support its cultural activities.

Regional structure ("collectivité territoriale")

Public structures distinct from the State which deal with the concerns and cultural programs of a local population (a city, county or region)



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Repertory of French companies

Practical factsheets:

- National Choreographic Centers
- Opera Houses & Ballet companies

HOW ARE DANCERS HIRED?

Hiring possibilities and how to strategically look for a job

Auditions or castings

Professional network

Attending professional meetings , word of mouth, recommendations...

Being visible on social media

Creating and updating an online presence, a pro profile (Instagram, Facebook, LinkedIn...)

Getting noticed by choreographers

During shows, workshops or training intensives



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Audition updates are posted online every Monday



WORKING AS A DANCER : YOU ARE AN EMPLOYEE

A French specificity : dancers are considered as employees

French law considers that dancers always work within the framework of a work contract.

One exception

You will not be presumed to be an employee if you are:

– An artist **providing services in another EU country** (and declared as such) or in the EEE

– If you're only working in France as a **service provider**

– **Temporarily and independently**

Artists have to show **proof** of their status as an independent worker in their home country (for example, by filling out the A1 form).

Regardless of :

- The artist's nationality
- The type of show they are performing in
- How they are paid and how much
- The type of contract



“Can I be a freelance dancer in France?”

No, in France a dancer has to be an employee; dancers can't send invoices for performances

The only **exception** is for dancers who are declared as service providers in another EU or EEE country and working temporarily and independently in France.



EU : Austria, Belgium, Bulgaria, Cyprus, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxemburg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

EEE : EU countries + Liechtenstein, Norway, Iceland

the UK is no longer part of the EU

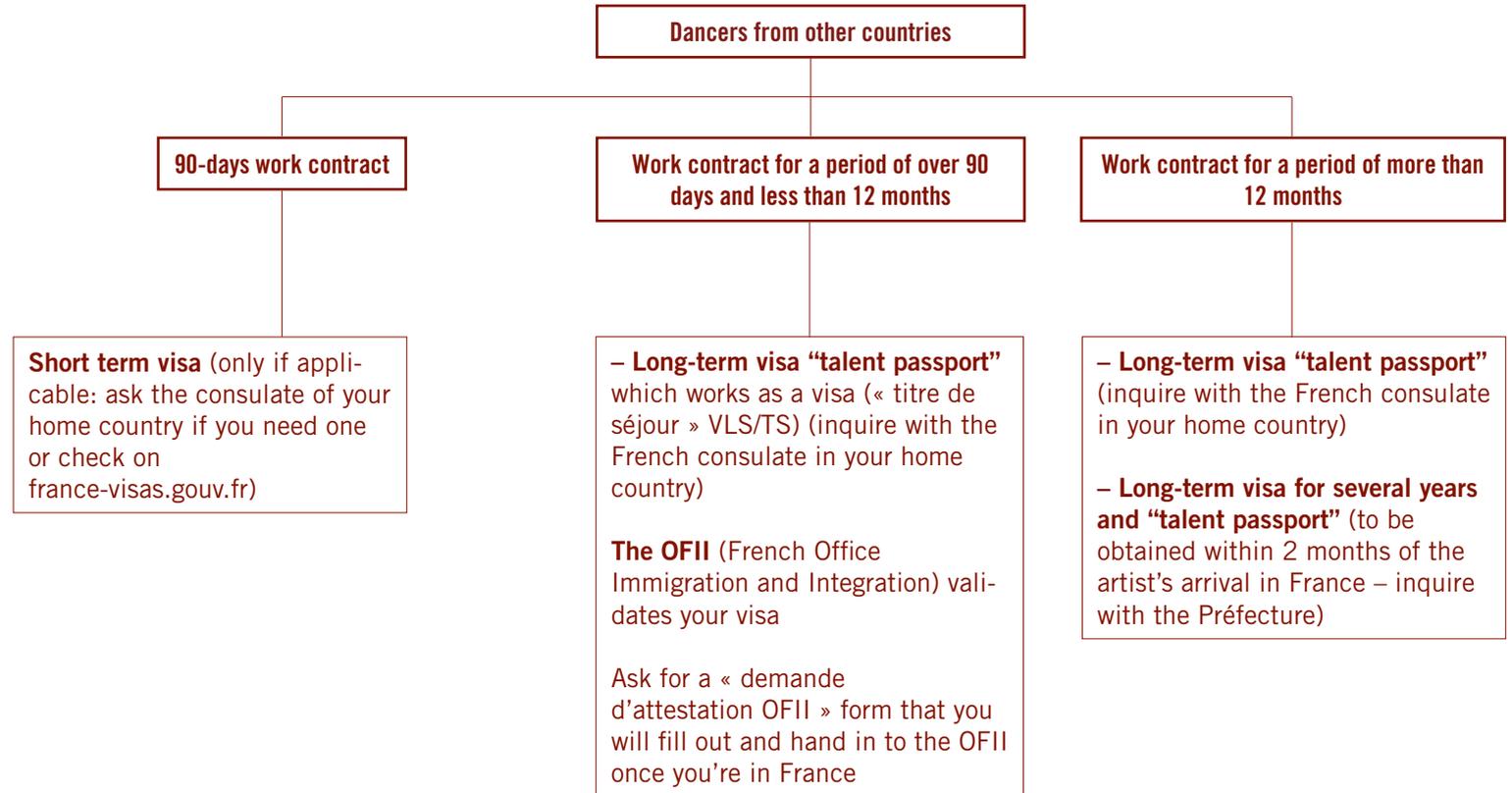


The A1 Form

Attests that an artist is legally affiliated to another country regarding social security and taxes.

You will only need it if you're working in several EU countries as an employee or an independent contractor.

VISAS AND WORK PERMITS IN FRANCE



Foreign dancers already living in France and authorized to work with:

- A resident permit
- A temporary employee visa with no geographical or professional restrictions
- A temporary visa granted for family and/or personal reasons

Or a student visa

Are legally authorized to work and don't have to ask for a specific work permit.

For students, this only applies if you don't work more than 964 hours per year.

THE DIFFERENT TYPES OF WORK CONTRACTS

If your job is within the permanent activities of your employer (company with year-round performances, cabarets...)



Long-term contract CDI

- No end date
- Stable job
- **3 ways of ending the contract:**
 - If you're fired
 - If you quit
 - If both parties come to an agreement to end the contract

If your job is for a temporary activity (if you're only hired for a specific project)



Short-term contract CDDU

- Set end date
- Must be filed within 2 days after hiring
- **5 ways of ending the contract before the set date:**
 - Written agreement between the employer and the employee
 - If a doctor (médecin du travail) can attest that you are not fit to work
 - If you don't comply to the terms of the contract and are subsequently fired
 - If you get a long-term contract elsewhere
 - Unforeseeable events



French work legislation applies

From the moment a dancer works in France, French labour law will be applied (for minimum wages, work hours,...) regardless of the dancer's or the employer's nationality.



cnd.fr
Practical factsheets on
contracts for dancers

MINIMUM WAGES

Mandatory legal provisions

("conventions collectives nationales - CCN")
regulate minimum wages for performing dancers

If the company receives government subsidies

The company complies with government rules for artistic and cultural businesses - CCNEAC

If the company doesn't receive government subsidies

It has to comply with the rules that apply to private businesses that specialize in performance - CCNESPSV

Minimum wages for dancers

			Not on tour	On tour
Contract for less than 1 month	Rehearsals 3h of work About 60 € with tax	Rehearsals 1 payment About 150 € with tax	Rehearsals 3h of work Around 50 € with tax	Rehearsals 2 x 4h of work 1 payment About 95 € with tax
			Performance 1 payment About 160 € with tax	Performance 1 payment About 190 € with tax
Contract for less than 4 months (monthly wages)	About 2150 € with tax per month		About 2500 € with tax per month	
Contract for more than 4 months + long-term contracts (monthly wages)	About 2050 € with tax per month			



French labour laws apply



French labor laws applies (for minimum wages, work hours...) dancer is hired in France, regardless of the dancer's or the employer's nationality.



Specificities for choreographers



If you are a choreographer, you are the author of a choreographic piece. As such, you may also perceive royalties in addition to your salary.



Payment ("Cachet")

What we mean by payment ("cachet") is a defined amount settled upon regardless of the dancers' actual work hours. They will perceive this amount for a performance, regardless of its lengths or how long the dancers are on stage.

Service

The indivisible amount of work hours



cnd.fr

Practical factsheet on artists salaries and benefits (about minimum wages)

SOCIAL SECURITY AND INSURANCE COVERAGE FOR DANCERS

French dancers or foreign dancers

residing in France > who live in France for more than 6 months in a year

Can be affiliated to the French social security system



Dancers working in several countries

In Europe

Outside Europe

A system coordinating the different social security systems will allow you to keep your health benefits in your country of residence

It is possible to coordinate with the different social security systems if the country you are working in has signed a bilateral convention for social security with the country you are from

FOCUS

ON THE ‘INTERMITTENT’ REGIME

Unemployment benefits for dancers working with a CDDU contract

The specific unemployment benefits regime is called « **intermittence** » in France.

To be able to benefit from that regime, dancers have to be able to prove they have worked over 507 hours as artists over a **12-month period** (365 days).

If these conditions are met, dancers can benefit from 1 year maximum of unemployment benefits from the start date of the affiliation to the regime. The benefits will be paid to the dancers when they are not working. The amount will be calculated according to the number of hours the dancers worked, and how much they were paid.



cleiss.fr
Center of European and International Liaisons for Social Security

cnd.fr
Practical factsheets on unemployment benefits and social security for artists

WHERE CAN I FIND INFORMATION?

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1 rue Victor-Hugo 93500 Pantin
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+33 (0)141 839 839
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Online resources:



Practical factsheets



FAQ: immediate and synthesized answers to your most frequently asked question



Auditions and job offers: every week, job offers are posted for dancers, dance instructors and other dance-related professions



on registration

Periodics calls for projects : every month, venues and producers post open calls for projects and residencies, as well as festivals, professional and cultural institutions

Resources for foreign workers in France
MobiCulture
c/o Atelier des Médias
9 quai André Lassagne - 69001 Lyon
mobiculture.fr
contact@mobiculture.fr
+33 (0) 6 58 37 31 19

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