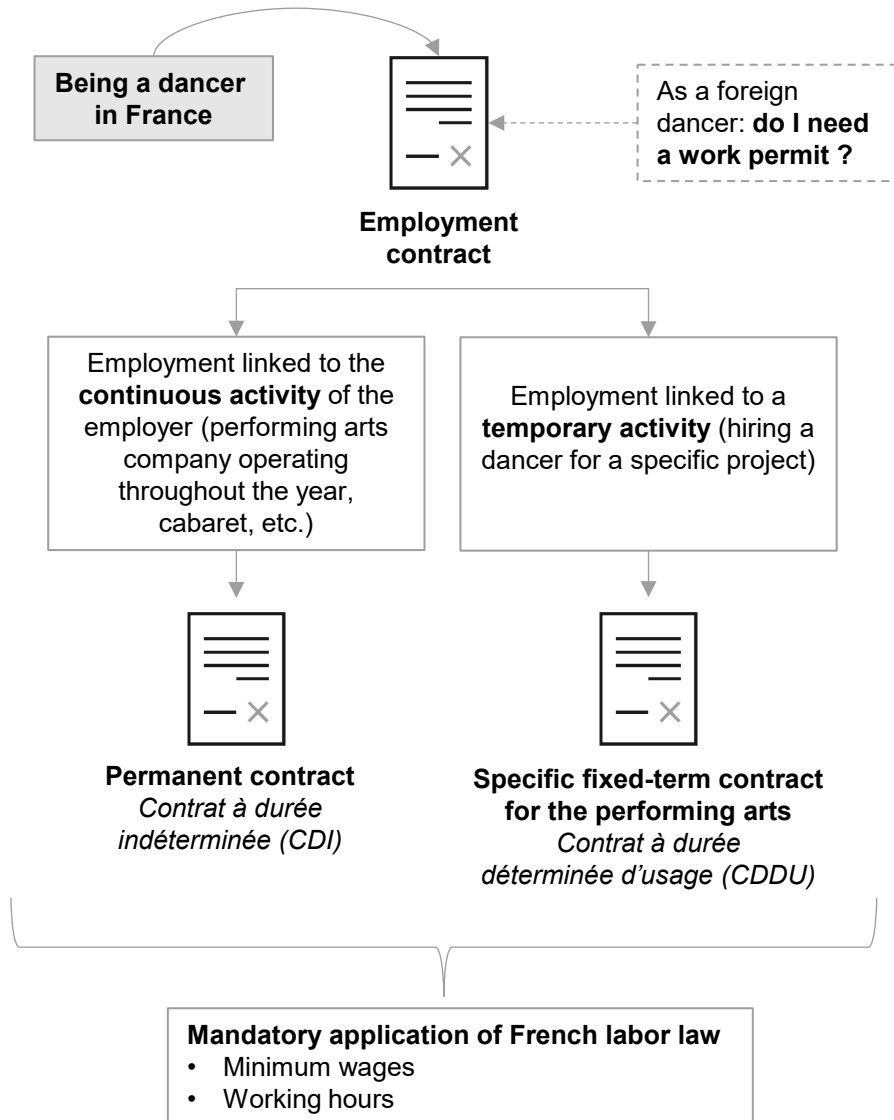


BEING A DANCER IN FRANCE

Practical guideline : legal issues

Centre national de la danse
Ressources professionnelles
+33 (0)1 41 839 839
ressources@cnd.fr
cnd.fr

IN SHORT ...



« *Can I work as a freelance dancer in France ?* »

No, in France a dancer must be employed as a salaried worker to carry out their professional work : they cannot invoice for their services.

There is an exception for dancers who are registered as service providers in an EU or EEA member state and who carry out their activity in France on a temporary and self-employed basis.

The frequent use of the term “freelance” by dancers to refer to the fact that they work for multiple employers is a misuse of language and does not reflect their legal status in France.



Being a dancer is not:

- Being a choreographer
- Being a teacher
- Being a rehearsal director
- Being a *répétiteur*



SUMMARY

- p. 4 OTHER JOBS IN THE DANCE SECTOR
- p. 5 DANCE VENUES AND STRUCTURES EMPLOYING DANCERS
- p. 6 HOW ARE DANCERS RECRUITED?
- p. 7 WORKING AS A DANCER: PRESUMPTION OF EMPLOYEE STATUS
- p. 8 RESIDENCE AND WORK PERMITS IN FRANCE
- p. 9 DIFFERENT TYPES OF EMPLOYMENT CONTRACTS
- p. 10 MINIMUM WAGES
- p. 11 SOCIAL PROTECTION OF DANCERS IN FRANCE
- p. 12 WHERE TO FIND INFORMATION?

OTHER JOBS IN THE DANCE SECTOR

Choreographer

In France, the choreographer is **employed** by the producing structure, just like the dancers, for all rehearsal periods related to the performance.

As the creator of an original work, the choreographer may also receive **copyright royalties**: for the commission of their creation and/or for its distribution.

To develop their projects, the choreographer must be hired by a producing structure. They will sign two documents with that structure: an employment contract and a copyright transfer agreement (*contrat de cession de droits d'auteur*) authorizing it to exploit their work.

Teacher

Although dancers are often asked to teach dance and lead workshops, this is considered a distinct profession from that of a dancer in France. Dance teaching is not classified as an “artistic” activity (i.e., one that contributes to the production of a performance) and therefore does not qualify for benefits under the *intermittence du spectacle* scheme — France’s unemployment insurance scheme for artists and technicians in the performing arts.

Dance teaching in France is also regulated : a **state-accredited diploma** (*Diplôme d'état de professeur de danse*) is required to teach ballet, contemporary dance, and jazz.

No diploma is required to teach other dance disciplines.

Rehearsal director and *répétiteur*

The rehearsal director is the artist responsible for **leading rehearsals** and, during performances, for preserving the stylistic integrity of the choreographer’s work. They also supervise and sometimes give the dancers’ regular training.

The *répétiteur* (also known as rehearsal assistant or stager), is the choreographic artist who conducts dancers’ rehearsals and assists with auditions during the recruitment process.

Note: The position of *répétiteur*, being periodic in nature, is listed under Appendix 8 of the *intermittence du spectacle* scheme and may therefore be performed under a **specific fixed-term contract for the performing arts (CDDU)**. This is not the case for the position of rehearsal director.

DANCE VENUES AND STRUCTURES EMPLOYING DANCERS

Over 500 independent dance companies

- Periodic activity based on projects: creation, distribution, arts and cultural education, etc.
- Some are subsidized by local authorities and/or the Ministry of Culture
- Varied aesthetic styles (though mainly associated with contemporary dance)

19 *Centres chorégraphiques nationaux* (CCN)

- Permanent structures
- Run by one or more choreographers appointed by the Ministry of Culture as agreed with local authorities
- Subsidized by the Ministry of Culture and local authorities
- Missions: creation, production, distribution of choreographic pieces
- Varied aesthetic styles: contemporary, ballet, hip-hop, etc.

7 resident opera house ballet companies

- Public and permanent structures depending directly from local authorities
- Missions : creation, distribution of works from ballet and/or contemporary repertoire

And also...

- Companies from other performing arts sectors
- Cabarets
- Musical theater producers
- Audiovisual or film producers
- Theme parks
- Event agencies
- Occasional entertainment organizers (individuals, enterprises, amateur groups)



Definitions

Subsidy

Financial support granted by the State or a public authority to a private organization in order to support activities of general interest.

Local authority

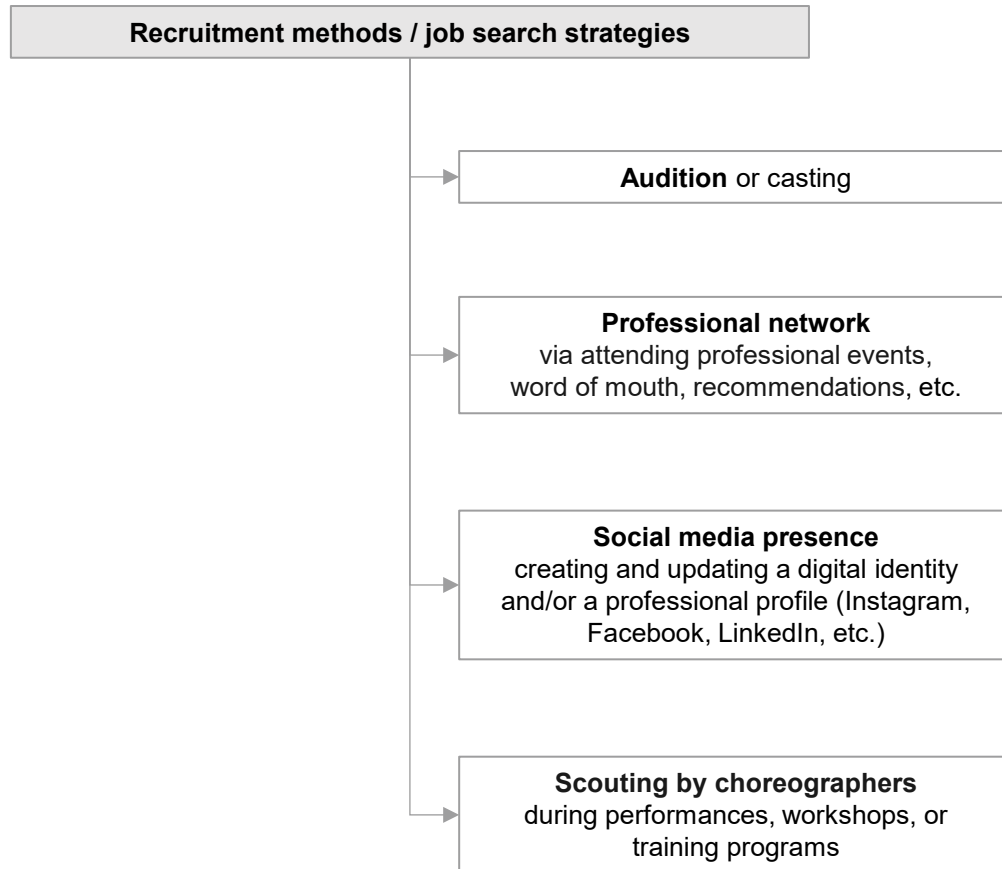
A public authority, distinct from the State, responsible for the interests of the population within a specific territory (city, department, region).



More information on www.cnd.fr

- [Directory of French dance companies](#)
- Practical guidelines:
 - [Centres chorégraphiques nationaux](#)
 - [Ballets des maisons d'opéra](#)

HOW ARE DANCERS RECRUITED ?



More info on www.cnd.fr

- [Audition and job opportunities](#) updated every Tuesday (dancers, dance teaching positions, other jobs in the dance sector)

WORKING AS A DANCER : PRESUMPTION OF EMPLOYEE STATUS



French specific framework: presumption of employee status for performing artists



Employment contract

To protect artists, French law requires that dancers work under an **employment contract**.

This applies regardless of:

- the artist's nationality
- the type of performance (live or recorded)
- the method and amount of payment
- the qualification given to the contract

Exception



The presumption of employee status does not apply to:

- artists established as **service providers** (and registered as such) in an EU member state or in another state party to the European Economic Area (EEA) agreement,
- artists who come to work in France on a **temporary and self-employed basis**.

The artist must provide proof of their **registration as a self-employed worker** in their country of residence (for example, through the A1 form).



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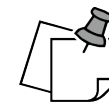
The frequent use of the term “freelance” by dancers to refer to the fact that they work for multiple employers is a misuse of language and does not reflect their legal status in France.

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

EEA: EU countries + Liechtenstein, Norway, Iceland

The United Kingdom is no longer part of the EU.



Definition

A1 Form

This document certifies the country whose social security legislation applies to the artist and where contributions are paid.

In practice, it is required if you work (as an employee or self-employed) in several EU countries.

RESIDENCE AND WORK PERMITS IN FRANCE



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

EEA : EU countries + Liechtenstein, Norway, Iceland

The United Kingdom is no longer part of the EU.



More information on www.mobiculture.fr
Resource center for welcoming foreign artists in France



Foreign dancers already living in France and authorized to work there, under :

- a residence permit (*carte de résident*)
- a temporary residence permit for employees without geographic or professional restrictions (*carte de séjour temporaire « salarié »*)
- a temporary residence permit linked to private and family life (*carte de séjour temporaire « vie privée et familiale »*)
- or a student residence permit (*carte de séjour « étudiant »*)

are allowed to pursue any occupation and therefore do not need to apply for an additional work permit.

For students, this exemption applies within a limit of 964 working hours per year.

DIFFERENT TYPES OF EMPLOYMENT CONTRACTS

Employment linked to the **continuous activity** of the employer (company operating throughout the year, cabaret, etc.)



Permanent contract
Contrat à durée indéterminée (CDI)



- No end date
- Job stability
- 3 ways to terminate the contract:
 - Dismissal
 - Resignation
 - Mutually agreed termination of contract (*rupture conventionnelle*)

Employment linked to a **temporary activity** (hiring a dancer for a specific project)



Specific fixed-term contract for the performing arts
Contrat à durée déterminée d'usage (CDDU)



- End date specified in the contract (fixed-term contract)
- Contract must be provided within 2 days following hiring
- 5 ways to terminate the contract before its end date :
 - Written agreement between employer and employee
 - Incapacity of the employee certified by an occupational doctor
 - Serious misconduct
 - Proof of a permanent contract (CDI) with another employer
 - Force majeure



Mandatory application of French labor law

As soon as a dancer works in France, French labor law applies (minimum wages, working hours, etc.), regardless of their nationality or that of their employer.



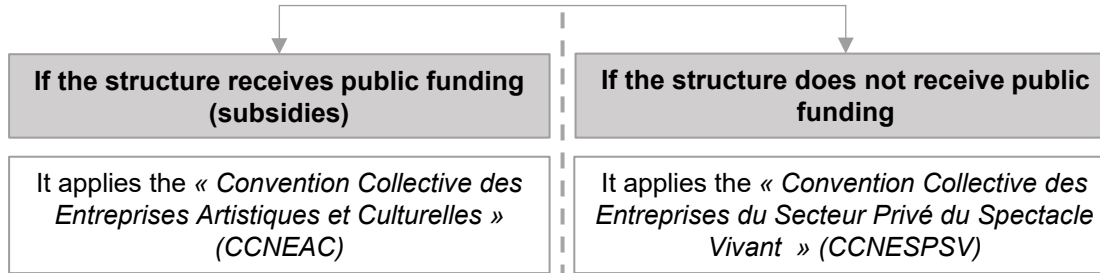
More information on www.cnd.fr

- Practical guideline '*Contrat de travail des artistes chorégraphiques*'

MINIMUM WAGES

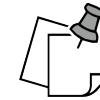


Legally binding documents, called national collective agreements (*conventions collectives nationales - CCN*), set minimum wages of dancers in the performing arts.



Mandatory application of French labor law

As soon as a dancer works in France, French labor law applies (minimum wages, working hours, etc.), regardless of their nationality or that of their employer.



Definitions

Fee (*cachet*)

A **cachet** is a **flat-rate payment** made to an artist, **regardless of the actual number of hours worked**. It may be paid for rehearsals as well as performances. The dancer receives a fixed amount regardless of the duration of the performance or their time on stage.

Session (*service*)

An indivisible number of working hours.

Minimum wages for dancers in France

			When not on tour	On tour
	Contract of less than 1 month	Rehearsal 3-hour session (<i>service de 3h</i>) Around €60 gross	Performance 1 fee (<i>cachet</i>) Around €150 gross	Rehearsal 3-hour session (<i>service de 3h</i>) Around €50 gross
Contract of less than 4 months (monthly salary)	Around €2,150 gross per month		Around €2,500 gross per month	
Contract of more than 4 months or permanent contract (monthly salary)	Around €2,050 gross per month			



Specificities for choreographers

A choreographer is the author of an original work. As such, they may receive copyright royalties in addition to their salary.

More information on www.cnd.fr

- Practical guideline specifying the exact minimum wages '*Salaires et indemnités des artistes chorégraphiques dans le spectacle vivant et l'audiovisuel salaires et indemnités des artistes chorégraphiques*'



SOCIAL PROTECTION OF DANCERS IN FRANCE

French or foreign dancer residing in France
→ living in France more than 6 months a year

Covered by French social protection

Unemployment benefits, including access to the *intermittence du spectacle* scheme for dancers employed through specific fixed-term contract for the performing arts (*CDDU*)

Social security, in case of sick leave, occupational accidents, maternity and paternity leave, etc.

Access to funding for continuing professional education

INTERMITTENCE DU SPECTACLE : WHAT IS IT ?

France has a **specific unemployment insurance scheme for artists and technicians in the performing arts** working under fixed-term contracts (*CDDU*), known as *intermittence du spectacle*.

To be eligible, artists must demonstrate **507 hours of work** as an artist over a **12-month reference period** (365 days).

If this condition is met, the artist is entitled to unemployment benefits **for up to one year**, renewable on the anniversary of their entitlement.

These benefits are paid during periods when the artist is not working, and the amount is calculated based on **hours worked and salaries received**.

Dancer working in several countries

In Europe

Coordination system allowing the dancer to transfer their social security rights to their country of residence.

Outside Europe

Coordination may be possible if a bilateral social security agreement exists between the dancer's country of residence and the country of employment.



More information on

- www.cleiss.fr: Centre des liaisons européennes et internationales de sécurité sociale (CLEISS)
- www.cnd.fr: Practical guideline 'Le régime d'assurance chômage des intermittents du spectacle'

WHERE TO FIND INFORMATION?

Centre national de la danse - CN D

Professional Resources (*Pôle Ressources professionnelles*)

For any enquiries, please fill in the [dedicated form](#)
T +33 (0) 1 41 839 839

Online resources:

- **Practical guidelines**, covering three themes: professional life, legal issues, health - <http://www.cnd.fr/professionnels/fichespratiques>
- **Q&A**: concise answers to the most frequently asked questions in the dance sector - <https://www.cnd.fr/fr/section/288-faq>
- **Auditions and job opportunities**: every Tuesday, opportunities for dancers, dance teachers and other jobs in the dance sector
<http://www.cnd.fr/professionnels/auditions>
- **Open calls newsletter**: every month, open calls issued by cultural and/or institutional organizations that may interest professionals in the dance sector (subscription required : <https://www.cnd.fr/fr/page/43-lettre-des-appels-a-projet>)

MobiCulture

Resource center for welcoming foreign artists in France

MobiCulture c/o Atelier des Médias
9 quai André Lassagne - 69001 Lyon
www.mobiculture.fr

For any enquiries, please fill in the [dedicated form](#)
T +33 (0) 6 58 37 31 19

Centre des liaisons européennes et internationales de Sécurité Sociale (CLEISS)

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T +33 (0) 1 45 26 33 41

Phone hours: Monday & Wednesday: 9:00–12:30, Tuesday & Thursday: 13:30–16:15