

Recommended rates for readings

This document is intended for the actors of the arts and culture sector in Luxembourg who engage writers for readings. As a **transparent and comprehensible guide**, its aim is to inform those concerned and guarantee **fair remuneration** for literary services.

This text invokes the Ministry of Culture's **Charter of Ethics**, which demands that artists receive fair and equitable payment for their services.

The document is **regularly updated** to respond appropriately to price increases and changes in the cost of living, among other things.

ALL unites and represents writers in Luxembourg who pursue a literary activity on a regular basis. It is therefore a fundamental concern for us to defend the **rights and demands** of our members.

In this context, ALL would like to draw attention to the fact that reading from a literary work is one of the **key activities** open to writers who want to appear in public and present their creative work. In some cases, this work is the result of a creative process that has lasted for years and often remained invisible to the public. The public readings that writers organise and prepare are therefore highly relevant for their financial and artistic appreciation.

These considerations have guided us during the elaboration of the rate recommendations. ALL has drawn inspiration from statements and reports by the following organisations and actors from neighbouring countries:

Germany Verband deutscher Schriftsteller*innen in ver.di (VS)

Switzerland Autorinnen und Autoren der Schweiz (A*dS)

France Guide des auteurs de livres (Société des Gens de Lettres ; Fédération interrégionale du livre et de la lecture ; Centre national du livre)

ALL's recommended rate for readings of 40 minutes or more is
400,- € (VAT excluded).

ALL's recommended rate for readings of less than 40 minutes is
300,- € (VAT excluded).

It should be noted, however, that

the recommended rates are **minimum rates**,

writers are entitled to demand a **higher rate** with regard to their professional **experience** and personal **career** (literary awards, publications, renown),

VAT may be added to the reading fee,

travel expenses (outward and return journey) are to be fully reimbursed (car: kilometre allowance according to the applicable standard rate for government institutions: currently 0,30€/km; train/plane: a second-class ticket),

a written **contract** protecting both sides establishes the details of the services in advance, e.g. in the event that readings are postponed or cancelled,

the entities concerned meet **every three years** (i.e. next time in autumn 2025) for an **assessment** in regard to inflation, among other things,

these recommendations **do not apply to readings in a school setting**. ALL is currently working on separate rates for this type of activities and will update the present document as soon as further details become available,

actors in the culture and arts sectors can benefit from a sliding scale of rates in **exceptional cases** and **for a transitional period** if they are facing a specific budgetary situation. For them, starting January 2023, rates of 300 € (VAT excluded) will apply for readings of more than 40 minutes; starting 1st January 2024, rates of 350 € (VAT excluded); and starting 1st January 2025, standard rates of 400 € (VAT excluded). For readings of less than 40 minutes, the rate amounts first to 233 €, then 266 € and finally 300 € (VAT excluded). In case of uncertainties on this point, we kindly ask the entities and/or writers concerned to contact ALL.