Our Jobs on Set

TRAINER
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LEARNING OBJECTIVES
Defending your rights means defending your art. This course gives technicians and artists a basic knowledge of collective agreements (pay, travel, overtime, averaging of hours, continuous working days, early calls…) so they can work under fair conditions. This knowledge is just as essential as the artistic, logistical and administrative skills each department requires.
This course is for technicians and artists from film, TV and the performing arts.

WHO IT IS FOR
Freelance film and entertainment technicians

DURATION
28 hours – 3.5 days

PREREQUISITES
None

PRICE
€1,680 excl. VAT / €2,016 incl. VAT

TEACHING APPROACH
Each day alternates between historical and social theory, discussion and role play. Every topic is built on practical exercises using legal documents, online resources and material brought by the participants themselves (payslips, contracts, emails, etc.), so they can understand and defend their rights, calculate their benefits and know how to deal with social security bodies. Each topic is enriched by participants' own situations and experience.

DAY 1: Afternoon

2:00 pm **Overview**
- What professionals expect
- Employee status: its value and the protection it gives

The legal and social framework of the sector
- Collective agreements in the different sectors of fiction and recorded entertainment: an accessible resource
- The employment contract and the job offer: essential documents. The legal value of exchanges before the contract: the job offer, the financial terms…

DAY 2: Employee status and pay

- The payslip, line by line
- Pay scales by job and by collective agreement
- Presumption of employee status and self-employment: rights, obligations and risks

DAY 3: Social security

- How French social security works
- Qualifying for and calculating entitlements: sickness, workplace accidents, maternity, unemployment, retirement

Managing the employer–employee relationship
- Collective organisation at work and the employer–employee relationship
- National negotiations (unemployment insurance, pensions…) and their impact on our professional sectors
- Staff representatives and on-set representatives: why they matter and what they do
- Employees' requests: amicable or adversarial negotiation

DAY 4: Social protection – Annexes 8 and 10 (French unemployment insurance rules for freelance entertainment

- How to qualify for entitlements, and the specific features of Annexes 8 and 10
- Dealing with France Travail (the French employment agency) and what to do in case of problems or complaints

What is specific to our jobs

- Recurring issues and how to resolve them
- Arguments and tools to improve pay, working conditions and recognition for each job

Discussion and course review

- Q&A on personal situations and experience sharing
- Knowledge assessment

TEACHING RESOURCES

Collective agreements
Payslips
Timesheets
Videos
Legal documents
Fact sheets
Websites

ASSESSMENT

Simulated professional situations
Practical assessment

CERTIFICATION

Certificate of completion