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## **Fee Chart 2023**

RECOMMENDATIONS FOR HOURLY RATES  
FOR FAIR REMUNERATION FOR SELF-EMPLOYED LABOUR  
IN THE VISUAL ARTS

**Published by**  
**IG Bildende Kunst and**  
**Tiroler Künstler:innenschaft**

**ig bildende  
kunst**



**TIROLER KÜNSTLER:INNENSCHAFT**  
TYROLEAN ARTISTS' ASSOCIATION

## Fee Chart 2023

### Recommendations for hourly rates for fair remuneration for self-employed labour in the visual arts

The *Fee Chart* offers non-binding recommendations for hourly rates (benchmarks) for adequate remuneration for self-employed artistic labour in the visual arts. The recommendations listed in the *Fee Chart* focus on artistic production and represent a calculation aid in particular for the planning of individual projects. They complement the base rates listed in the *Guidelines for fair remuneration in the visual arts* since they are applicable to a wide range of artistic activities as well as organizational or technical work.

The recommended hourly rates refer exclusively to the labour costs, i.e. the entrepreneur's salary (fee, social security, taxes and duties; additionally, average vacation and sick days are taken into account). They do not include any proportionate fixed costs (e.g. for studio rent, infrastructure, etc.) or variable costs (e.g. project-related cost of material, travel expenses, etc.). The recommended hourly rates are not binding for contractors (e.g. artists) and clients.

Depending on the activity and whether it is taken on for one's own project or assigned elsewhere, the labour may be self-employed or employed. We recommend clarification on a case-by-case basis in order to rule out pseudo self-employment.

The *Fee Chart* builds on the *Fair Pay Fee Chart* for self-employed cultural work of the TKI (Tiroler Kulturinitiativen), which again is derived from the salary scheme for associations of the GPA (Union of Private Sector Employees, Printing, Journalism, and Paper).

For further information we refer to the additional [FAQ](#) [www.igbildendekunst.at/infomaterial/honorare/](http://www.igbildendekunst.at/infomaterial/honorare/) and the comments of the TKI (Tiroler Kulturinitiativen) [www.tki.at/19/arbeit/faire-bezahlung-fuer-kulturarbeit/](http://www.tki.at/19/arbeit/faire-bezahlung-fuer-kulturarbeit/)

<b>Activity</b>	<b>Group</b> according to the GPA-scheme	<b>Benchmark</b> for hourly rates in Euro excluding VAT, from 1 <sup>st</sup> to 36 <sup>th</sup> year of employment
<p><b>Activities without special prior knowledge</b> Distribution of flyers/folders, event support (catering, wardrobe, reception), etc.</p>	1	<b>EUR 21,19 – 32,74</b>
<p><b>(Technical) preparation and event management</b> Activities with corresponding knowledge; e.g. simple assembly and dismantling work, exhibition supervision (including simple technical support, de-/activation of devices, providing information material and initial information), supporting the implementation of performances</p>	4	<b>EUR 27,77 – 52,95</b>
<p><b>Conducting research, documentation</b> Materials research and procurement, location scouting/research, exploration of ownership/usage situation, social media administration, content preparation for artist talks</p>	5	<b>EUR 30,81 – 59,04</b>
<p><b>Exhibition installation, exhibition design</b> Development and creation of (individual) complex artistic projects, art handling, production of exhibition architecture/design</p>	6	<b>EUR 34,96 – 66,74</b>
<p><b>Complex (organizational) activities, project implementation</b> Handling of project-related legal provisions (e.g. taxes, charges, usage permissions, official permits, creation of Covid prevention concepts), exhibition production</p>	6	<b>EUR 34,96 – 66,74</b>

<p><b>Public relations work, community outreach</b>          Qualified activities, such as developing PR and image policy concepts; planning and implementation of events and extended programming; social media management; exhibition participation, preparation of artist lectures, preparation of presentations/moderating discussions</p>	6	EUR 34,96 – 66,74
<p><b>Artistic conceptual work, art and culture programming</b>          Qualified, self-employed activities, such as the conception and creation of new artistic work (e.g. lecture performance, art in public space, installation, various commissioned work), drafting/conception of exhibition architecture/design, exhibition/festival curation, concept creation and content/artistic programming of a project, festival or annual programming</p>	7	EUR 42,08 – 80,49
<p><b>(Artistic) project leadership und financial management</b>          Executive activities such as the artistic management of projects, including financial responsibility; e.g. conception and execution of new artistic projects or programmes on one's own initiative (including contract awarding)</p>	8	EUR 48,99 – 88,87

Thanks to:

