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Guidelines for fair remuneration in the visual arts (2025)

RECOMMENDED BASE RATES FOR SELF-EMPLOYED LABOUR

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Guidelines for fair remuneration in the visual arts

Recommended base rates for freelance/self-employed work

The *Guidelines* provide non-binding recommendations for adequate remuneration for self-employed artistic labour. The recommendations are exclusively related to the labour costs of self-employed artists, i.e. the entrepreneurial salary. The focus is on activities in exhibition operations. These *Guidelines* are not binding for artists and clients.

Entitlement to Fees

The entitlement to fees results from a concluded agreement between the contractor and the client. We recommend getting the agreement in writing. When assessing the adequacy of the (artist) fee, the actual expenditure for the agreed service to be provided should be taken into account.

The following rates (base rates) for various artistic activities assume the minimum amount of work involved, based on practical knowledge. The base rates serve as a starting point for determining an adequate fee. Projects with greater complexity will make it necessary to exceed the recommendations accordingly. For exceptionally less complex projects it might be appropriate to go below the recommendations. The scope of work and respective services for the non-binding, recommended base rates are explained in greater detail in the additional FAQ.

Invoice Preparation

The basis of every invoice for self-employed activities are the expenses incurred, including the entrepreneur's salary. In their fee estimation, artists need to take into account both their fixed costs and their variable costs. Fixed costs are those expenses that are incurred even if no particular service is provided at all, e.g. the rent and operating costs of a studio, work tools, etc. Variable costs are only incurred when a particular service is provided, e.g. cost of materials, transportation expenses, travel expenses, licences, event-related childcare expenses, etc.

The following non-binding recommendations are exclusively related to the labour costs of the artist, i.e. the entrepreneur's salary.

Exhibition Fee

Fee for the participation in an exhibition with one or more artistic works and the associated amount of work. Not for expenses, not for the production of new artistic work. General assumption: the fewer artists are involved, the greater the volume of work for the individual artist(s).

- Solo exhibition
  base rate **EUR 1 700**
- Exhibition with 2 to 3 participating artists
  base rate **EUR 900** per artist
- Exhibition with 4 to 7 participating artists
  base rate **EUR 575** per artist
- Exhibition with 8 participating artists or more
  base rate **EUR 400** per artist

If artist collectives participate in an exhibition, we recommend 1.5 times the amount as adequate remuneration for the work.

Performance Fees

Fee for the performance of a solo performance by the artists themselves. Not for the conception and production of a new performance, not for props, expenses, etc.

- one-time performance (or several run-throughs of a short performance on the same date), base rate **EUR 400**
- further performances at the same location on different dates, base rate **EUR 300** each

If the performance remains part of the exhibition project beyond the performance itself (e.g. through artefacts, video documentation, etc.), the (higher) exhibition fee is used instead of the performance fee. If the performance constitutes an additional item of the programme, the performance fee is paid in addition to the exhibition fee.

Artist Lecture Fees

Lecture, kick-off speech, presentation, screening, or comparable formats; including subsequent audience discussion or moderated discussion. Fee for the preparation, conception, and implementation.

- with a planned duration of up to 90 minutes, base rate **EUR 400** per artist

Artist Talk Fees

Moderated artist talk, guided tour through the exhibition, or comparable formats; including audience discussion or moderated discussion. Fee for the preparation and implementation.

- with a planned duration of up to 90 minutes, base rate **EUR 250** per artist

Presentation Fees

Artist talks, podium discussions, workshops, or comparable formats. Fee for the preparation and implementation.

- including content development, with a planned duration of up to 90 minutes, base rate **EUR 400**
- coordination of and guidance throughout the event, with a planned duration of up to 90 minutes, base rate **EUR 300**

Cancellation Fees

If exhibitions or other commissions are cancelled by the organizer, the cancellation fee should cover the expenses for the preparatory work performed.

If an exhibition is cancelled:

- within 1 week prior to the opening:
  100% of the fee
- within 4 weeks prior to the event or – depending on the customary lead times of the organizers and long-term preparatory work required – at an earlier appointment to be arranged: 50% of the fee

In the case of larger projects (commissions) in particular, we recommend getting an agreement ensuring partial payments for partial services provided.

If an event, e.g. a talk, lecture, or performance, is cancelled:

- within 3 days prior to the event:
  100% of the fee
- within 3 weeks prior to the event:
  50% of the fee

Further Artist Fees

For the calculation of further artist fees (e.g. the production of new artistic work, such as performances, projects in public spaces, installation, artistic research, etc.) we refer to the additional *Fee Chart* with recommendations for hourly rates for fair remuneration for self-employed artistic labour in the visual arts. In addition, the hourly rates provide a calculation aid for a wide variety of (artistic) activities in the visual arts.

Concluding Notes

All rates do not include VAT and any other duties and taxes. Any variable costs (e.g. cost of materials, transportation expenses, travel expenses, etc.) have to be added.

Remuneration for the use and utilization of the work (e.g. in the case of rights management by collecting societies) have to be taken into account additionally by the client. Proportional fixed costs (e.g. studio expenses, basic work tools, etc.) need to be budgeted individually and in addition to other fees by the artist in their fee structure.

In principle, the recommended base rates in the *Guidelines* are not adjusted annually but at the latest as soon as inflation exceeds 5%.

For further information we refer to the additional *FAQ* concerning the guidelines: *https://igbildendekunst.at/en/factsheets/remuneration/*