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# Fee Chart 2025

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

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# Fee Chart 2025

**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; average vacation and sick days are also 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 ostensible self-employment.

The *Fee Chart* builds on the *Fair Pay Fee Chart* for self-employed cultural work by the TKI – Tiroler Kulturinitiativen and is derived from the *Fair Pay Salary Scheme for Cultural Associations* – the key element of the social partners' recommendation by the IG Kultur Österreich and GPA Union. The *Fee Chart* is also adjusted annually to take into account the results of collective bargaining agreements.

For further information we refer to the associated FAQ
*www.igbildendekunst.at/infomaterial/honorare*

| Activity | Group<br>according to the *Fair Pay Salary Scheme for Cultural Associations* | Benchmark<br>for hourly rates in euro, excl. VAT, from 1st to 36th working year |
|---|---|---|
| **Activities without special prior knowledge**<br>Distribution of flyers/folders, event support (catering, wardrobe, reception), etc. | 1 | **25 – 38 euro** |
| **(Technical) preparation and event management**<br>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 | 4 | **33 – 62 euro** |
| **Conducting research, documentation**<br>Materials research and procurement, location scouting/research, exploration of ownership/usage situation, social media administration, content preparation for artist talks | 5 | **36 – 69 euro** |
| **Public relations work, community outreach**<br>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 | 6 | **41 – 78 euro** |
| **Exhibition installation, exhibition design**<br>Development and creation of (individual) complex artistic projects, writing manuals concerning the installation of complex artistic projects, art handling, production of exhibition architecture/design | 6 | **41 – 78 euro** |

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|---|---|---|
| **Complex (organizational) activities, project implementation**<br>Exhibition production, adaptation or (re-)production of an artistic project, jury participation, handling of project-related legal provisions (e.g. taxes, charges, usage permissions, official permits), drafting of regulations such as security concepts, sustainability concepts, codes of conduct | 6 | **41 – 78 euro** |
| **Artistic conceptual work, art and culture programming**<br>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 | 7 | **49 – 94 euro** |
| **(Artistic) project leadership und financial management**<br>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) | 8 | **57 – 104 euro** |

Thanks to: TKI TIROLER KULTUR INITIATIVEN, ig kultur