

# FAIR PAY

fairness process in  
Austria since 2020

## The Players

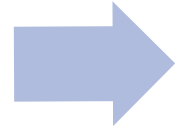
- Federal Ministry for Culture (BMKoeS)
- Regional authorities
- 10 Cultural Advocacy groups

## Initial Situation

- highly competitive market
- low income of artists
- high level of public funding

## approach

- funding criteria



## what is fair?

- recommendations (fees & wages)

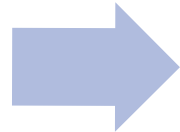


## fair pay gap

- survey

## grants

- 30 Mio EUR  
→ fair pay gap



## funding

- +14% (state)
- music export



## legal acts

- theater labor
- taxes

# FAIR PAY

2024

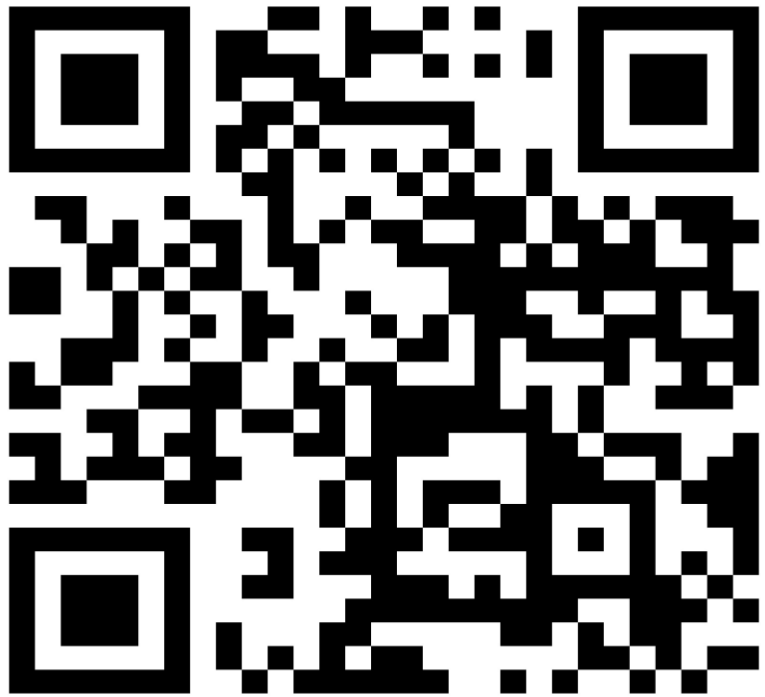
2024

FAIR PAY READER

HRSG. KULTURRAT ÖSTERREICH

FAIR PAY READER

2024



## fee recommendations:



- orchestra & ensemble projects
- live-acts (regional, national, international)
- instrumental and singing lessons
- composing & arranging
- cultural work (e.g. project management)

<https://www.musicaustria.at> (EN)