

# FAIRNESS PROCESS Austria

EAIPA Conference "Walk The Line - Fairness for Independent Performing Arts in Europe"

25 March 2022

# Government Program 2020 - 2024

Fair Pay Strategy implemented

Two parallel committees:

- ✓ Working Group FAIRNESS: Regional and Federal Level
- ✓ FORUM FAIRNESS: Stakeholder Arts & Culture

# FRAMEWORK FAIRNESS / preparatory actions

- Legal questions, e.g. Minimum Fees vs. EU competition law; contracts
- Trust and mutual Respect: Fairness Codex, Office of Trust (Vertrauensstelle)
- 30 September 2021: International FAIRNESS Symposium in Vienna
- Study: Fair Pay Gap - results since January 2022 (gap on average: 21% of personnel expenses )
- 2022: Fokus-Group Fair Pay (Federal level, Regions and Stakeholder)

# Fair Pay Strategy – Pilot Phase / € 6,5 Mio

- Funding Agreements: The grants are explicitly dedicated to fair pay measures.
- The funds made available are intended to contribute to fairer payment within the organization.
- Those fees and/or salaries that have a high fair pay gap are primarily taken into account.
- The Fair Pay subsidy may only be used for existing jobs, not for the creation of new jobs.

# Fair Pay Strategy – Pilot Phase / not included:

- Grants
- Organizations owned by local authorities
- Organizations applying collective agreements

# Thank you for your attention!

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