

ig freie theaterarbeit

Minimum fee recommendations
/ Fair Pay
Fairness Process

In Vienna and Austria

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History

Results

Involved parties

Minimum fee recommendations

- 2017- 2019: Negotiations within the scene about standards
- By Wiener Perspektive and IG Freie Theaterarbeit
- Challenges:
 - *Clear and continuous process within the scene*
 - *Generation conflicts*
 - *Multiple personal experiences*
 - *Rumors*

Minimum fee recommendations

- Coordinated approach:
 - Commitment within the scene and the artists
 - Commitment of the funders; i.e. City of Vienna both on administrative as on political level

Funding Facts: Main funding by the federal state, additional funding by the ministry

Lucky chance: New major for culture in Vienna

Minimum fee recommendations

- 2019: Vienna Conference about topic ‚Fair Pay‘
- IGFT presented and discussed good-practice-example of minimum honorarium fees from Germany
- Demand: number of funded projects must remain (i.e. 20% success rate)
- Technically, the min fee recommendations are a recommendation, but not mandatory and only applicable for publicly funded projects

Minimum fee recommendations

Results:

- Properly and transparently calculated project budgets
- Calculation Tool



Clear information:

who gets paid, for how long, how much

Clear budget information for the applicant (association) and the artists

➤ € 174 - € 204 / 8 hrs rehearsal day

➤ € 350 - € 200 per performance

Minimum fee recommendations

Results:

- Raise of average funding per project from € 20.000 to € 31.000
- Funding raised from 2,6 Mio to 4 Mio €
- Good-practice-example for other federal states
- Accepted model also for secondary funding (National Ministry)
- Nearly 100% of the applicants follow the recommendations

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Minimum fee recommendations

BUT:

Minimum Fee Recommendation is not
Fair Pay – Level € 240 / day

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Fairness Process

- Conducted by the National Ministry for Art and Culture
- Starting point: Bad experiences of the artists with income and contracts during the Corona-crisis

Lucky chance: New Minister for Art and Culture (since May 2020) and supportive people from Administration

Fairness Process

- Responsible for the process: Ministry
- Parallel process with associations and federal states
- Procedure:
 - Collection of topics and inputs
 - Discussion about realization
 - Updates / Working Groups / Realization

Fairness Process

- Interim result: 6 Topics / presented at Fairness Conference October 2021
 - Transparency&Cooperation
 - Fair Pay
 - Funding
 - Respectful Cooperation
 - Diversification
 - Social & Legal Framework

Fairness Process

- Concrete results:
 - Fairness Codex
 - vera* - contact point against misuse of power, harassment and sexual violation
 - Higher budgets dedicated for fair pay (project funding, IG net)
 - Fair Pay Strategy of all funding bodies: Signed paper by the Minister and responsables of Federal States

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Fairness Process

Thank you!