

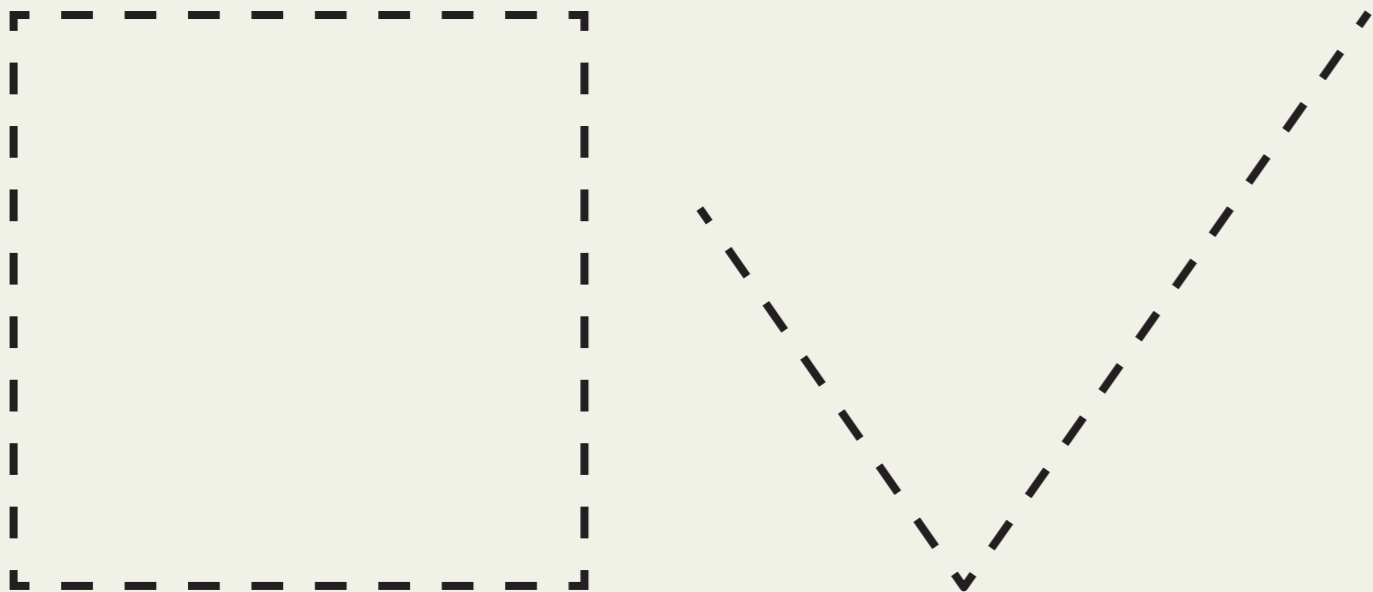
Fair Practice Code for the Arts and Cultural Life in Denmark



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Art and culture are an indispensable part of Danish society and contribute to creating societal cohesion, democratic formation and economic growth. That is why professional working conditions for artists and cultural creators¹ alike is a matter of common interest.

*1: "Artists and culture creators" refer to anyone that meets the admission requirements of the Council of Danish Artists' member organisations. The member organisations organise a wide range of professionals within the artistic fields Image & Form, Music, Performing Arts, Words, and Film & Media. Hereinafter, the group is collectively referred to as "artists".



What is the Fair Practice Code?

The Council of Danish Artists' Fair Practice Code is a valuable tool for ensuring professional working conditions in the arts and the cultural sector. Subscribing to and abiding by the Code, which is aimed at anyone who employs, collaborates with, or provides grants to artists, is optional. For example, public and private cultural institutions, government authorities, municipalities, foundations, trade unions, organisations, companies, etc.

By subscribing to the Code, you commit to following its five core values:

- Fair payment
- Sustainable working life
- Diversity
- Transparency
- Trust

The Fair Practice Code is based on a "comply-or-explain" principle. This means that when it is not possible to follow the values of the Code in specific cases, one is obliged to explain why.

What is the reason behind the Fair Practice Code?

Studies show that artists in Denmark constitute a low-income group, most of whom are freelancers, self-employed or combi-nators. Typically, artist change employers and clients frequently, and their working lives are characterised by unpredictability, financial uncertainty and often unregulated working conditions.

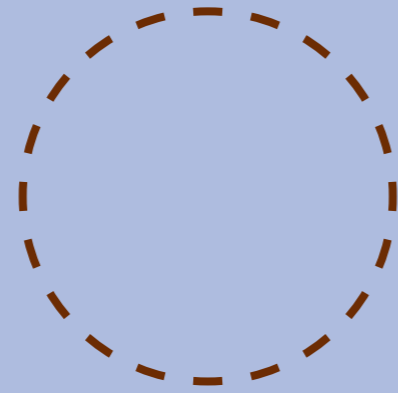
The Code does not supersede, but supplements, supports and backs up existing collective agreements and collective bargaining agreements in the precarious labour market in which artists navigate. This makes it possible to identify all the factors that should be taken into account when entering into fair agreements for professional artistic work.

Ethical guideline

By adhering to the Code as a client, employer or grant provider, you commit to ensuring professional working conditions for professional artists. At the same time, the Council of Danish Artists' Fair Practice

Code serves as an ethical guideline that demonstrates to the audience and partners that proper working conditions for artists have a high priority.

The five core values of the Fair Practice Code



1: Fair payment

Adhering to the core value *Fair payment* means that professional artists must always be fairly compensated for the work they deliver, regardless of whether they are covered by collective agreements or not. The current levels of fair payment are set out in collective agreements and reference rates, which are set by the operators in the individual fields of art.²

A fundamental principle in *Fair payment* is that the value creation inherent in art production must be distributed fairly. It also means that artists should always get a fair share of the economic value generated by their work.

^{*2:} See Appendix p. 14 with a reference to current information from the Council of Danish Artists' member organisations on collective agreements and reference rates for payment for artistic work.

^{*3:} See Appendix p. 15 with a reference to information on artistic property and artificial intelligence (AI).

This entails:

- to comply with collective agreements, reference tariffs, minimum rates and agreements on copyright remuneration in the arts and the cultural sector
- to pay professional artists fairly and at the level of existing collective agreements and reference tariffs, even when the individual artist is not covered by collective agreements
- to develop and enter into collective agreements, reference tariffs, minimum rates and copyright remuneration agreements in areas where such collective agreements do not yet exist
- to recognise that value-creating artistic work also includes, for example, project management, project development, participation in talks and panel discussions, competitions, open calls, pitches, etc., and to remunerate this type of artistic work so that the artist receives a fair share of the value creation
- to remunerate artists' "invisible" work, e.g. preparation time, planning, meeting attendance, installation and dismantling of works of art, etc.
- to reward artists for their work in the form of advisory services and as members of boards and committees
- to respect artists' copyright, also relative to the use of artificial intelligence (AI)³
- to work with subcontractors who recognise and acknowledge the value of fair payment.

2: Sustainable working life

To adhere to the core value of *Sustainable working life* means recognising that good working relationships and fair working conditions for artists are in the interest of the entire artistic and cultural sector. This means that we take responsibility for ensuring that artists have a gratifying working life both during and between individual tasks, projects and engagements.

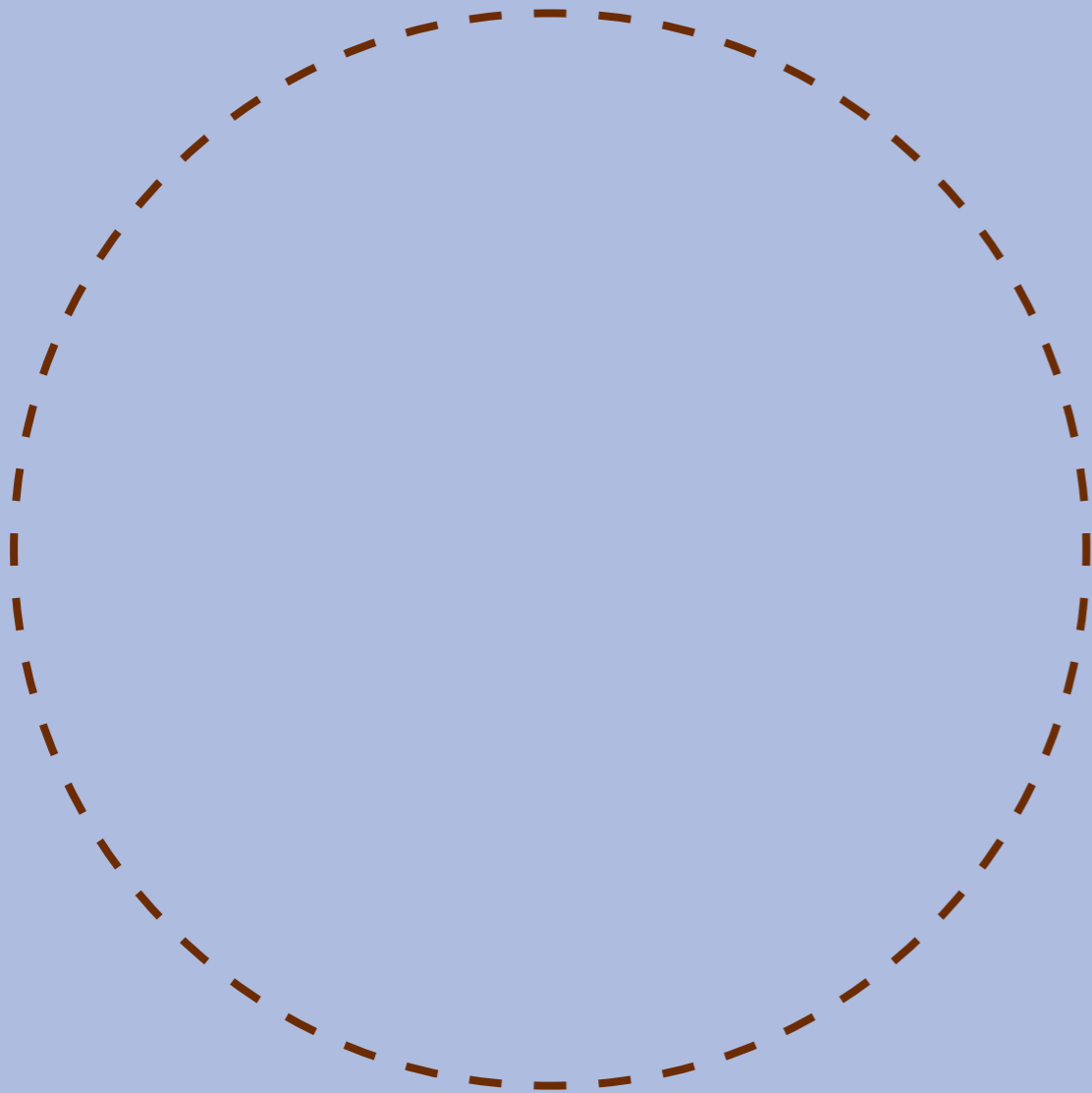
It also means to recognise that the core value *Sustainable working life* has a green dimension that must be lifted collectively. The green transition should be part of the work undertaken in the cultural sector like it is for the rest of society.

*4: See Appendix p. 16 with reference to relevant operators engaged in work related to the working environment and green sustainability in art and culture.

This entails:

- that clients and employers take responsibility for preventing mental and physical overload
- that clients and employers are aware that a good psychological working environment is a prerequisite for achieving a sustainable working life. And, thus, that efforts related to working environments are based on the basis of updated knowledge and training in how to create an open and inclusive workplace culture⁴
- that clients and employers continuously focus on prevention and responsible handling of abusive behaviour, sexism, racism and all forms of discrimination
- that the occupational health and safety policies of clients and employers also cover loosely affiliated and temporarily employed artists
- that clients and employers recognise that insurance in the event of parental and sickness leaves and the opportunity of saving for retirement are prerequisites for a sustainable working life
- that the size of the fee must take into account if the artist is not guaranteed holiday pay and pension for the work in question
- that clients and employers collaborate with artists to identify and change the scope of tasks and routines in the artistic processes that may contribute to society's overall climate efforts
- to recognise that sustainability in the working life of artists and cultural creators may also entail the need to adjust ambitions/demands regarding the quantity, scope, duration and visibility of an art production.

3: Diversity



Adhering to the core value *Diversity* means that you seek to contribute to a cultural life where all artists and cultural creators have equal access to work, to develop their skills, and participate where decisions are made.

In this context, equal access must be understood across parameters such as gender, age, sexuality, visible and invisible functional variations, as well as socio-economic, geographical, ethnic and religious backgrounds, etc.

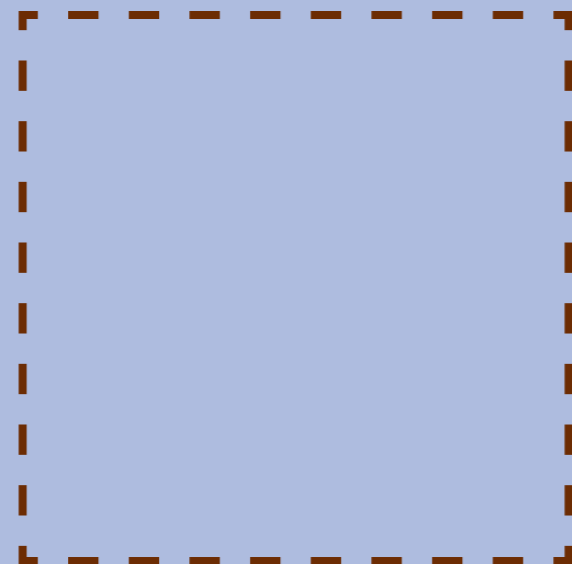
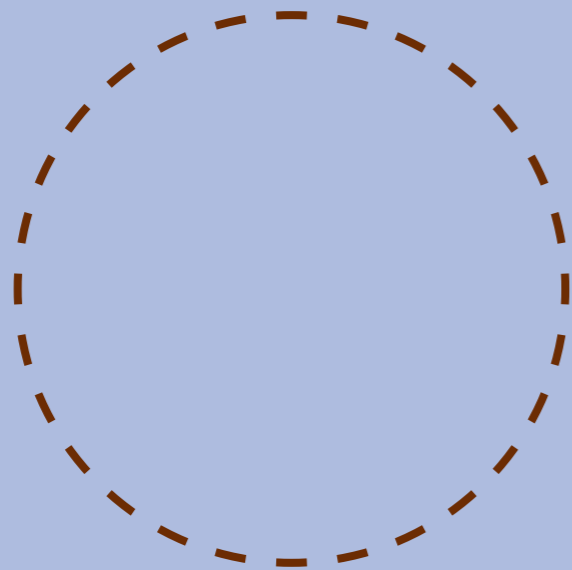
Thus, adhering to the core value *Diversity* means creating equal access to the spaces where cultural pursuits are taught, created and brought to an audience. And, not least, to be aware that *Diversity* in art and culture is not just about achieving sheer visibility on e.g. theatre stages, in venues and in exhibition spaces, but is also about who has access to educational programmes, networks, funds, distribution channels and platforms.

This entails:

- working actively on *Diversity* in the power and decision-making layers of cultural life, e.g. in recruitment for boards, management, advisory boards, curation, committees, juries, etc.
- that a cultural institution, grant provider, etc. undertakes to continuously and obligingly work with recruitment and affiliation in relation to artists and the audience
- that the core value *Diversity* should inform all levels of the work in art and culture institutions, from recruitment to programme development to overall policies, and that clear goals should be set for the work and should be continuously evaluated
- to continuously work to develop language and skills so that everyone can talk about and work with *Diversity* by virtue of education and professional development
- to continuously and in collaboration with relevant professionals endeavour to uncover one's own blind spots and shed light on where access should be improved, so that art and culture may benefit from the entire pool of talent that is present in society.

4: Transparency

The basis on which professionals engaged in art and culture make decisions may be perceived as opaque and non-transparent. Adhering to the core value *Transparency* means to recognise the professionals' legitimate and shared interest in pursuing and maintaining openness and transparency. This is also an acknowledgement of the fact that the culture of oral agreements, which is widespread in the fields of art and culture, should be supported by clear and written agreements.



This entails:

- that agreements on collaborations, assignments, employment and projects are made in writing
- that the management of organisations, institutions and authorities, including budgets, is generally made as transparent as possible with mutual respect for each other's interests
- that there is a special focus on openness in processes involving artists, and that selection and non-selection are justified and communicated to the parties involved
- that both the artists and their clients and employers strive to establish an open and clear culture of collaboration regarding, among other things, distribution of roles and areas of responsibility
- that relevant knowledge and expertise are shared as a contribution to a joint development of the field of art
- that collaborations and projects are evaluated to a reasonable extent: There must be a balance between requirements for transparency and documentation requirements in the work with Fair Practice.

5: Trust

The cultural sector is a complex and varied field, characterised by large differences among the operators in terms of size, resources and function.

Consequently, the strategic work with the Council of Danish Artists' Fair Practice Code must always be adapted to the individual operator and the individual process. If, in specific cases, it is not possible to comply with the Codes values, you are required to explain why as stated in the Code's "follow-or-explain-principle".

Adhering to the core value *Trust* means to recognise that all operators fundamentally have a common goal of creating works of high quality regardless of the disagreements and conflicts that may arise in the work with Fair Practice and in artistic work processes in general.

This entails:

- that the parties try to settle any disputes through mutual consultation and seek low-threshold methods and independent mediation to settle any conflicts
- that the parties will treat artistic work, output and references respectfully by paying due attention to ownership, source acknowledgment and copyright payment
- that the value of human-made works/cultural content is respected even when artistic collaborations and projects involve the use of artificial intelligence (AI)
- that the right of artists to decide whether their works/cultural content may be used for the training/development of artificial intelligence or used in AI-generated content is respected⁵
- that the parties respect the free creation of works, the artistic freedom of expression as well as the arm's length principle.

⁵: See appendix p. 15 with reference to information on artistic property and artificial intelligence (AI).

The Council of Danish Artists' Fair Practice Code is the result of a collaboration with the initiative Fair Practice Culture 2025-26.

The Code was drawn up in collaboration with subject experts and representatives from the Council of Danish Artists' 22 member organisations, which organise approximately 20,000 artists and cultural creators across the arts and cultural sector.

The Code is evaluated and updated at least every two years in dialogue with its users in an effort to incorporate new knowledge and experience from practice. Please contact the Council of Danish Artists for additional information.

➤ [Dansk Kunstnerråd](#)

Fair Practice Code for art and culture in Denmark – Appendix

Fair payment

Collective agreements, collective bargaining or reference rates for payment of artistic work exist in some fields of art, but far from all. As a result, it may be necessary to actively seek information from the artists' industry organisations about current levels of fair payment. Find current information by contacting the Council of Danish Artists' member organisations or the secretariat of the Council of Danish Artists who can refer you to relevant resources: ↗ [Dansk Kunstnerråd](#)

The Council of Danish Artists' member organisations

The Council of Danish Artists' member organisations span five different fields of art: Music, Performing Arts, Film & Media, Image & Form, and Words. In total, they organise approximately 20,000 professional artists and cultural creators in Denmark. The member organisations are the following:

[Danish Visual Artists](#)

[Danish Association of Artists](#)

[Danish Association of Cinematographers](#)

[Danish Authors' Society](#)

[Danish Conductors Association](#)

[Danish Designers for Stage and Screen](#)

[Danish Fiction Writers](#)

[The Danish Film- and Televisions workers union](#)

[Danish Stagedirectors](#)

[The Artist's Union](#)

[Danish Women's Artist Association](#)

[The Danish Composers' Society](#)

[Danish Musician Union](#)

[Danish society for organists and cantors](#)

[Danish Actors' Association](#)

[Danish Cartoonists](#)

[Danish Writers Guild](#)

[Danish Film Directors](#)

[Danish Crafts & Design Association](#)

[The Illustrators' Association of 1919](#)

[Independent Performing Artists](#)

[UKK – Organisation for Artists, Curators and Art Mediators](#)

Knowledge resources

Artists' working conditions

Fair Practice Culture is an initiative launched and run by the Danish Composers' Society and Danish Visual Artists. Fair Practice Culture works towards creating a sustainable cultural industry in Denmark through systemic change. The initiative takes inspiration from the Netherlands, which has successfully implemented a well-functioning fair practice model for the cultural sector. Fair Practice Culture collaborates with the Council of Danish Artists on the development of the current

Fair Practice Code. Find knowledge and inspiration for working with fair practice at ↗ [Fair Practice Culture](#)

The Council of Danish Artists' knowledge bank continuously collects and disseminates relevant studies and projects about the working lives of artists and industry conditions, both at home and abroad. Find the knowledge bank at ↗ [Dansk Kunstnerråd](#)

Artistic property and artificial intelligence (AI)

10 recommendations from Denmark's Ministry of Culture's expert group (2025) on copyright and artificial intelligence. Read the report at ↗ [kum.dk](#) or as ↗ [pdf here](#).

The Danish Rights Alliance are experts in copyright and represent over 100,000 rights holders in Denmark who create and

produce films, music, literature, images, design, journalism and other content of artistic and creative nature. Extensive, updated and user-oriented knowledge about fair and legal use of artists' copyright, also relative to artificial intelligence, can be found at ↗ [RettighedsAlliancen.com](#)

Working environment in art and culture

A wide range of initiatives, agencies and independent artists and professionals in the cultural field focus on creating a better working environment in the fields of art and culture. The resources below are just a selection – please contact the Council of Danish Artists for further dialogue and information.

Art and Culture in Balance is the joint movement and resource for change in the art and cultural sector in Denmark. The project's website [↗kkib.org](http://kkib.org) offers an extensive catalogue of knowledge, research and inspiration for creating a good working environment.

Drawing a line in the sand, the film, TV and performing arts industry's joint initiative to strengthen the work culture in the industry. Find studies, action guides

and inspiration for creating good working environment at [↗stregenisandet.dk](http://stregenisandet.dk).

The Safe Space Network consists of a number of organisations from the music industry with a common desire to prevent abusive behaviour and promote a respectful and professional working environment. Safe Space works to create better conditions and increased security in the music industry by providing knowledge, advice and tangible tools: [↗Trygt Rum](http://TrygtRum)

Another Life is a non-profit association that by means of research projects and data works to create sources of knowledge and methods for use in work with representation, mental well-being and equal access to cultural offerings. More info here: [↗Another Life](http://AnotherLife)

Green sustainability in art and culture

A wide range of initiatives, agencies and independent artists and professionals in the cultural field focus on creating environmental sustainability in the fields of art and culture. The resources below are just a selection – please contact the Council of Danish Artists for further dialogue and information.

Partnership for Sustainable Development in Music. Works to promote green sustainability, social responsibility and strengthened infrastructures in the music industry: [↗Partnership for Sustainable Development in Music](http://PartnershipforSustainableDevelopmentinMusic)

Sustainable Cultural Life Now offers, among other things, workshops, climate calculators and guides to climate action plans. [↗Bæredygtigt Kulturliv NU](http://BæredygtigtKulturlivNU)

The art of climate work - demands for change. Published by Billedkunstneres

Forbund 2025. About the field of art being a partner in concrete climate projects, in addressing today's climate challenges and in developing solutions for the future: [↗bkf.dk](http://bkf.dk)

Green Craft & Design Guide is a Danish digital platform about sustainability in decorative arts and design. The project was developed in collaboration between Danske Kunsthåndværkere & Designere, Kulturens Analyseinstitut and Dansk Design Center. The guide serves as a universe of open source knowledge and inspiration and provides articles, tools and cases: [↗Green Craft & Design Guide](http://GreenCraft&DesignGuide)

Center for Sustainability in Cultural Life. Works to create a national overview of the cultural sector's efforts and initiatives regarding climate and sustainability and to strengthen knowledge sharing in the area: [↗Kulturens Analyseinstitut](http://KulturensAnalyseinstitut)