

# Paying the Artist

## Implementation Plan 2024 -2025

Revised and Updated Q1 2024

1. Research Actions
2. Developmental Actions
3. Funding Conditions / Monitoring / Processing
4. Advocacy Actions

### Note

The *Paying the Artist* policy was launched in February 2020. The published policy included an Implementation Plan setting out Actions and Desired Outcomes over the 3-year period 2020 – 2022. This was initially extended to the end of 2023, accounting for the impact of Covid. Progress against the original plan was reviewed at the the end of 2023.

This document is a revised and updated Implementation Plan for the *Paying the Artist* policy for 2024-2025. The plan retains the original Actions and Desired Outcomes with new Priorities and Timelines included for 2024 – 2025. It includes a summary of Progress to Date (2020 – 2023) on all policy action areas.

[The published policy document \*Paying the Artist\* is available here](#)

Research Actions		
	Actions	Desired outcomes
1.1	Commission on-going research into artists' pay and conditions and the associated impact on artists and the arts sector.	Up-to-date picture maintained across arts areas to inform: <ul style="list-style-type: none"> <li>- Policy development</li> <li>- Monitoring and evaluation</li> <li>- Advocacy</li> </ul>
1.2	Initiate a review into the changing practices around employment/contract-for-services arrangements.	Published report providing improved insight for Arts Council and the arts sector.  Informed engagement with public-sector bodies, including schools, local authorities, ETBs, third-level institutes, etc.
1.3	In partnership with the Irish Research Council and others, create and invest in an opportunity to expand the scope of research into artists' living and working conditions.	Improved knowledge around artists' living and working conditions gained through deeper insight and a broadened perspective.

Progress to Date
<p>Early priorities shifted to assessing the impact of Covid-19. Three artist Covid Impact Surveys were undertaken in 2020, 2021 and 2022.</p> <p>The emergence of the Basic Income for the Arts pilot scheme raised new possibilities for research. Data from the pilot has delivered new knowledge on key measures of artists' living and working conditions and revealed new insight on the profile of the arts sector.</p> <p>A review of relevant research in this field has been undertaken and an extensive repository of relevant research reports has been compiled.</p> <p>An analysis of available data sources that build a profile of the artist population in Ireland has been conducted and options for potential new research have been identified.</p>
<p>Initial scoping undertaken. Available capacity has limited further development.</p>
<p>The Arts Council and Maynooth University were successful in a joint application to the Irish Research Council (IRC) under the Post-Doctoral Enterprise Partnership Scheme.</p> <p>The two-year project is a qualitative, longitudinal research enquiry exploring the lived experience of artists with disabilities in their working lives and their interactions with welfare.</p> <p>The researcher commenced employment in September 2022. A midterm report was delivered in October 2023. The researcher also presented initial findings at a consultation event in November 2023.</p>

Revised 2024	
Priorities 2024 - 2025	Timeline
<p>Continue to support and advise DTCASGM on the BIA research project.</p> <p>Undertake an options appraisal and consultations to identify new priorities for research.</p> <p>Initiate new research based on outcome of options appraisal to meet future needs.</p>	<p>Ongoing</p> <p>Q2 2024</p> <p>Q3 2024 - Q4 2025</p>
<p>Consider as part of options appraisal for future research priorities under 1.1.</p>	<p>Q2 2024</p>
<p>Continue to support researcher.</p> <p>Final report due.</p> <p>Identify and pursue opportunities to share research findings with the sector and inform policy development / change.</p>	<p>Ongoing</p> <p>Q3 2024</p> <p>Q4 2024 - Q4 2025</p>

Developmental Actions		
	Actions	Desired outcomes
2.1	Support key representative and resource organisations to review and update recommended pay rates/scales, and to develop or update relevant toolkits, information resources, template contracts, etc.	<p>New and updated sectoral-led recommendations on pay rates / scales.</p> <p>New and updated information resources available, particularly in areas of low capacity.</p>
2.2	Using the best-practice principles set out in the Arts Council's policy, support Strategically Funded organisations to develop and publish their own statements or policies.	Increased openness and transparency around engagement practices.

Progress to Date
<p>From 2020, approximately 25 projects funded through Capacity Building and Arts Grant funding schemes that constituted developmental initiatives aimed at addressing issues around artists' pay and conditions. These included developing policies, and creating published resources on topics such as contracts, copyright and digital work.</p> <p>The Arts Council has compiled and published a list of representative and resource organisations across all sectors, including links to approx. 100 specific tools and resources they provide to support artists on pay and conditions. In the development of the Arts Council's Digital policy in 2021 a toolkit on creating and disseminating digital work was produced by Culture Works.</p> <p>The Arts Council publishes a Statement of Practice on its website (updated in 2024) outlining how and what we pay artists for various types of engagement. Provides transparency and a reference point for others.</p>
<p>Strategically Funded Organisations (SFOs) have been asked to identify if they have a policy on artists' pay and conditions approved at board level. For 2023 approximately 85% of SFOs reported they had such a policy. At end of 2023 SFOs were informed that the Arts Council would be seeking to gather policies in early 2024.</p>

Revised 2024	
Priorities 2024 - 2025	Timeline
Maintain and renew list of representative and resource organisations on website.	Ongoing
Monitor provision of resources across the sector provided by representative and resource organisations.	Ongoing
Update Statement of Practice and re-publish on website.	Q2 2024
Audit and identify gaps in resource provision and seek to address.	Q1 - Q4 2025
Gather SFO pay policies. Undertake review to analyse existing practices and identify areas for development.	Q2 - Q3 2024
Develop toolkit and or other solutions based on review findings, to support improved policy development and implementation.	Q3 - Q4 2024
Support sector in use of toolkit and continue to monitor publication of policies.	Q1 - Q4 2025

2.3	Incorporate a commitment to artists' remuneration within proposals (as published in our three-year plan) to support professional development and training programmes.	Improved information and advice for artists and those engaging artists.
2.4	Identify and address arts-area specific needs through artform policies.	Specific actions implemented at arts-area specific level to address bespoke issues and needs.

This action was not further realised due to Covid. Where relevant, opportunities have been taken to input into training and professional development programmes such as the Creative Productions programme.
Artists' pay and conditions have been a key consideration in the development of new Arts Council artform and arts practice policies.  Internal documentation produced with standard set of prompts on artists' pay and conditions to support arts teams in policy development process.

Continue to avail of opportunities to engage with professional development programmes.	Ongoing
Create and maintain register of artform and arts practice policy implementation actions on artists' pay and conditions.  Continue to provide support and guidance internally to arts teams in identifying and addressing pay-related issues in their sectors.	Q1 2024  Ongoing
Undertake programme of engagements with internal arts teams to record progress and ongoing challenges in individual sectors.	Q1 - Q4 2025

<b>Funding Conditions / Monitoring / Processing</b>		
	<b>Actions</b>	<b>Desired outcomes</b>
3.1	Publish and announce a clear statement on our expectations and requirements for funding applicants and recipients.	Clarity established in regard to expectations and requirements for Arts Council-funded activities.

<b>Progress to Date</b>
All funding programmes carry a statement expressing the Arts Council's commitment to fair pay, and direct applicants to our Paying the Artist policy.  Funding guidelines advise artists to ensure they include an adequate fee request for themselves and collaborators within their applications.  Updates have been made to the guidelines for Agility awards, advising artists on what to consider when valuing their time and that of their collaborators.

<b>Revised 2024</b>	
<b>Priorities 2024 - 2025</b>	<b>Timeline</b>
Continue to input on all award guidelines, and ensure clarity is established in regard to expectations and requirements.	Ongoing

3.2	Ensure artists' pay forms part of assessment criteria for all relevant funding programmes.	Pay and conditions for artists engaged in Arts Council-funded activities continue to improve.
3.3	Ensure consistent information on artists' pay is captured at key stages in the grant-management process.	Capacity to monitor delivery is improved.
3.4	Actively monitor commitments set out in funding arrangements.	Commitments in terms of pay and conditions are delivered on as agreed.
3.5	Utilise data captured through reporting mechanisms to monitor and report on overall levels of investment in artists through Arts Council programmes.	Aggregate data used to support and inform research and advocacy initiatives.
3.6	Review artists' funding programmes to ensure they reflect principles and values of this policy.	Arts Council supports reflect artists' needs and align with best-practice principles of support.  Receiving an Arts Council award does not place undue financial pressures on an artist.

<p>Pay and conditions for artists are consistently assessed under the feasibility criteria for all funding programmes. Commentary provided as standard part of assessment feedback.</p> <p>On core programmes (Strategic, Arts Centres, Arts Grant) applicants explicitly asked to provide information on their organisation's policy and approach to artists' pay and conditions.</p> <p>A review of SFO applicant responses to this question and the related assessment commentary covering 2018 – 2022 was undertaken. It suggests that over the 5-year period there was a significant shift in applicants engaging more openly and directly with the question, providing more detail and specificity and in many cases increasing rates of payment. Organizations are now also referring to their own internal policies on artists' pay.</p>
<p>Core organisational funding programmes require grantees to report on 'Artists' fees/wages' for each activity listed in the Arts Activity Report (AAR).</p> <p>Some arts teams have implemented bespoke reporting processes across other funding programmes that capture data on artists' fees (e.g. Theatre Projects).</p>
<p>Wider funding agreement process not implemented as envisaged at commencement of policy.</p>
<p>Relevant data has been captured. However, quality of data has not been verified and a detailed analysis has not been undertaken.</p>
<p>Formal review of funding programmes not yet undertaken.</p>

<p>Maintain consistency and focus on artists' pay in assessments across all relevant funding programmes.</p>	Ongoing
<p>Continue to input into system developments that allow for the capture of appropriate and relevant data on artists' fees and wages.</p>	Ongoing
<p>Extract and analyse available data to assess patterns over time, including proportion of investment committed to artists' pay and relationship between budgeted and actual.</p>	Q4 2024
<p>Ensure the principles of the Paying the Artist policy inform the Funding Framework Review process.</p>	Ongoing

Advocacy Actions		
	Actions	Desired outcomes
4.1	Incorporate our commitment to artists' remuneration within our advocacy-and-awareness campaign to champion the unique role of artists in a changing Irish society (as published in three-year plan).	Greater knowledge and awareness of standards, expectations and impact on artists' lives.
4.2	Advocate with colleague organisations at government (national and local), institutional and agency level to ensure enhanced engagement with best-practice principles.	Key partner organisations/agencies aware of, and engaged with, Arts Council recommended best-practice principles.

Progress to Date
<p>The specific campaign planned for 2020 did not progress due to Covid-19.</p> <p>New communications-led programmes have consistently championed the unique role of artists in Irish society.</p> <p>Publicity around the Life Worth Living report and the Basic Income for the Arts pilot scheme has also significantly increased awareness of these issues.</p>
<p>Department kept informed and updated on policy.</p> <p>Local Authority Arts Officers briefed and updated on key aspects of the policy and plan.</p> <p>Partnerships with third level institutes delivering residency programmes informed by policy.</p>

Revised 2024	
Priorities 2024 - 2025	Timeline
Continue to liaise with the Communications Department to identify opportunities to highlight the unique role of artists and ongoing challenges to creative practice.	Ongoing
Continue to promote and advocate for the policy and its principles at Local Authority and interdepartmental level.	Ongoing
Engage with partner organisations to understand their approach to artists' pay and contracting.	Ongoing
Share findings of review of policies at 2.2 with DTCAGSM to ensure continued engagement with recommended best-practice principles.	Q4 2024

4.3	Identify, monitor and engage with key public policy and legislative issues that impact on income-earning potential of artists and their working conditions.	Arts Council engaged in and influencing key issues impacting artists' earning potential.	<p><b>Basic Income for the Arts</b> The Arts Council has supported the development of the Dept.'s Basic Income for the Arts pilot scheme providing support and advice at key stages in its development.</p> <p><b>EU Working Group</b> The Arts Council co-chaired an EU working group on the status and working conditions of artists and cultural and creative professionals. Report delivered and presented to the EU's Cultural Affairs Committee in June 2023. Report included a chapter and recommendations on <i>Fair Practices</i> relating to artists' pay and conditions.</p> <p><b>Copyright Directive</b> The Arts Council has sought advice, advocated and submitted to consultative processes relating to the transposition of the EU Directive on Copyright in the Digital Single Market. The Directive contains a chapter on the fair remuneration of artists.</p> <p><b>Collective agreements</b> The Arts Council has monitored new EU guidelines on collective agreements relating to self-employed solo practitioners – which opens up new possibilities for representative organisations to negotiate pay and conditions in the sector.</p> <p><b>Green Paper on Disability Benefits Reform</b> The Arts Council responded to the Department of Social Protection's publication of a Green Paper on Disability Benefits reform by hosting a consultation and research-sharing event in November 2023.</p> <p><b>EU framework on the situation of artists</b> We have monitored the European Parliament's proposals on the development of an EU framework for the social and professional situation of artists and workers in the cultural and creative sectors.</p>	<p><i>Monitor:</i></p> <ul style="list-style-type: none"> <li>- implementation of the European Copyright Directive</li> <li>- proposed new EU legislation on unpaid internships</li> <li>- application of new guidelines on collective agreements relating to solo self-employed practitioners.</li> <li>- the transposition of the Directive on Adequate Minimum Wages</li> <li>- the EU Parliament's framework on the situation of the artist.</li> </ul> <p><i>Advocate</i></p> <ul style="list-style-type: none"> <li>- where opportunities arise to influence public policy and legislation relating to artists' pay and conditions</li> <li>- submit to relevant consultative processes initiated by other state agencies or Govt. Departments</li> </ul> <p><i>Support:</i></p> <ul style="list-style-type: none"> <li>- DTCAGSM in dissemination of learning from the BIA research project.</li> <li>- dissemination of the report of the OMC working group.</li> </ul> <p><i>Share information</i></p> <ul style="list-style-type: none"> <li>- Research findings through seminars and information-sharing events.</li> <li>- Updates on EU and national legislation, policy and strategy relating to artists shared through Arts Council Newsletter.</li> </ul>	Ongoing
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