

# The Douglas Hyde Gallery of Contemporary Art

## ARTISTS' PAY POLICY

The Douglas Hyde Gallery of Contemporary Art is a unique space to see and learn about contemporary art. We place artists at the centre of what we do. We support artists who push boundaries of form and convention, and we aim to provoke new ideas. We believe that art plays a central role in shaping the world we live in, and that galleries are an essential public space in a progressive society. As an institution we value ambition, fearlessness, diversity, publicness and inquisitiveness.

### Policy Statement

The Douglas Hyde is committed to advancing the living and working conditions for artists by ensuring best practice and fair remuneration for artists and arts workers who contribute to activities across the organisation. Remuneration is *fair* when it equates to what is asked of an artist in terms of their time, input and expertise. It will account for the status of the artist and reflect the value created by their engagement. We support the Arts Council's vision for an Ireland where artists and practitioners whose exceptional talent and commitment lead them to work professionally in the arts and to have productive and rewarding careers. We share the Arts Councils' commitment to creating an environment in which artists can make work of ambition and quality, and be remunerated appropriately.

As an organisation, we strive to always do better by continually reviewing our Artist Pay Policy in line with the changing landscape of the arts in Ireland and the support required for artists to produce new work. Through annual benchmarking exercises and discussions with artists, the Artists Pay Policy seeks to reflect the fair and equitable treatment of artists.

### Principles

Our commitment to Artist's Pay is directly informed by the value-based principles presented in *Paying the Artist: An Arts Council policy on the fair and equitable remuneration and contracting of artists* (2020) which states:

- [We] value artists: we value the work that artists create, and the way in which they represent and contribute to the cultural life of the nation. This value must be better reflected in how we pay artists.
- We aspire to the position that best practice, not minimum standards, should apply to remuneration and contracting of artists across all artforms and disciplines.

**The Douglas Hyde**

Registered Charity No. CH16700

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- An artist's ability to sustain a viable career within their chosen discipline is an essential feature of a healthy arts ecology. Improving standards in what artists are paid and how they are engaged is critical to this and, in particular, to ensuring a diversity of voices is represented within the arts.
- The underpaid or unpaid contributions of artists represent a hidden subsidy to the cultural life of Ireland; we recognise that this is unfair and unsustainable.
- We submit that where public funding is involved, fair and equitable remuneration is a matter of policy and prioritisation and, accordingly, should be factored into the budgeting process rather than being budget-dependent.

## Our Work

The Douglas Hyde presents pivotal exhibitions by emerging and established Irish and international artists. Artists are invited to present their work up to two years in advance. Over a sustained period of time, between invitation and presentation, we provide artists with curatorial and logistical support, and fair production budgets. In addition to exhibitions, we deliver a multi-layered programme of targeted public engagement to deepen and diversify audience engagement, through talks, events, our Student Forum, and long term projects.

## Our Commitments:

### Duty of Care

As an institution we maintain a duty of care towards all artists, arts workers and programme contributors, and maintain a fair, open and transparent dialogue throughout working together. Budgets, fees and all costs associated with undertaking work at the Douglas Hyde are discussed in an open and transparent manner. Artist Agreements are made with exhibiting artists in dialogue with the artist at the beginning of the commission or exhibition production journey.

### Best Practice

We strive to deliver best practice as outlined in *Paying the Artist: An Arts Council policy on the fair and equitable remuneration and contracting of artists (2020)*:

- Ensuring that a policy and approach agreed by board and management dealing with all aspects of engagement with artists are in place and available to artists and published on the organisation's website.

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- Being open, transparent and upfront in communications with artists to ensure clarity from both perspectives on the ask and the offer.
- Complying with rates, terms, practices and standards recommended by representative and resource organisations, and utilising available toolkits and resources to support the contracting process.
- Aiming for continued improvement in rates, acknowledging the low base from which current norms and standards are set and that minimum standards are not an acceptable ambition.
- Ensuring all engagements are covered by a contract.
- Ensuring that remuneration and contracts reflect the full scope of what an artist is expected and required to deliver.
- Ensuring that artists and/or their representatives have a voice in negotiating terms and conditions.
- Being clear about the nature and status of an engagement—i.e. whether the contract is an employment contract or a contract for services— as well as any associated tax, social-security benefits/ obligations arising (e.g. holiday pay, PRSI, etc.)
- Ensuring that payments reflect and/or differentiate between fees and expenses, including per diems or other relevant payments.
- Being clear and upfront about how and when payments will be made; this should be set out in an organisation’s prompt-payment policy.
- Ensuring that artists’ fees are ring-fenced within project budgets so as to ensure they are protected against budget overruns in other areas.
- Ensuring that artists’ copyright is respected, both in terms of moral and economic rights.
- Supporting artists to share in the economic life of what they create by ensuring that any contractual arrangements for artists to benefit from the future exploitation of their work are appropriate and proportional and reflect the value of what the artist has created.

## Prompt Payment

All payments are managed internally and we pay artists promptly. Artists and contributor fees are processed on receipt of an invoice and payment is made within seven days of invoices received.

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This Policy has been developed with reference to the Arts Council's Policy *Paying the Artist: An Arts Council policy on the fair and equitable remuneration and contracting of artists* (2020) and the Arts Council's *Equality, Human rights and Diversity Policy*, and the Strategically Funded Visual Arts Organisations commissioned *Report on Payments to Visual Arts Workers* (2021) and Visual Artists Ireland ongoing research. It was approved by the Board of Directors in August 2022.

The Artist's Pay Policy will be reviewed annually with the next review in July 2023.

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## Fees 2023

The below outline of fees paid by The Douglas Hyde is an overview of remuneration offered. It is not intended to be exhaustive but should be regarded as providing guidelines. It is demonstrative of our ongoing commitment to advancing the living and working conditions for artists by ensuring best practice and fair remuneration for artists and arts workers who contribute to activities across the organisation.

### Exhibition Fees

In recognition of artists skill, time and commitment necessary to produce an exhibition at the Douglas Hyde in either Gallery 1 or Gallery 2, our artists fees are as follows:

#### Gallery 1

##### Solo exhibition:

- **Commissioned Exhibitions:** Artists are paid an Exhibition fee of €6,000 for a commissioned solo presentation of a new body of work in Gallery 1. In recognition of the extensive time required to develop a new body of work and considerable project development conversations with the DHG, a research and development fee of €4,000 is paid in the first 12 months of project development. This brings the total fee for a commissioned new body of work to €10,000 over 18-24 months.
- **Existing Work:** For a solo exhibition of existing work in Gallery 1, artists are paid a fee of €5,500. If new work is being included alongside existing work its production is discussed with the Curator from the outset and the Curator works closely with the artist to source additional production costs and provides curatorial support.

#### Gallery 2

- For a solo exhibition of work in Gallery 2, artists are paid a fee of €2,000. If new work is being developed for exhibition, production is discussed with the Curator from the outset and the Curator works closely with the artist to source additional production costs and provides curatorial support.

#### Group exhibition:

For the production and presentation of new work in group exhibitions (2-4), artists are paid a minimum fee of €2,250.

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## Production budgets and recuperation of costs

Production and installation budgets for exhibitions are discussed and agreed at the beginning of each project and laid out in Artist Agreements. Within reason, the Douglas Hyde seeks to raise funds for production budgets that deliver artists ambition for their presentation at the gallery and works closely with artists to apply for relevant grants.

The Douglas Hyde is not a commercial gallery and does not represent artists exhibiting at the gallery. All terms associated with the sale of works, and recuperation of production costs, where appropriate, made in agreement with the artist and set out in the artist's agreement.

## Learning and Engagement Fees

The Douglas Hyde delivers Learning & Engagement programmes which focus on audience diversity and create multiple accessibility points. Furthermore, we forge engagement with young people and children through dedicated programmes, TY Connects (Transition Year) and Student Forum, and collaborate with partners, schools and colleges for talks, tours and crits. The fees offered to contributors in our Learning and Engagement Programme for talks, events, screenings and other programme contributions are as follows:

- Our minimum speaker fee is €150, offered to contributors to talks and panel discussions.
- Speaker fees of a minimum of €250 are offered to speakers for in-conversation events (1-2 people) and individual presentations of talks or papers.
- We offer a minimum fee of €250 for the presentation of artists moving image work online or in person.
- We offer a fee of between €250 - €500 for contributions to the Response Series depending on the scope of the work.

## Other Contributions

For visiting artists, speakers, or artists required to spend extended periods of time in the gallery for production or install, artists and arts workers are provided with accommodation, travel or transfer costs, and are given a per diem of €30.

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