

Galway International Arts Festival's Artists' Pay & Terms of Engagement Policy

1. Commitment

GIAF is committed to fair pay, equitable treatment and good working conditions for all artists, creatives and production professionals. GIAF recognises that fair remuneration is fundamental to artistic quality, diversity and a sustainable arts sector.

2. Fees and Terms

GIAF remunerates artists, actors, musicians, practitioners and creative teams in line with relevant published Irish and international sector standards. Fees take account of the nature and scale of the work undertaken, including development, rehearsal, performance, installation and other agreed activity.

Companies receive agreed fees and royalties as contracted.

Visual artists receive a minimum €2,500 exhibition fee for GIAF-curated exhibitions, with other programme exhibitions receive a minimum €2,500 exhibition and production contribution.

Commissioning fees are negotiated against relevant sector benchmarks.

All engagements are confirmed through written agreements setting out fees, payment schedules, expenses, rights and other relevant terms.

3. Travel and Working Conditions

GIAF covers agreed travel, accommodation, visas and per diems for visiting artists and companies.

Touring artists on GIAF productions receive quality accommodation, per diems and full travel and visa support.

GIAF is committed to a safe, respectful and professional working environment and is a signatory to the Safe to Create Code of Behaviour.

4. Review

GIAF reviews this policy annually, with rates and terms assessed against relevant published sector standards, inflation, cost-of-living pressures and artist feedback. GIAF will seek to progressively improve minimum rates and terms, with changes considered through the annual budgeting process and implemented as resources permit.

5. Artist Feedback

GIAF seeks feedback from artists and creative practitioners through its evaluation and debrief processes. Feedback relating to pay, contracts and working conditions informs the annual policy review.

6. Governance

GIAF complies with relevant employment legislation, is a Safe to Create signatory and in 2027 will update its policy to align it with the Arts Council's Fair Play and Fair Practice Policy Toolkit.

This policy was prepared by GIAF's senior executive has been approved by the Board.