

EVA International / Artist Pay & Remuneration Policy Last Updated: August 2022

Artists are central to EVA's work and we strive to exceed minimum industry standards in pay and conditions for artists engaged in our programmes.

Exhibition / Project Engagements

EVA actively initiates the engagement of artists by inviting artists to participate in the EVA International biennial programme and other related projects.

There are three forms of invited engagements that correspond with a minimum pay-scale, which are set in advance of the upcoming biennial edition and subsequently reviewed at the completion of the edition and in respect of organisational funding forecasts. The three forms of invited engagements are:

- **Presentation.** This typically involves the presentation of existing artwork (or a reiteration of existing artwork) as part of the biennial programme;
- **Commission.** This typically involves the production of a new work or project as part of the biennial programme;
- **One-off Activities.** Examples include an artists' talk, workshop facilitation, performance, video screening, artist consultation;

The following minimum fee framework will apply to the biennial cycle of the 40th EVA International:
Presentation: 500+ € / Commission: 2500+ € / One-off activity: 250+ € per day / session.

Notes

- All fees are per invited party, whether an individual or collective;
- All invited engagements are subject to formal written agreements that detail the terms of engagement, the corresponding payment, and a schedule of payment, issued by EVA and counter signed by the artist or project representative;
- Artists' production costs are not included within the fee framework. Production costs are assigned separately by EVA in accordance with the agreed terms of engagement. Production Costs include studio expenses, fabrication, materials, artist-appointed technical fees, transport and travel costs;
- Fee payments for Commissions are scheduled as 50% at point of signed agreement on receipt of invoice; 50% on the agreed completion of the commission on receipt of invoice. Fee payments for Presentations and One-off Activities are 100% at point of signed agreement on receipt of invoice;
- All Fee payments are made via Bank Transfer within 2 weeks of receipt of invoice;
- EVA commits to fundraising efforts to increase minimum fees by a further 100% where possible. This is subject to available funding as determined by EVA;
- EVA commits to being open, transparent and upfront in our communications with artists on matters of fees and financial payments;
- EVA commits to keeping abreast of current pay/remuneration information and legislation influencing the sector, in Ireland and internationally;
- EVA commits to advocating the broader awareness of financial precarity in the arts sector, especially that which directly impacts on artists.