



Valuing and Rewarding Artists

Introduction

AUE 2016 survey identified members income as less than £10,000 a year. A high proportion of members support their art practice through alternative means such as benefits, part-time jobs and support from family. AUE believes all artists should be able to earn a fair day's wage for a fair day's work. Improvement of fair pay is just one of the steps that can lead to better diversity and equality in the sector.

Using contracts.

- Clarity of fee & payment schedule within a budget.
- Clarity of obligations for artist & business.
- Clear schedule of work.
- Grievance & disputes procedure.
- Copyright

Pay

- Recognise AUE rates of pay guidance.
- Exhibition payment where applicable.

Extending Secure Work

- Offer fixed term contracts wherever possible.

Training & progression

- Where possible, business should identify and include artists in training opportunities in order to enable progression.

Promoting artists using organisations reach

- Organisations working with artists should consider how the artists are represented in digital and printed material. Where possible, include and promote the artist on-line, in catalogues, reports etc

Useful links:

Morrish Solicitors PLL work closely with AUE and members providing legal support. Contracts and the Law information:

<https://www.artistsunionengland.org.uk/wp-content/uploads/2016/12/Contracts-and-the-law.pdf>

Creative & Cultural Skills: Reference the use of contracts in their document [Best Practice Recruitment guide](#)

Copyright Guidance for Artists: <https://www.artistsunionengland.org.uk/wp-content/uploads/2018/06/A-Copyright-Guide-for-Artists%E2%80%99-Union-England-Members-1.pdf>

The Design and Artists Copyright Society (DACS) work with both artists and galleries. They collect and distribute royalties to visual artists and their estates through [Payback](#), [Artist's Resale Right](#), [Copyright Licensing](#) and [Artimage](#).

<https://www.dacs.org.uk/for-artists>

AUE Rates of Pay Guidance: Devised and ratified by members, rates of pay are updated annually. <https://www.artistsunionengland.org.uk/wp-content/uploads/2020/09/AUE-RATES-OF-PAY-GUIDELINES-2020.pdf>

Exhibition Payment Guidance: a-n/AIR have devised a guide on paying artists exhibition payment.

<http://www.payingartists.org.uk/wp-content/uploads/2017/06/Paying-Artists-Exhibition-Payment-Guide.pdf>