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# Fair Pay in the Arts IETM report



In June 2024 IETM — International Network for Contemporary Performing Arts published the report 'Fair Pay in the Arts: The talk of the town or the elephant in the room?'. Authored by Elena Polivtseva, the publication extracts insights into the **various roles that public funders, artists, unions, resource organisations, and institutions, can undertake in promoting and enacting fair pay practices**. The report sheds light on possible gaps in existing frameworks, as well as areas outside of regulations and legal enforcement.

The report gathered **several examples of successful policies and advocacy processes** and identified **obstacles** that may prevent the integration of fair practices into policies and everyday operations. Failure to address these challenges could potentially exacerbate existing gaps and create new ones. Looking at the various measures adopted in different countries (although the list is by no means exhaustive) and hearing from sector representatives, IETM advocates for a positive perspective on gradual changes and small-step approaches. At the same time, they also emphasise that it is important to be vigilant to ensure fair pay interventions do not merely fulfil checkboxes and stifle further debate.

The report enriches the fair pay discourse and **assists arts advocates, funders, and policymakers in crafting meaningful strategies** tailored to their local and national contexts, or sparking this crucial conversation in areas where it has yet to happen.

[Download the Fair Pay in the Arts report](#)

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