

立法會
Legislative Council

LC Paper No. CB(4)1204/20-21(05)

Ref : CB4/PL/HA

Panel on Home Affairs

**Background brief prepared by the Legislative Council Secretariat
for the meeting on 12 July 2021**

Training of arts administrators

Purpose

This paper summarizes the past discussion of the Panel on Home Affairs ("the Panel") on the training of arts administrators.

Background

2. The Government allocated time-limited funding of \$150 million from 2013-2014 to 2017-2018 to enhance the internship and scholarship programmes for the training of arts administrators through the Leisure and Cultural Services Department ("LCSD") and the Hong Kong Arts Development Council ("HKADC"). In view of the positive feedback from the arts and cultural sector, the Chief Executive announced in her 2017 Policy Address that the Government would provide additional funding of \$216 million from 2018-2019 to 2023-2024 (i.e. \$36 million per year) to continue the support for training of arts administrators. With the additional funding, internships, scholarships and other training schemes that were previously funded by the \$150 million from 2013-2014 to 2017-2018 would continue up to 2023-2024.

3. According to the Administration, the major providers of internship places for arts administrators are LCSD and its Venue Partners¹, HKADC and Hong Kong Arts Festival Society. HKADC has been supporting local arts and cultural practitioners to take on internships/attachments at renowned museums

¹ The Venue Partnership Scheme implemented by LCSD at its performing arts venues aims to foster a partnership between the venues and performing arts groups/organizations with the objectives of enhancing the artistic image and character of the venue and its partner, enlarging the audience base, optimizing usage of facilities, developing venue-based marketing strategies, facilitating arts sponsorship, encouraging community involvement in the development of the arts and promoting the arts in the community.

as well as arts and cultural organizations outside Hong Kong. Up till November 2017, 35 arts administrators and curators have benefitted from the attachments outside Hong Kong supported by HKADC. HKADC also offers both local and overseas scholarships to support arts administrators and curators in pursuing arts administration-related master degree programmes and other professional study programmes at local and overseas institutions.

Panel's discussion

4. The Panel discussed the training of arts administrators at its meeting on 27 November 2017. The major concerns expressed by members are set out below.

Remuneration and career prospects of arts administrators

5. While welcoming the Government's initiative of providing an additional funding of \$216 million from 2018-2019 to 2023-2024 for continuing the training of arts administrators, some members considered that the Administration should address the phenomenon that the remuneration of arts administrators was generally low in Hong Kong and that there were not enough promotion opportunities for them. Some members raised concern that it was difficult for senior arts administrators to have time to join training programmes, and there were not enough training programmes that catered to their specific needs. There was a suggestion that the Administration might consider conducting a survey to better understand the training needs of arts administrators working in various types of arts organizations/arts groups.

6. The Administration advised that to improve the remuneration of arts administrators, the Government needed to implement initiatives to create an environment conducive to the professional development of the arts, which, in turn, led to the overall improvement of the remuneration of local arts administrators. With additional resources provided to the sector, relevant arts groups could flexibly use the resources to enhance their production and remuneration and to perform outside Hong Kong. Furthermore, new performance venues, notably some facilities in the West Kowloon Cultural District, the East Kowloon Cultural Centre and the New Territories East Cultural Centre, would be completed in the next few years which would foster the vibrant development of the sector. The Administration advised that it would continue to provide multiple training opportunities catering to the different needs of arts administrators at different career stages, including internships for grooming junior arts administrators and training schemes targeted at middle and senior arts administrators. However, the Administration had no plan to conduct any surveys at present.

7. Some members expressed concern about whether the additional resources allocated to local arts groups would be used to improve the remuneration of arts administrators, and enquired whether any guidelines should be issued by the Administration in this regard. The Administration advised that arts groups enjoyed autonomy in deciding the level of remuneration of their employees and the Administration would continue to monitor the use of public money by arts groups in accordance with the established mechanism.

8. Members also enquired about the career development of the arts administrators and curators who had undergone attachments outside Hong Kong with support from HKADC. They expressed concern as to whether these arts administrators and curators had remained in the arts and cultural sector after completing their attachments.

9. The Administration advised that the attachment opportunities outside Hong Kong supported by HKADC were provided to experienced arts administrators and curators. As at November 2017, 33 of the 35 arts administrators/curators who had benefitted from the attachments outside Hong Kong had remained in the sector and many had got promotions after the attachment, while one had pursued further studies and one had left the sector. Besides, all of the 23 arts administrators who had taken part in overseas studies with support from HKADC had all remained in the sector after completion of their studies.

Coverage of the training schemes and way forward

10. Some members enquired whether the arts administrators training schemes implemented by LCS D and HKADC covered different art forms including music. The Administration advised that there was no restriction on the art forms covered by these schemes. At the request of the Panel, the Administration provided in January 2018 supplementary information on the internship schemes implemented by LCS D and HKADC (**Appendix I**).

11. At the meeting on 27 November 2017, the Panel noted that the Government had reviewed the training initiatives for arts administrators in consultation with the Advisory Committee on Arts Development ("ACAD"). The Administration advised that ACAD considered that the training initiatives under the current training framework had met the needs of the sector and recommended the Government to allocate further resources to sustain the training initiatives beyond 2017-2018. To further enhance the training programmes, ACAD recommended that the Administration should invite more local arts associations/organizations to provide training in Hong Kong, step up efforts in identifying more partners outside Hong Kong for offering

attachment/internship opportunities to arts administrators from Hong Kong, and invite past participants of overseas training programmes to share their experience upon their return. The Administration advised that it would work with LCSD and HKADC to further enhance the training programmes.

Recent development

12. The Administration will brief the Panel on the Government's latest progress in the grooming of talents and administrators in the arts and culture sector at the next meeting on 12 July 2021.

Relevant papers

13. A list of relevant papers on the Legislative Council website is in **Appendix II**.

Council Business Division 4
Legislative Council Secretariat
7 July 2021

LC Paper No. CB(2)638/17-18(01)

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4 January 2018

Ms Joanne MAK
Clerk to Legislative Council Panel on Home Affairs
Legislative Council Complex
1 Legislative Council Road
Central
Hong Kong
(fax no. : 2509 9055)

Dear Ms Mak,

**Legislative Council Panel on Home Affairs
Training of Arts Administrators**

Further to the discussion on the subject at the Panel on Home Affairs meeting on 27 November 2017, we write to supplement the information requested by Members at the meeting below :

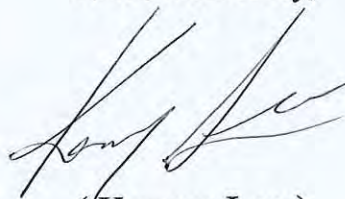
Organisations that Provide Internship Places

Organisations that provide internship places to the internship schemes implemented by the Leisure and Cultural Services Department (LCSD) and the Hong Kong Arts Development Council (HKADC) from 2013-14, with the number of places, are set out in the following table for Members' reference –

Internship Scheme	Organisations that provide Internship Places	Number of Places
Internship schemes implemented by LCSD		
Arts Administrator Trainee Programme	LCSD's performing arts venues, programming offices, stadia, ticketing offices & civic centre planning office	54
	LCSD's performing arts venues (Stage management)	18

Internship Scheme	Organisations that provide Internship Places	Number of Places
	LCSD's museums, Art Promotion Office, Hong Kong Film Archive and Conservation Office	33
	LCSD's Information and Public Relations Section	2
Interns trained by LCSD's Venue Partners and Hong Kong Arts Festival Society	LCSD's Venue Partners (see <u>Annex 1</u>)	126
	Hong Kong Arts Festival Society	8
Internship schemes implemented by HKADC		
Arts Administration Internship Scheme	Local arts organisations (see <u>Annex 2</u>)	134
HKADC Arts Administration Internship Scheme	Attachments in international or large-scaled events presented or co-presented by HKADC	7
Arts Production Internship Scheme	Local arts organisations (see <u>Annex 3</u>)	9
Expected internship places to be provided in 2017-18		48
Estimated total number of internship places to be provided by the end of 2017-18 :		439

Yours sincerely,



(Kesson Lee)

for Secretary for Home Affairs

Annex 1

LCSD's Venue Partners which provided internship places

1. Hong Kong Sinfonietta
2. Hong Kong Repertory Theatre
3. Hong Kong Philharmonic Orchestra
4. Hong Kong Chinese Orchestra
5. Hong Kong Ballet
6. Zuni Icosahedron
7. Chung Ying Theatre Company
8. W Theatre & Wind Mill Grass Theatre
9. E-Side Dance Company
10. Hong Kong Theatre Works
11. The Absolutely Fabulous Theatre Connection
12. The Cantonese Opera Advancement Association
13. Trinity Theatre & The Radiant Theatre
14. Theatre Dojo & iStage
15. Hong Kong Dance Company
16. Ming Ri Institute For Arts Education
17. Spring-Time Experimental Theatre &
Hong Kong Young Talent Cantonese Opera Troupe
18. POP Theatre
19. The Chinese Artists Association of Hong Kong
20. Hong Kong Performing Stage of Cantonese Opera
21. Perry Chiu Experimental Theatre
22. Whole Theatre
23. Theatre Noir Foundation

Grantees under Arts Administration Internship Scheme

1. 1A Group Limited
2. Class 7A Drama Group Limited
3. Soundpocket Limited
4. Pants Theatre Production Limited
5. Yat Po Singers Limited
6. Unlock Dancing Plaza Limited
7. Tin Ma Music and Opera Association Limited
8. Theatre Horizon Arts Limited
9. Spicy Fish Cultural Production Limited
10. Lumervisum Co. Limited
11. We Draman Group Limited
12. Y-Space (HK) Limited
13. Windpipe Chinese Music Ensemble Limited
14. Asian Cultural Council (HK) Foundation Limited
15. Centre for Community Cultural Development Limited
16. Musica Viva Limited
17. Edward Lam Dance Theatre Limited
18. On & On Theatre Workshop Co. Limited
19. City Contemporary Dance Company Limited
20. The House of Hong Kong Literature Limited
21. Hong Kong Open Printshop Limited
22. City Chamber Orchestra of Hong Kong Limited
23. Hong Kong Society For Education In Art Limited
24. Hong Kong Drama / Theatre and Education Forum Limited
25. Hong Kong New Music Limited
26. Hong Kong Dance Federation Limited

27. Hong Kong Dance Alliance Limited
28. Hong Kong Pupil Literature Monthly Magazine Company Limited
29. Hong Kong Arts Administrators Association Limited
30. Hong Kong Festival Fringe Limited
31. Hong Kong Photographic Culture Association Limited
32. Theatre Ronin Limited
33. DanceArt Hong Kong Limited
34. International Association of Theatre Critics (Hong Kong) Limited
35. Make A Difference Institute Limited
36. Theatre du Pif Limited
37. Alice Theatre Laboratory Limited
38. Actors' Family Limited
39. Drama Gallery Limited
40. Theatre Space Foundation Limited
41. v-artist Company Limited
42. Ying E Chi Limited
43. Cinematic Theatre Limited
44. Tang Shu-Wing Theatre Studio Limited
45. Videotage Limited
46. SingFest Limited
47. Art Together Limited

Annex 3

Grantees under Arts Production Internship Scheme

1. 1A Group Limited
2. Hong Kong Dance Alliance Limited
3. Musica Viva Limited
4. Spicy Fish Cultural Production Limited
5. Theatre Horizon Arts Limited
6. The Nonsensemakers Limited
7. Videotage Limited
8. v-artist Company Limited
9. Y-Space (HK) Limited

Appendix II

Relevant documents on the training of arts administrators

Committee	Date of meeting	Paper
Panel on Home Affairs	27.11.2017 (Item IV)	Agenda Minutes

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Legislative Council Secretariat
7 July 2021