

Freelancer and Public Sector Pledge



Llywodraeth Cymru
Welsh Government

Introduction

The Welsh Government, Freelancers, Trade Unions and other stakeholders have worked collaboratively to develop the Freelancer Pledge, which aims to match project and programme opportunities with appropriate skillsets in the freelance community. This document sets out the intentions of the pledge and how we propose to deliver it within Wales.

The Culture Recovery Fund (CRF) while specifically designed to support the creative and cultural sectors through the COVID-19 pandemic also provides an opportunity to design a new approach to the way in which the public sector works with the freelance community. Through freelancers and the public sector working in partnership through the Freelancer and Public Sector Pledge we aim to ensure that the creativity and skills of freelancers and small ltd. companies (i.e. Personal Service Companies or PSCs) bring creativity and innovation to all areas of public life. Though this pledge has been developed in the wake of the COVID-19 pandemic, as an element of CRF funding, the opportunities brought about by the pledge are for all freelancers.

Vision and Values:

- An open and honest approach from both sides and understanding of what each party is bringing to the table.
- A commitment to fair work, with all work provided paid at no less than Industry standard/ union agreement.
- Genuine partnership working, in line with the five ways of working as outlined by the Well-being of Future Generations Act.
- A commitment to a longer term relationship and ongoing partnership working between both parties.

The Public Sector Will:

- Embed and embrace the principles of the Freelancer and Public Sector Pledge within their organisations, and ensure alignment with other working groups and boards.

- Build a portal that provides a marketplace to showcase opportunities related to the design, development and delivery of public services that allows freelancers demonstrate an interest by submitting a short application for consideration.
- Build a stronger evidence base to demonstrate the size and economic importance of the freelance sector in Wales.
- Work with the freelance community to identify any actions needed, such as training, to support freelancers to engage with the Pledge.

The Freelance Community (including their representatives i.e. their trade unions) Will:

- Embed and embrace the principles of the Freelancer and Public Sector Pledge in their work with public bodies.
- Use their creativity, skills and experience to shape the development and delivery of public services to support creativity and innovation in all areas of public life.
- Raise awareness of the Pledge and the marketplace within the freelancer community, including with those that have not been supported through the freelancer fund.
- Work with the public sector to share learning and experience to support public bodies to engage effectively with the Pledge.

Freelancers covered by the Pledge

The Freelancer and Public Sector Pledge has been designed for freelancers working in the creative and cultural sectors in Wales.

Well-being of Future Generations and the five ways of working

Further information on the Well-being of Future Generations Act can be accessed using the following links:

- [A Guide to the Well-being of Future Generations Act: Easy Read](#)
- <https://www.futuregenerations.wales/>