

An opportunity to work with us

Specification: Research into Basic Income and a shorter working week in Wales

Introduction

This specification is open to anyone interested in an opportunity to work with the office of the Future Generations Commissioner for Wales on understanding how Basic Income and a shorter working week could be implemented in Wales

We welcome applications from interested individuals or consortia, on individual or both components of the work.

Before submitting a proposal, we also advise interested providers to familiarise themselves with:

- The requirements of the [Well-being of Future Generations \(Wales\) Act](#);
- The Commissioner's statutory '[Future Generations Report](#)' published in May 2020;
- The Commissioner's [statement](#) on her early thinking about key opportunities for Welsh Government to build back better in recovering from the Covid-19 pandemic.

Proposals should be sent to contactus@futuregenerations.wales 'FAO Cathy Madge' by 5pm on Friday 18th September. If you are shortlisted, you will be invited to present your ideas at a session during the week commencing 28th September, and you will be expected to begin the work in early October.

For further information, please contact Cathy Madge – Cathy.madge@futuregenerations.wales

Context

The Well-being of Future Generations (Wales) Act 2015 ("the Act") is about improving the social, economic, environmental and cultural well-being of Wales. The aim is to make public bodies think more about the long-term, work better with people, with communities and each other and seek to prevent problems occurring and tackle common issues by taking a more joined-up approach.

To make sure we are all working towards the same vision, the Act puts in place seven well-being goals:

- A prosperous Wales
- A resilient Wales
- A healthier Wales
- A more equal Wales
- A Wales of cohesive communities
- A Wales of vibrant culture and thriving Welsh Language
- A globally responsible Wales

The Act introduced a new Future Generations Commissioner for Wales ("the Commissioner") - the guardian for the interests of future generations in Wales. Her role is to support the 44 public bodies, including the Welsh Government, to work towards achieving the well-being goals and to monitor and report on their progress. You can find out more about the role of the Commissioner [here](#).

The Act puts in place a 'sustainable development principle' which tells organisations how to go about meeting their duty under the Act. Public bodies need to make sure that when making their decisions they take into account the impact they could have on people living their lives in Wales in the future. There are five things that public bodies need to think about to show that they have applied the sustainable development principle. Following these ways of working will help us work together better, avoid repeating past mistakes and tackle some of the long-term challenges we are facing.

Five ways of working

Long-term - The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.

Prevention - How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.

Integration - Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.

Collaboration - Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.

Involvement - The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.

"Life always awaits a crisis to occur before revealing itself at its most brilliant." Paul Coelho

The Commissioner published her first statutory Future Generations Report in May 2020, setting out the progress of all public bodies covered by the Act in terms of whether they have embraced the cultural change required by the Act, also considering overall progress towards the national well-being goals. The legislation deliberately times the report to be published a year before a Senedd election, in order for it to influence political manifestoes. The report contains over 100 recommendations aimed at accelerating the pace of change in the future.

This year the focus of the Commissioner's work is on encouraging the Welsh Government and other public bodies to adopt the recommendations from the report, and to explore some of the key ideas in the report with the intention of encouraging political parties to reflect them in manifestoes.

The Commissioner sees Wales' recovery from the pandemic as an opportunity to enact change and build back better: we have a once in a generation opportunity to remedy past failures through making decisions that challenge structural inequalities and improve economic, social, environmental and cultural well-being.

(A) A Basic Income

Basic income is a popular concept in progressive politics, with Universal Basic Income (UBI) becoming increasingly well known. The principle of basic income is that a guaranteed income is paid to individuals to cover the basic cost of living. Proponents of basic income schemes argue they will alleviate poverty, giving people time to retrain and adapt to changing workplaces, and be more healthy, creative and engaged.

Finland has just announced the results of its two-year Universal Basic Income study, where 2,000 unemployed people aged 25 to 57 were given an unconditional, non means-tested 560 Euros per month. The study found people were happier, had greater trust in others and higher levels of confidence in the future. They also worked slightly more than those on unemployment benefits and reported better cognitive functioning.

(B) A shorter working week

Shorter working weeks are an approach to preventing high unemployment and embedding decent working practices into the labour market. In the context of the Covid-19 crisis and recession, there have been discussions of a subsidised shorter working scheme being offered to employers in sectors that have been hit hard by social distancing and lockdown, for example retail, hospitality and the arts. The ultimate aim of such schemes is to support employers to transition to shorter working hours, which is likely to deliver a range of benefits including reduced stress, improved mental and physical health and greater community cohesion.

One of the best known examples of a shorter working week scheme is the Kurzarbeit scheme in Germany, which was used during the 2008 financial crash to prevent mass unemployment through subsidy of a reduction and reallocation of labour. It has also been used during the Covid-19 crisis.

The purpose of this specification is to set out requirements for a project that will develop the Commissioner's understanding of how (A) Basic Income and (B) a shorter working week could be implemented, administered and funded in the Welsh context.

The work

There are two components of this work:

- A. Basic Income
- B. Shorter working week.

We welcome interest from those able to deliver work in relation to both components, or either component individually.

The purpose of the work is to provide research and analysis about how Basic Income and a shorter working week could be implemented in Wales, answering the following points:

A) Basic Income

1. How could a Basic Income scheme be implemented in Wales, considering:
 - The implications of different political scenarios and changes to devolved powers
 - Impact on both devolved and non-devolved public policy domains
 - Options/scenarios for the scale of a scheme
 - Models of funding a scheme
 - Models of administration and implementation of a scheme
2. What would be the benefits and risks of Basic Income through the lens of the seven goals set out in the Well-being of Future Generations Act?
3. What is the potential for a Basic Income to improve well-being
 - (a) In the short term as part of the recovery from the Covid-19 pandemic
 - (b) In the long term, taking account of trends such as automation, labour market, health inequalities, ageing population and climate change.
4. What could Wales learn from other places that have adopted or are planning to adopt a Basic Income?

B) Shorter working week

1. How could a shorter working week be implemented in Wales, considering:
 - The implications of different political scenarios and changes to devolved powers
 - Impact on both devolved and non-devolved public policy domains
 - Options/scenarios for the scale of a scheme
 - Models of funding a scheme
 - Models of administration and implementation of a scheme
2. What would be the benefits and risks of a shorter working week through the lens of the seven well-being goals set out in the Well-being of Future Generations Act?
3. What is the potential for a shorter working week to improve well-being
 - (c) In the short term as part of the recovery from the Covid 19 pandemic
 - (d) In the long term, taking account of trends such as automation, labour market trends, health inequalities, ageing population and climate change.
4. What could Wales learn from other countries, industries, sectors or organisations that have adopted or are planning to adopt a shorter working week?

The Commissioner will establish a working group of experts to act as a 'sounding board' and advise her on the work.

This provider/s will need to:

- A) Work with the Commissioner's office to agree a project plan within the timescales for delivery (October – December 2020).
- B) Agree an approach to the project in a way that uses the five ways of working within the Act (see above).
- C) Have a willingness to work collaboratively, in partnership with others. If two providers are selected to separately deliver components A (Basic Income) and B (shorter working week) you will be expected to work collaboratively.
- D) Build on previous recommendations and expectations issued by the Commissioner; as well as looking at best practice from elsewhere.
- E) Collate evidence gathered into a series of outputs (for both internal and external use), written in Plain English and easily accessible.
- F) Provide any raw data and analysis to the Commissioner for the internal use of the office.

Our indicative budget to complete both components A (Basic Income) and B (shorter working week) is £40,000 inclusive of VAT.

The provider/s will work with the Commissioner between October and December 2020, with a view to finalising products by the end of December 2020.

A contract detailing the terms and conditions of the work will be agreed between the provider/s and the Commissioner prior to the start of work.

The requirements

The following requirements are mandatory:

- Experience of analysing large amounts of information to form broader conclusions;
- Experience of working on (A) Basic Income and/or (B) a shorter working week;
- Comprehensive understanding of what the Well-being of Future Generations (Wales) Act is aiming to achieve, both through legal requirements and its broader intentions;
- Familiarity with the Welsh Government and devolution in Wales;
- Familiarity with the policy and delivery landscape in Wales;
- Demonstrable commitment to working in new ways that support implementation of the Act, maximising opportunities for learning and relationship building with the Commissioner's office and contributing to other areas of work in development.

Your proposal

Your proposal should include:

1. The approaches you would take to deliver the work detailed above.
2. How you would meet the requirements outlined above deliver the work in a manner which supports the Commissioner's emphasis on collaboration, partnership working and maximising learning.
3. Ideas for undertaking this work in an innovative and inclusive way with particular reference to how the Commissioner and public bodies can use the analysis to further the aims of the Act.
4. A full breakdown of costs against outputs.

Timescales

Please send your proposals to contactus@futuregenerations.wales 'FAO Cathy Madge' by 5pm on Friday 18th September 2020. If you are shortlisted, you will be invited to present your ideas at a session during the week commencing 28th September with a view to beginning the work in October.

A contract will then need to be agreed between the provider/s and the Commissioner.