

FAIR PAY AND LIVED EXPERIENCE MANIFESTO FOR CHANGE

This Manifesto was co-created by attendees of the 'Fair Pay and Lived Experience' events in April/May 2023 organised by Arts & Homelessness International and the Arts and Social Outcomes Network. It is a response to the fact that people with lived experience of issues (including homelessness, the criminal justice system, poverty, aging, the asylum and detention system and with poor health) are not always paid fairly for their work and sometimes face barriers in progressing because of inflexibility with systems such as benefits.

Rights and Principles

1. Those with lived experience should be paid (well) for their work
2. Those with lived experience should be acknowledged, celebrated and harnessed more for their expertise
3. Allow asylum seekers to work
4. The value/importance of volunteering should be increased. People should never be penalised for wanting to volunteer instead of looking for work

Pay and Practice

1. Those on Universal Credit should have a Work Allowance like those with a disability component to UC which is especially helpful when you want to try-out work or take occasional work
2. We call for an accessible 'map' of benefits and rights and an organogram/organisation structure of the DWP
3. Better training for Job Coaches including in areas of lived experience
4. Make the system (and language and rules) more accessible
5. More schemes that give grants or Universal Basic Income to those who want to work and transition from UC to becoming self-employed
6. Enable charities and other orgs to give alternative remuneration without it needing to be declared by a recipient on benefits e.g. supermarket vouchers or buying people equipment
7. Formalise whether people can receive one-off financial gifts without needing to declare them e.g. for a birthday present

Policy and Politics

1. More lived experience and co-creation in decision making