**Writers’ Fees Research Wales 2022 – information sheet**

As the national company for the development for literature in Wales, we champion fair employment practices for writers, including a fair rate of pay. We know that writers often depend on income from events, commissions, workshops, and performances, and they should be paid fairly in recognition for their professional skills. We also have a duty to ensure accessible fees for audiences participating in literary events and to consider the sector’s financial context.

As such, Literature Wales is conducting research with Aberystwyth University Business School to produce guidelines for calculating fair rates of pay for writers working in Wales.

The research will collect data to explore the views, experiences and opinions of authors regarding what constitutes fair rates of pay. This research will inform Literature Wales’ future rates of pay and we will create guidelines to publicise and share with partners and stakeholders from across the literary sector.

A group of people in a room

Description automatically generated

**Methodology**

As the national company for literature in Wales, we have a responsibility to ensure that writers who work in Wales are paid fairly in recognition of their professional skills. We

also, have a duty to ensure accessible fees for audiences participating in literary events and to consider the sector’s financial context. Literature Wales has committed to Wales-focussed research that will confidently reflect Wales’ financial, cultural, and bilingual context.

Literature Wales is sharing a questionnaire that is open for any author working in Wales to complete. This questionnaire will help us to understand the current rates of pay for authors in Wales and how this varies based on factors including level of experience, language, form of writing, and location.

We will then invite 30 authors to participate in one-on-one interviews of 1-2 hours in length conducted by academics from the Aberystwyth University Business School. We will select interviewees randomly from respondents, but to ensure that the research reflects the full range of authors in Wales there will be quotas based on factors such as level of experience and language to ensure a fair representation. We will offer compensation of £50 for the selected authors’ time to participate in the interviews.

Aberystwyth University will separately interview 15 commissioning organisations to understand how they currently calculate rates of pay for authors and how this might be influenced by factors such as the nature of the event or the size and status of the organisation.

This research will directly inform Literature Wales’ rates of pay, ensuring that they are fair and reflective of the time and experience required to deliver the work. The research outcomes will also be shared as guidelines that other commissioning organisations can use to calculate their own rates of pay. In sharing this research, we hope to influence the wider literary and arts sector in Wales by encouraging provision which serves the people and writers of Wales.

**Questionnaire**

All authors who work in Wales are invited to complete this questionnaire. This includes authors from all stages of their career – from emerging writers to established, full-time authors. If you have been commissioned to take part in any literary event in the past 5 years (including but not limited to talks, interviews, workshops, and creative writing courses – paid or otherwise) you are eligible to complete this questionnaire.

To ensure this research is accurate and relevant to the current situation of authors in Wales, we ask that you complete this survey as **truthfully** and **accurately** as possible.

The survey should be completed in full using the below link and returned by **20 May 2022**.

**How your data will be used**

Participation in the Writers’ Fees Research project is voluntary, and you can withdraw from the study at any time. When sharing and publicising any data from this research your responses will remain anonymous, and you will not be identified in any external materials relating to this research. We will ensure the confidentiality of the data and information that you discuss with us. Please be aware that by taking part in this survey, you agree to taking part in this research.

Responses will be collected and processed by Literature Wales, via Survey Monkey. Literature Wales will extract the information and share anonymised data with Aberystwyth University for the purposes of analysis and preparation for conducting the follow up interviews with 30 volunteers. Any responses will be anonymised using a pseudonymous ID before sharing and no contact details will be shared. If selected for an interview, Literature Wales will contact you to arrange this on Aberystwyth University’s behalf. During the interviews, which will take place via video or phone call, there is no obligation for you to identify yourself by your real name.

This research will lead to the creation of a report and guidelines on writer fees that will be shared publicly and directly with relevant partners. While specific comments or answers (from both questionnaires and one-on-one interviews) may be included, these will be entirely anonymised and will not be associated with a name, an ID, or any other information from which you might be identified.

The questionnaire will ask for the following special category data: Personal data revealing racial or ethnic origin. This is to ensure that the research is representative of writers from a range of ethnic origins.

All data will be collected only for the purposes of this research project. The lawful basis for this is explicit consent. Following the conclusion of the project, anonymised data will be stored permanently, and any identifiable data will be deleted.

To request further information about the study, how the data collected will be used, the conclusions, or to withdraw at any time, please contact Owen Wyn Jones ([Owen@literaturewales.org](mailto:Owen@literaturewales.org)).

For information about how Literature Wales collects and processes data, you can read our Privacy Notice [here](https://www.literaturewales.org/about/privacy-notice).

For more information about how Aberystwyth University collects and processes data, you can read their Data Protection Policy [here](https://www.aber.ac.uk/en/about-us/corporate-information/information-governance/data-protection/policy).

For more information about how Survey Monkey collects and processes data, you can read their Privacy Notice [here](https://www.surveymonkey.co.uk/mp/legal/privacy/).