

# Securing the Well-being of Future Generations

Jane Davidson, PVC Emeritus, UWTSD

Jacob Dafydd Ellis, Lead Change Maker, Office of the Future Generations Commissioner for Wales



# The Journey to the Wellbeing of Future Generations (Wales) Act 2015

Jane Davidson, PVC Emeritus, UWTSD

*‘We hope that what Wales is doing today, the world will do tomorrow. Action, more than words, is the hope for our current and future generations’*

Nikhil Seth, Head of Sustainable Development, United Nations Development Programme



17 PARTNERSHIPS  
FOR THE GOALS



# Visioning

*‘Visioning means taking off the constraints of feasibility, of disbelief and past disappointments and letting your mind dwell upon its most noble, uplifting, treasured dreams.’*

Prof Donella Meadows

***‘The National Assembly for Wales has a duty to have a scheme setting out how it will promote sustainable development in the exercise of its functions.’*** Government of Wales Act 1998: Section 121

***‘development that meets the needs of the present without compromising the ability of future generations to meet their own needs’***

Brundtland Commission definition from ‘Our Common Futures’ 1987



# Visioning to delivery:

- First Scheme: 'Learning to Live Differently' 2000

*'The Sustainable Development Scheme provides the overarching framework for all of the Assembly's work'*

- Second Scheme: 'Starting to Live Differently' 2004

*'Sustainable development was still a new concept for government in those days and the accusation was that it was a fine aspiration in principle but could not be followed in fact. This document aimed to start to change that thinking.'*

- Third Scheme: 'One Wales, One Planet' 2009

*'Within the lifetime of a generation, we want to see Wales using only its fair share of the Earth's resources'*

***'Sustainable development is not an option that will go away – it is the only way forward'.*** First Minister Rhodri Morgan



# Networking

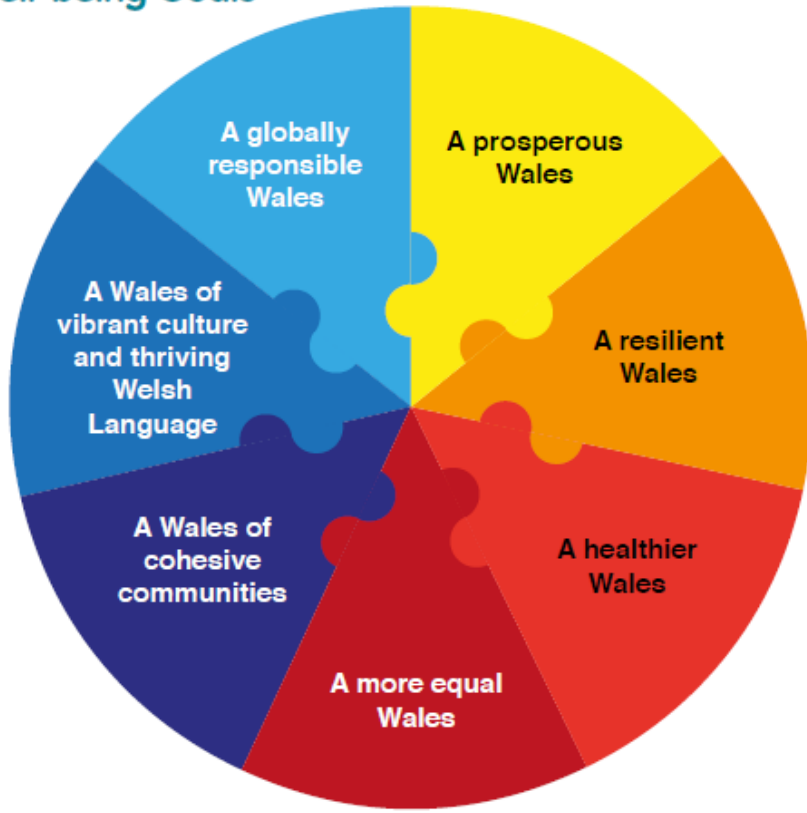
*A network is non-hierarchical. It is a web of connections among equals, held together not by force, obligation, material incentive, or social contract, but by shared values and the understanding that some tasks can be accomplished together that could never be accomplished separately.*

*Donella Meadows*

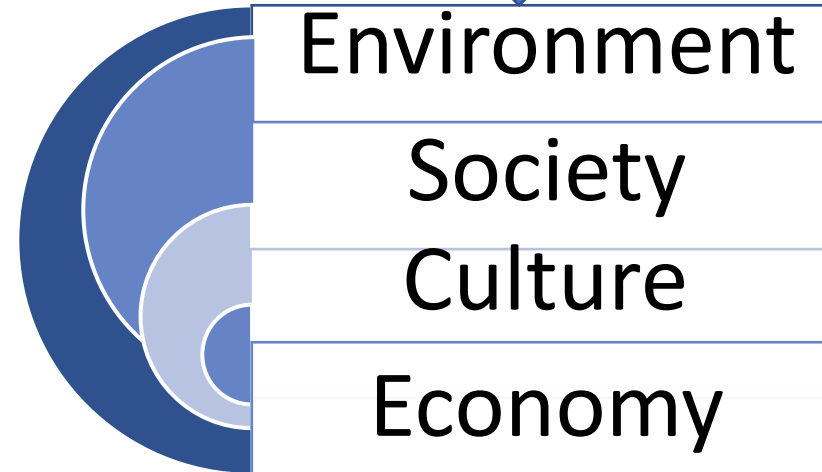
- The manifesto - March 2011
- The Programme for Government - June 2011
- Proposals for a Sustainable Development Bill – 2012
- Re-naming to 'Future Generations Bill' 2012
- 'The **Wales we Want**' 2012 – 2014
- **The Well-being of Future Generations (Wales) Act 2015**. [janedavidson.wales](http://janedavidson.wales)



## Well-being Goals



## Well-being of Future Generations Act 2015: 4 pillars



# 5 Ways of Working

Key factors	Considerations / Rationales
<b>Long term</b>	Balancing short-term needs with the ability to also meet long-term needs.
<b>Prevention</b>	How preventing problems occurring/getting worse will meet objectives
<b>Integration</b>	Considering how the well-being objectives may impact upon the well-being goals, on other objectives, or on the objectives of other public bodies.
<b>Collaboration</b>	Acting in collaboration to help the body to meet its well-being objectives.
<b>Involvement</b>	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.





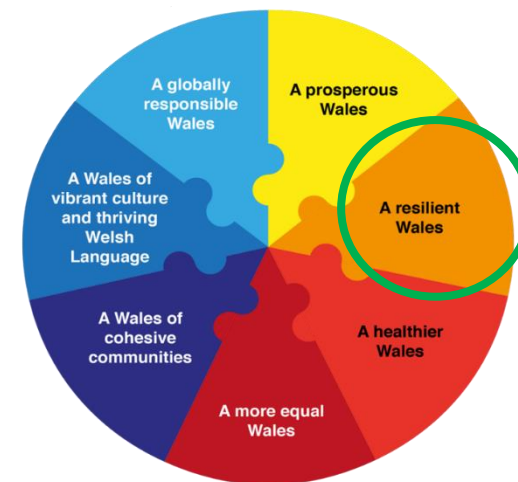
Goal	Description of the goal
<b>A prosperous Wales</b>	An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.
<b>A resilient Wales</b>	A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).
<b>A healthier Wales</b>	A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.
<b>A more equal Wales</b>	A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).
<b>A Wales of cohesive communities</b>	Attractive, viable, safe and well-connected communities.
<b>A Wales of vibrant culture and thriving Welsh language</b>	A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
<b>A globally responsible Wales</b>	A globally responsible Wales. A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being and the capacity to adapt to change (for example climate change).







# SUSTAINABLE DEVELOPMENT GOALS



# Truth-telling

*'Truth-telling: a system cannot function well if its information streams are corrupted by lies...*

*Not: unrelieved pessimism*

*Nor: sappy optimism*

*But: the resolve to tell the truth about both the successes and failures of the present and the potentials and obstacles in the future*

*And above all: the courage to admit and bear the pain of the present, while keeping a steady eye on a vision of a better future.'*

Prof Donella Meadows

- **Core oversight for changing behaviour:**
  - Welsh Government
  - Future Generations' Commissioner
  - Wales Audit Office
  - Judicial Review



# Learning

*Learning means exploring a new path with vigour and courage, being open to other people's explorations of other paths, and being willing to switch paths if one is found that leads more directly to the goal*

Prof Donella Meadows

- Leadership for delivery is key
- The Act needs to become a 'People's Act'
- Government needs to create the right support and financial mechanisms
- Learning from others is always important.
- Nature has rights too



# Loving

*'The sustainability revolution will have to be, above all, a collective transformation that permits the best of human nature, rather than the worst, to be expressed and nurtured.'*

Prof Donella Meadows

The world for all practical purposes has no limits: this model allows extractive industries to extract and the human economy goes further beyond limits. The result is collapse.

The limits are real, there is not enough time – so people cannot be moderate, responsible or compassionate in time: the model is self-fulfilling. The result is collapse.

The limits are real and close but there is no time to waste. There is just enough energy, enough material, enough money, enough environmental resilience and enough human virtue to bring about a planned reduction in the ecological footprint of humankind; a sustainability revolution to a much better world for the vast majority.



# Wales to the World

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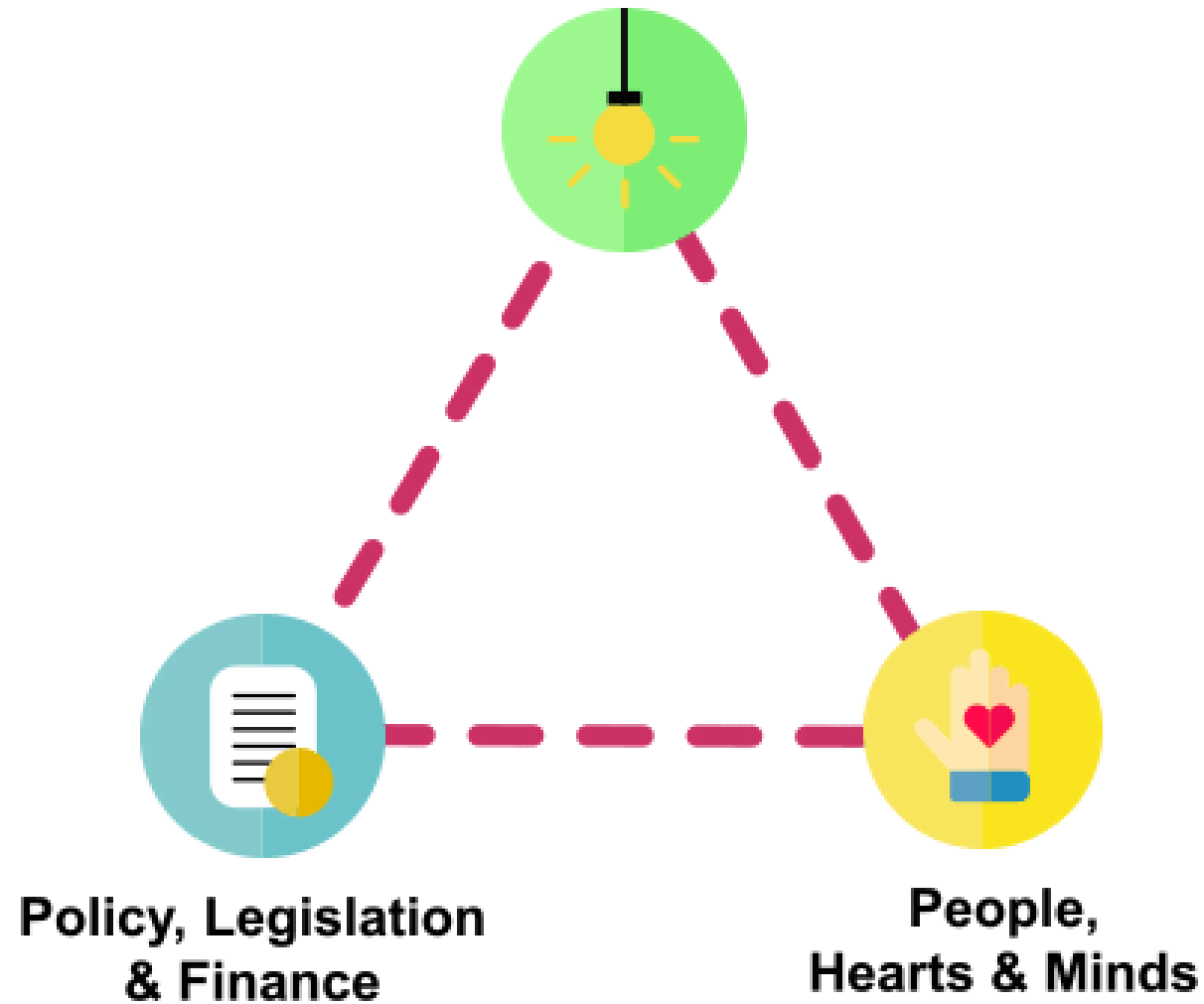




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## Ideas & Innovation



# Future Generations Report

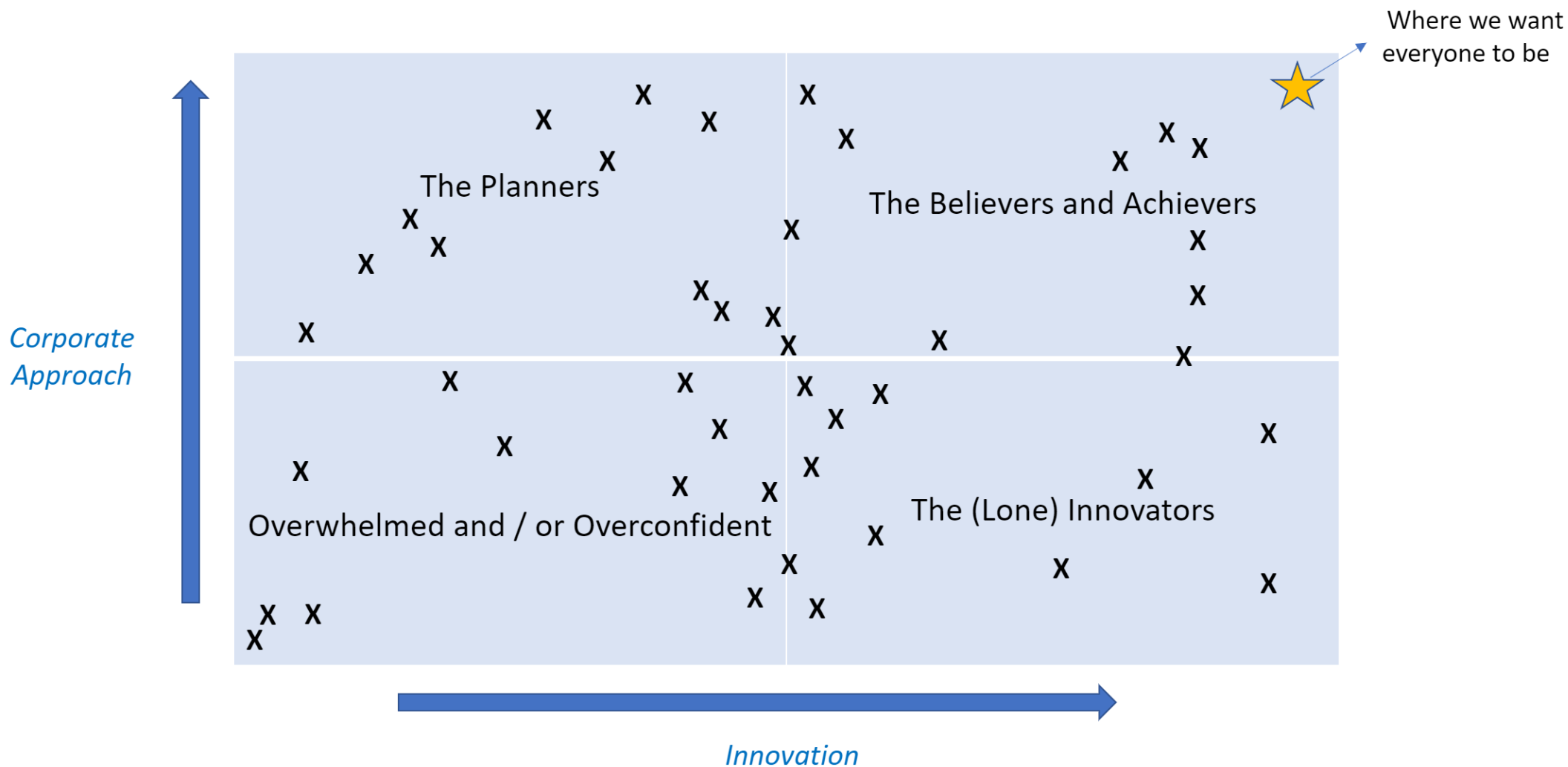
'The State of the Nation'











# Our Policy Recommendations

Establish a cross-party, cross-sectoral Commission to create a long-term vision and strategy for the Welsh public sector of 2050 specifically focusing on key future trends including (but not limited to): opportunities and challenges posed by the digital revolution; the ageing population; the public sector workforce of the future; the climate and nature emergencies.

Develop a national wellness system to improve the nation's health and wellness and reduce demand on services.

Explore opportunities to pilot a four day working week, aligned with universal basic income, building on evidence gathered from pilots in other countries.

Set standards to ensure people can access natural green space within 300 metres of their home.

Commit to introducing the 20 minute neighbourhood concept for all towns and cities in Wales; creating healthier, happier communities fit for a zero-carbon future.

Commit to large-scale habitat restoration, creation and connectivity throughout Wales, which includes setting statutory targets for nature recovery and specific species recovery measures to help prevent extinction.

Establish a national vision for lifelong learning

Consider how it can respond to future trends (such as increasing automation, our ageing population and climate change) in ways that reduce inequalities rather than perpetuating them.

Establish a national vision for Wales to become the most eco-literate nation in the world.

# Our Process Recommendations

Introduce a 'Real Life Fast Tack' programme within Civil Service and Public Sector. In order to bring a variety of skills, perspectives and experiences to the public services of the future, Welsh Government should work with public bodies to introduce a 'Real Life Fast Track' programme, seeking to recruit people who are experts on their own lives.

Appoint a Minister for Prevention, with responsibility for taking a whole-government, coherent and evidence-based approach to investment in prevention.

Demonstrate how they're using their definition of prevention on their preventive spend within government and work with other public bodies to do the same.

Assess the carbon impact of their spend, especially capital spend and should also publish details on the overall carbon impact of their budget and major investment/ infrastructure decisions.

Ensure that all criteria for public funding is required to demonstrate how the WFG Act has been applied.



# Impact

What's being achieved...





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## Staff healthy travel charter

Cardiff public sector commitments 2019-22



Working together, for our sites in Cardiff, we commit to...

### Public transport

Offer discounts on public transport to staff in our organisations, including Cardiff Bus and Transport for Wales Rail Services, and explore discounts with other operators

### Walking, cycling and public transport

Contribute to an interactive map showing all walking and cycling infrastructure and public transport links for our main public sector sites in Cardiff

### Cycling

Offer the cycle to work scheme to all staff

Provide secure cycle storage and showers at all main sites

Improve access to bicycles at work, e.g. pool bikes and Nextbikes

Facilitate and promote free cycle training and maintenance sessions

Review together our travel expenses policies, to encourage uptake of cycling

### Communications and leadership

Establish a network of sustainable travel champions across our organisations

Agree and use consistent communications messages with the public, visitors and staff on healthy travel

Promote and consider healthy travel options and benefits when advertising roles in our organisations

Senior staff and managers routinely promoting and modelling active and sustainable travel behaviour

### Agile working

Increase availability and uptake of tele- and video-conferencing for meetings where appropriate

### Ultra low emission vehicles

Review the current and future need for electric vehicle (EV) charging infrastructure on our sites

Review our fleet and procurement arrangements (where applicable) for introduction of ultra low emission vehicles

Between us, we will...

**Reduce** the proportion of journeys commuting to and from work made by car from 62% to 52%

**Increase** the proportion of staff cycling weekly to and from work, or at work from 14% to 23%

**Increase** the proportion of vehicles used during the day which are plug-in hybrid or pure electric from 1% to 3%

Who we are...



Cardiff's Transport White Paper:  
Transport Vision to 2030

## Changing how we move around a growing city



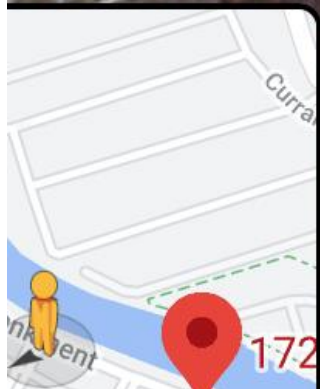
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Mae'r ddogfen hon ar gael yn Gymraeg



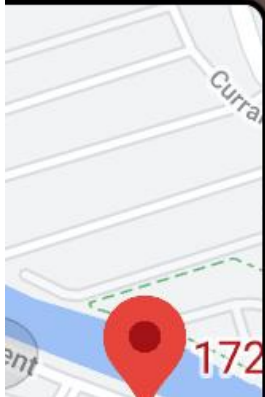




























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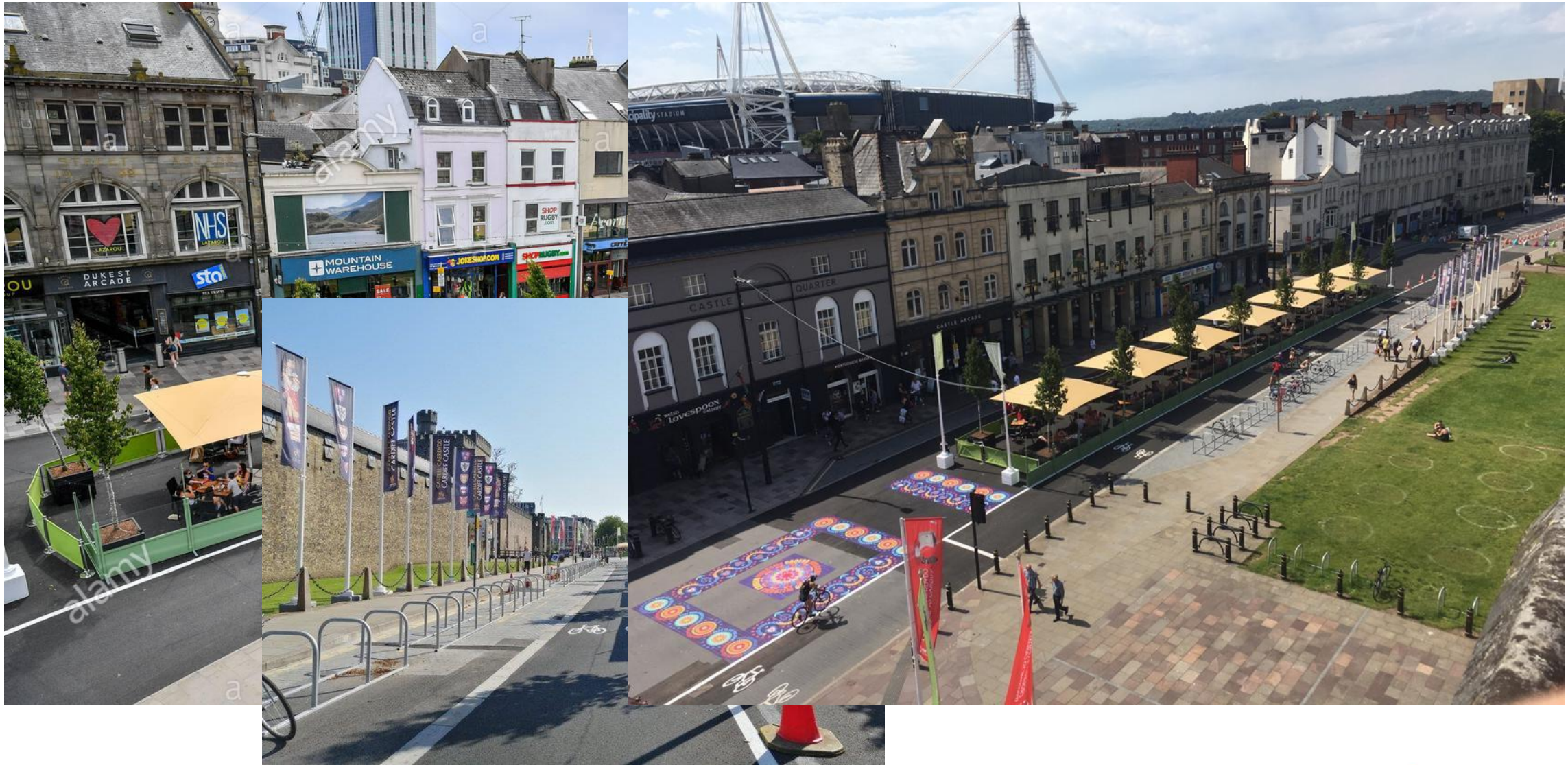
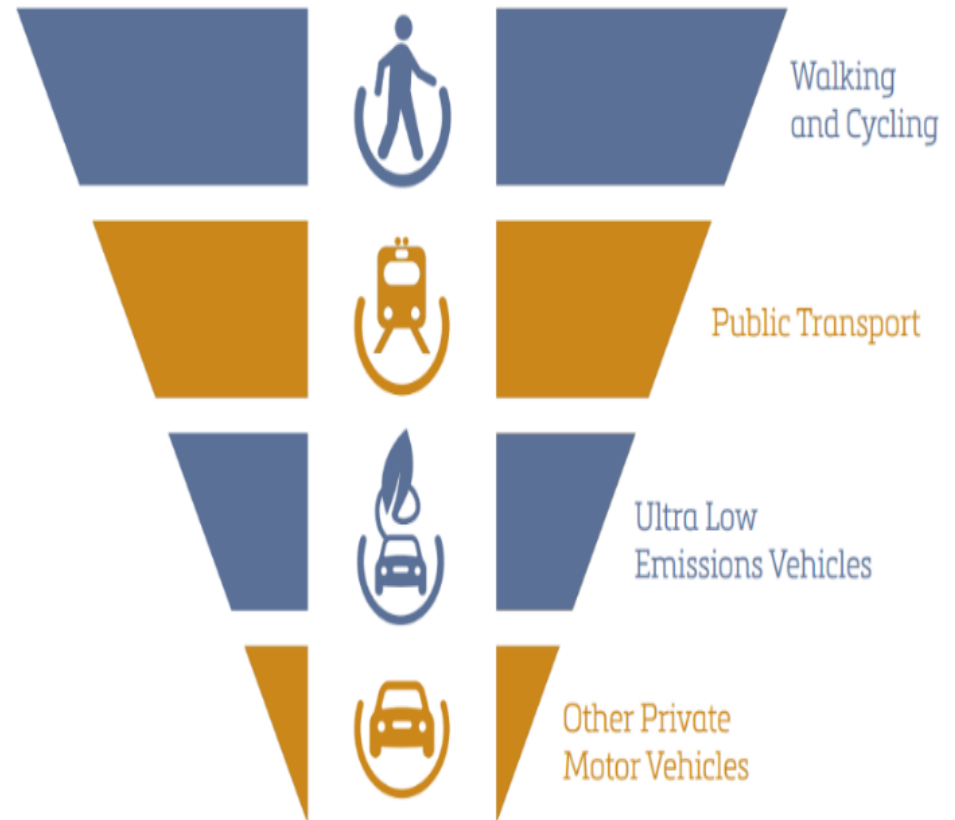








Figure 8: The Sustainable Transport Hierarchy for Planning



# Impact

From Wales to the World



*"We are encouraged to see that many governments are rising to the challenge of placing well-being at the front and centre of their policies.... The Commissioner responsible for well-being in Wales is independent from Government, and is basically a Commissioner who is in charge of telling the Government whether the Government is doing a good enough job in terms of citizen well-being. Now that is a very interesting model, because all of us are used to the Government being the one to tell us what is right and therefore it depends on how inspired and how dedicated or focused is the leader or the minister in terms of well-being itself. But **when you have an external, independent authority who is hopefully well- resourced and well- staffed, it gives examples of institutions and 'how to do it'.** If we do not embed the well-being approach more broadly, we will miss a transformative opportunity."*

**Angel Gurría, OECD Secretary-General**





"What you are doing in Wales is so important. **We are very interested in what you have developed and how we can learn from you.** It was an honour for us to have you here in Dubai and I look forward to continuing our relationship."

**H.E. Ohood Al Roumi**

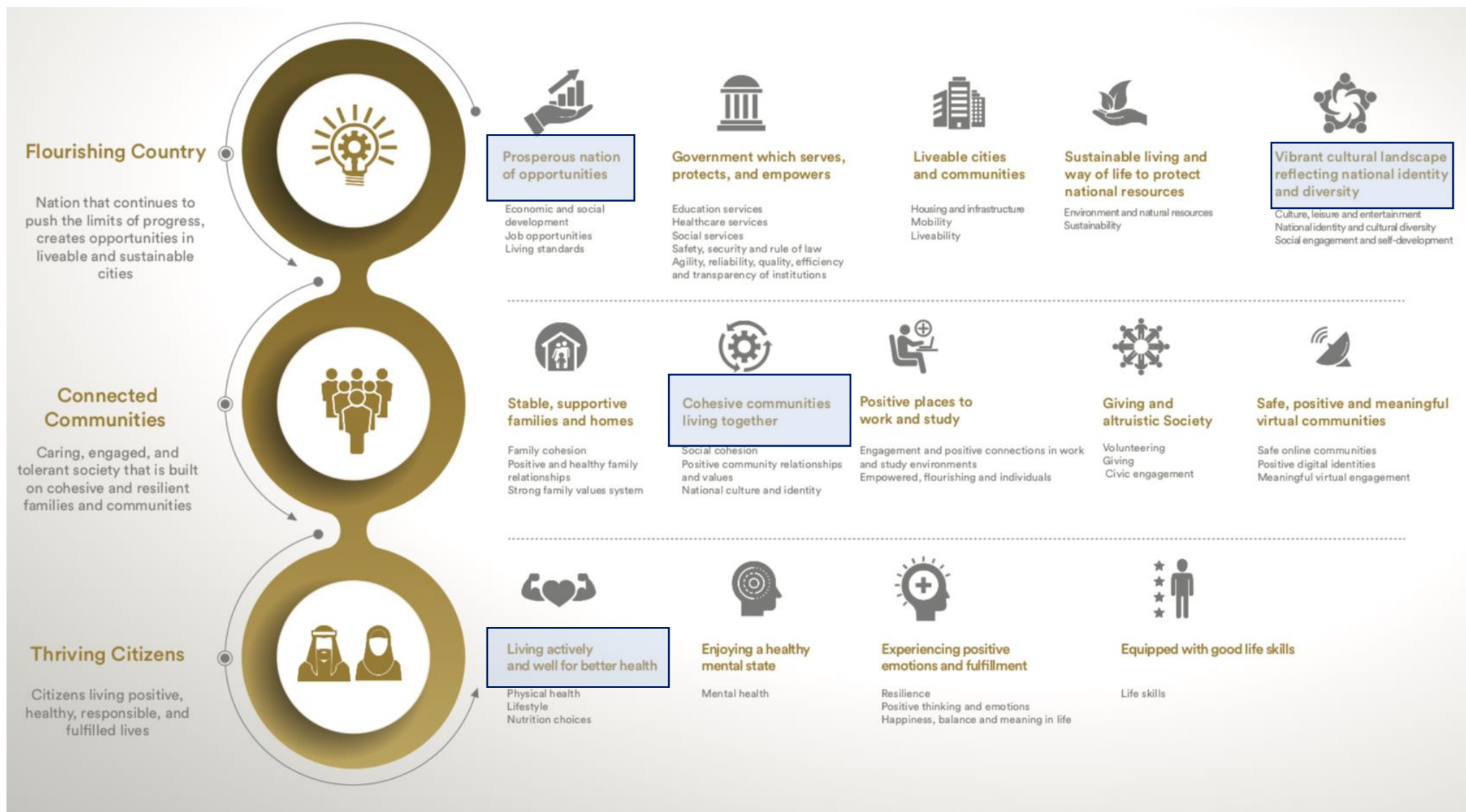
Minister of State for Government Development and Future, United Arab Emirates



البرنامج الوطني  
للسعادة وجودة الحياة  
National Program for  
Happiness & Wellbeing



# UAE National Wellbeing Strategy 2031



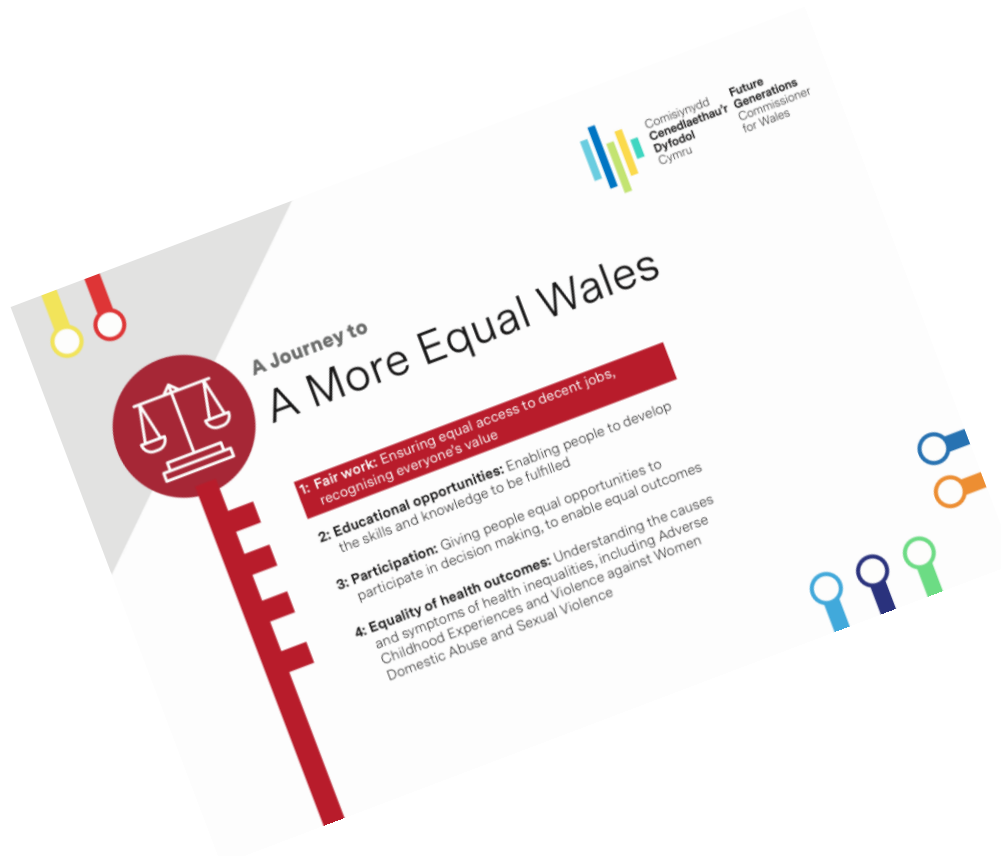
# Our Support

Methods, models and techniques



# Art of the Possible

## Journey Checkers



A Journey to  
A More Equal Wales  
1: Fair work



## Owning your Ambition

### National or collaborative actions

**Radically** reform early years education and childcare to greatly increase quality, coverage and affordability, enabling more parents to work and access other opportunities. This should include childcare options for disabled children, British Sign Language speakers and those with additional learning needs.

**Set** a bold vision for inclusive and sustainable growth that provides decent work for people and equality of outcomes.

### Organisational actions

**Ensure** that all your staff contracts are for flexible working by default, with a case being required if that is not feasible.

Eg. Oxfam Cymru have defaulted to flexible working.

**Ensure** your leadership team hold your organisation to account for progress on your strategic equality objectives.

**Reflect** your commitment to paying the living wage throughout all of your corporate documents.

Use positive action to recruit under-represented groups and in occupationally segregated roles.

Eg. 'Exploring positive action as a tool to address under-representation in apprenticeships' Equality and Human Rights Commission

**Apply** to Stonewall Cymru's Workplace Equality Index, to benchmark your organisation's progress on LGBT (Lesbian, Gay, Bisexual and Transgender) equality.

Eg. The Intellectual Property Office have applied for the Stonewall Workplace Equality Index

# Art of the Possible

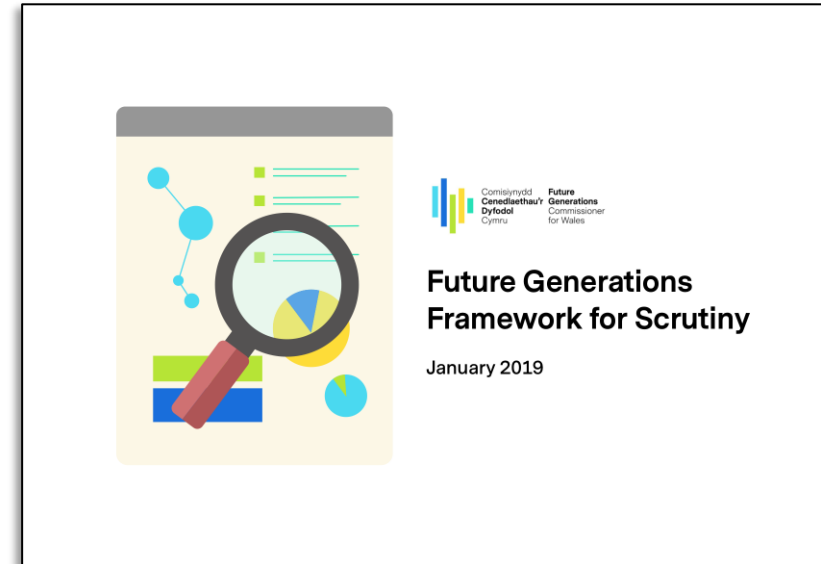
## Simple Changes

<p><b>A Healthier Wales</b></p> <p>Provide lockers for your employees</p> <p><a href="#">Read More</a></p>	<p><b>A Wales Of Vibrant Culture &amp; Thriving Welsh Language</b></p> <p>Use the Cymraeg comma on lanyards and email signatures of all staff who are Welsh speakers</p> <p><a href="#">Read More</a></p>	<p><b>Involvement</b></p> <p>Take involvement opportunities to people, rather than expecting them to come to you.</p> <p><a href="#">Read More</a></p>	<p><b>A More Equal Wales</b></p> <p>Set targets for the retention of women returning from maternity leave.</p> <p><a href="#">Read More</a></p>
<p><b>A Wales Of Cohesive Communities</b></p> <p>Help staff and residents to save and borrow with local credit unions</p> <p><a href="#">Read More</a></p>	<p><b>Involvement</b></p> <p>Include public involvement in planning, monitoring, reporting and staff appraisal</p> <p><a href="#">Read More</a></p>	<p><b>A Prosperous Wales</b></p> <p>Become a Living Wage employer</p> <p><a href="#">Read More</a></p>	<p><b>A Wales Of Cohesive Communities</b></p> <p>Explore the potential of time credits within your organisation</p> <p><a href="#">Read More</a></p>



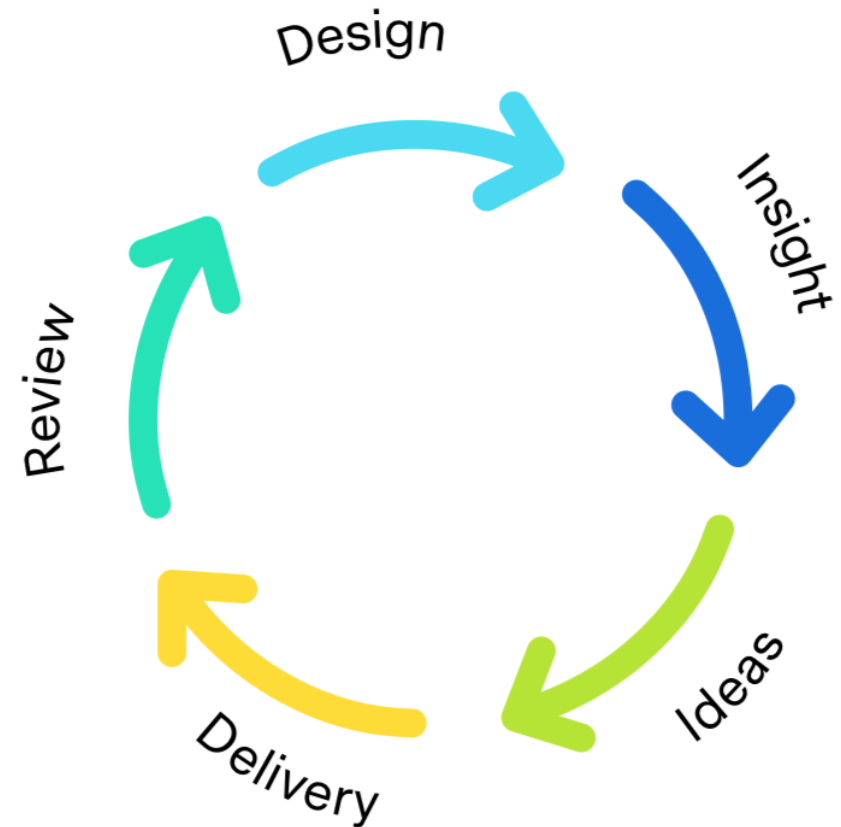
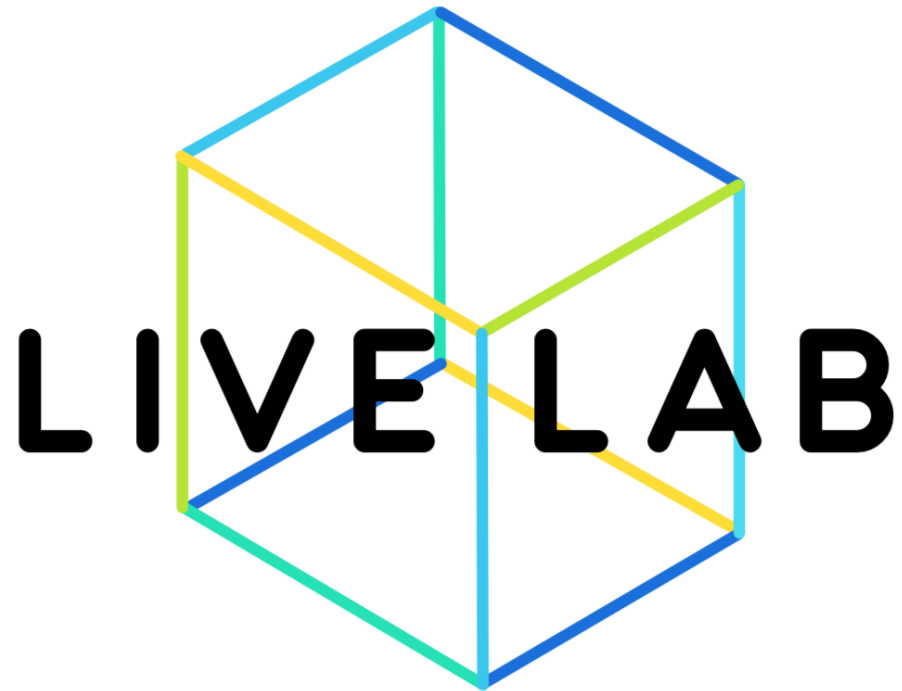
# Frameworks

Supporting public bodies.



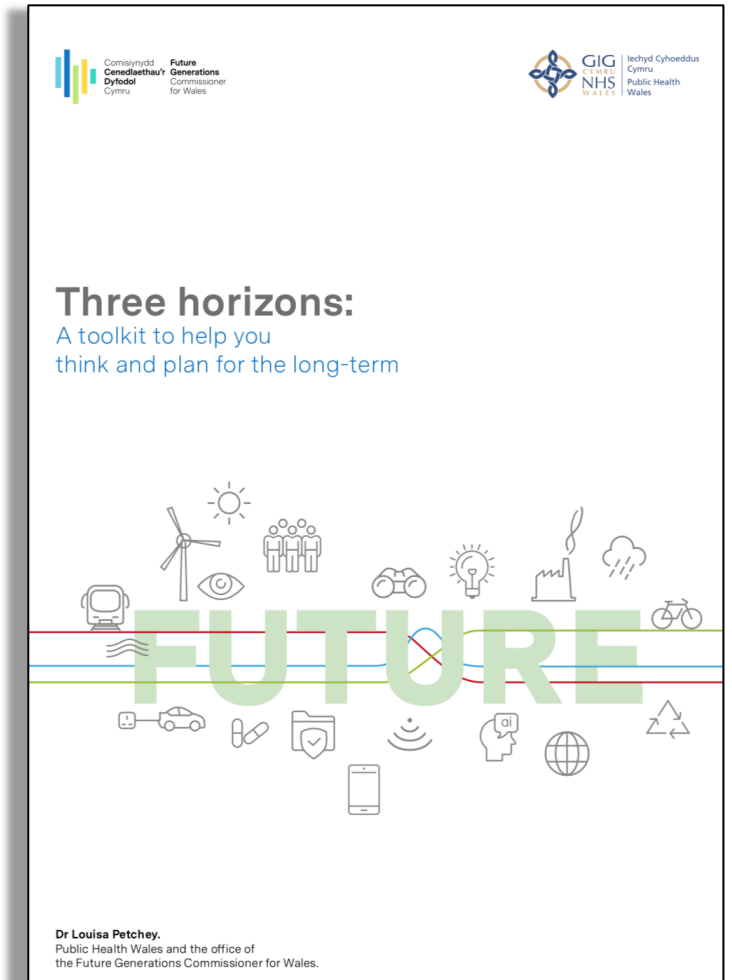
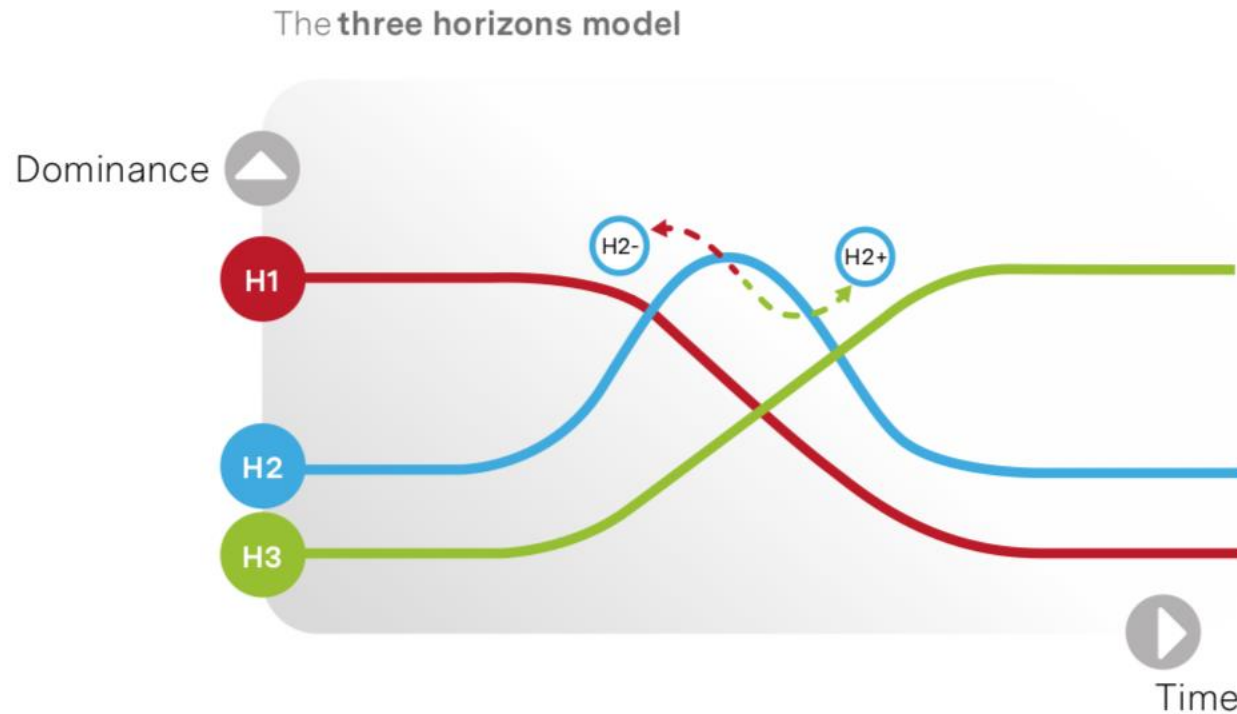
# Live Labs

Innovation and Safe Space



# 3 Horizons

Long-term thinking





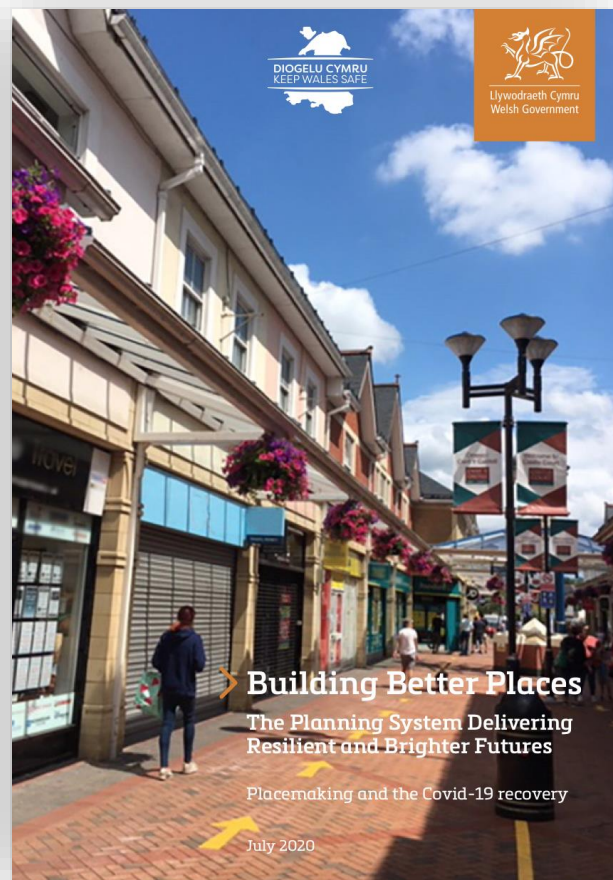
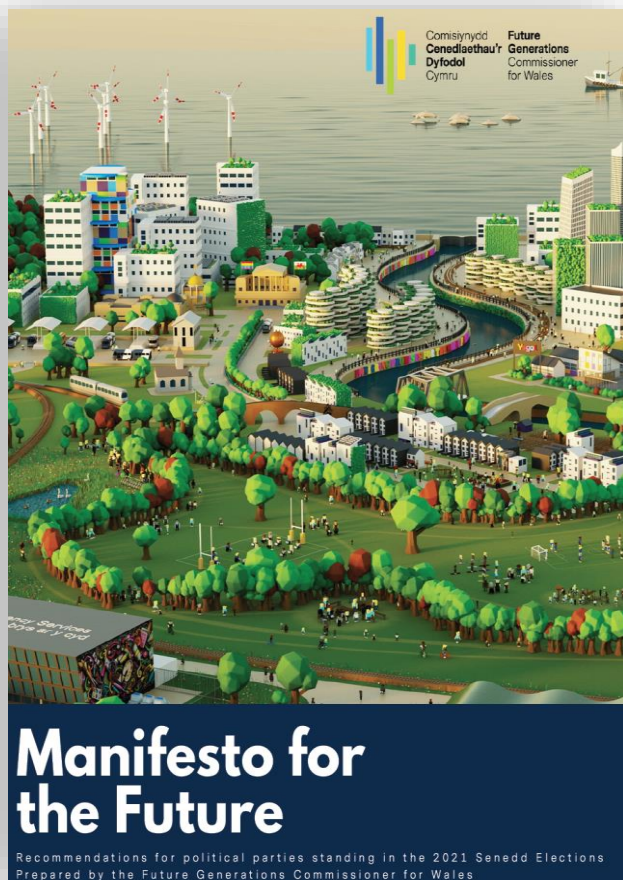
# What next?

Looking ahead...



# What next?

Looking ahead...

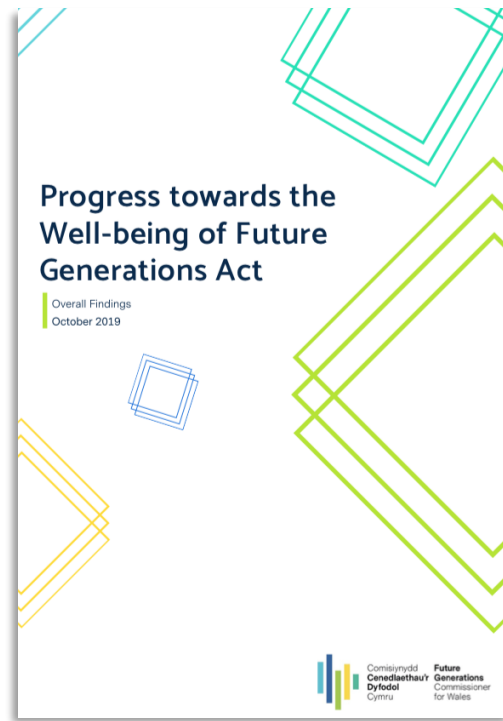
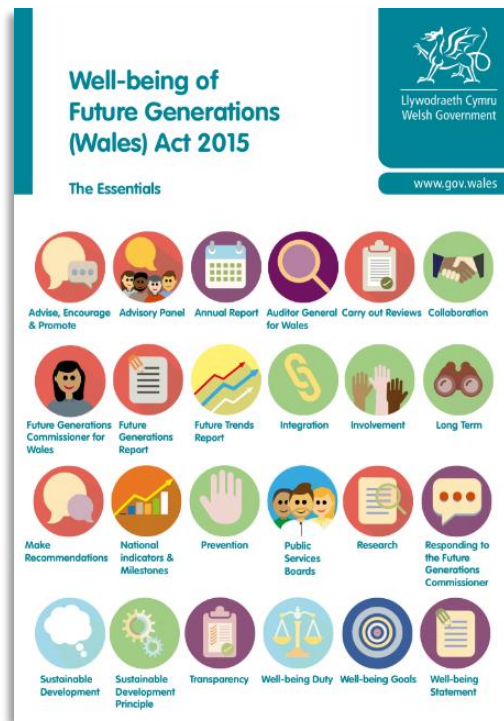


# Resources

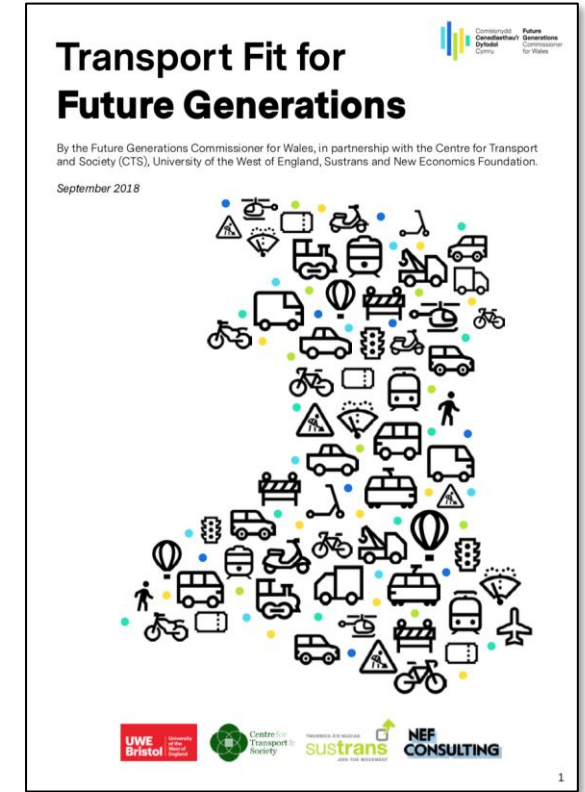
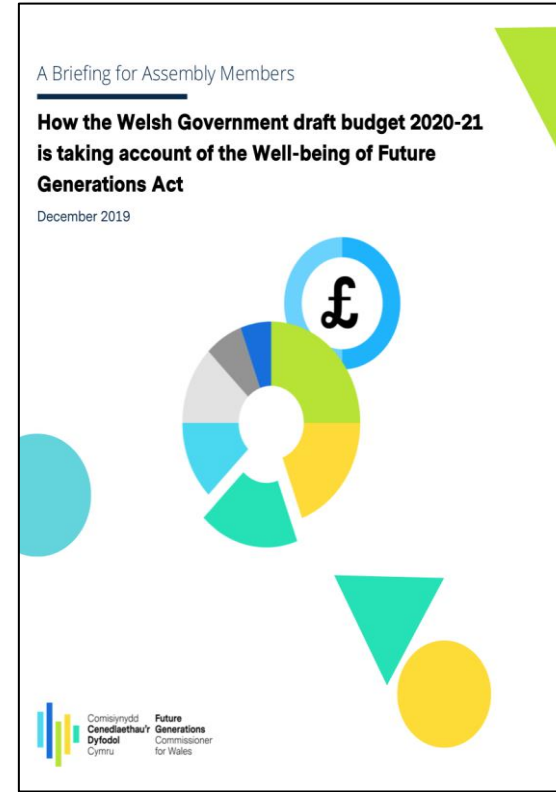
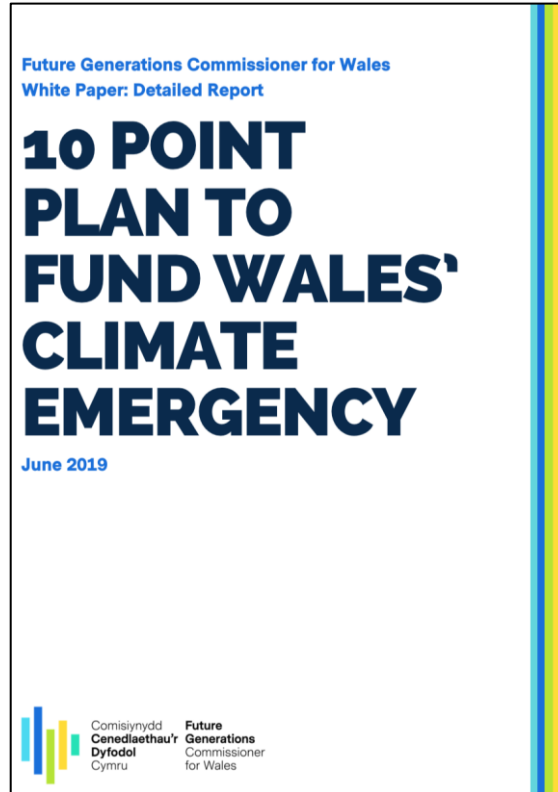
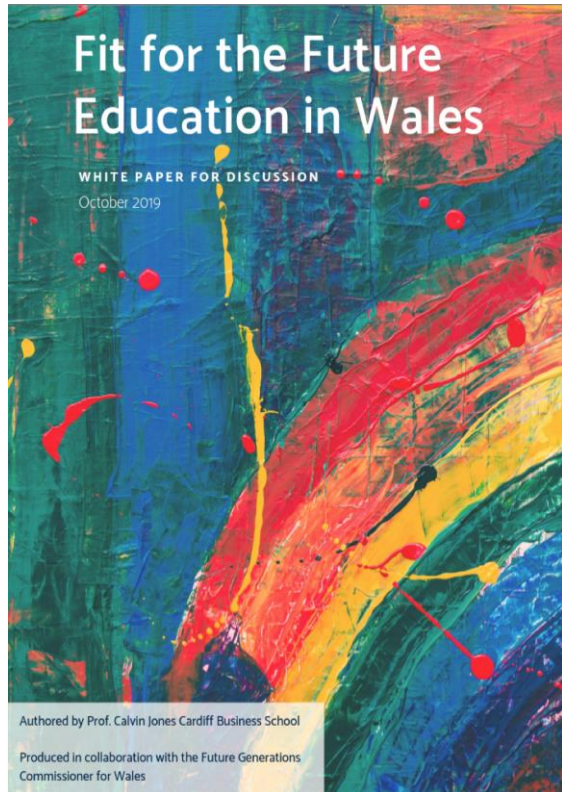




# Resources



# Further Reports



# Further Resources

- [Future Generations Framework for infrastructure projects](#)
- [Future Generations Framework for service design](#)
- [Future Generations Framework for scrutiny](#)
- Art of the Possible: [Journey Checkers](#)
- Art of the Possible: [Simple Changes](#)



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Commission  
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**Cymru  
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