

Tackling inequalities

What the Future Generations Report 2020 and findings from Inequality in a Future Wales mean for public bodies in Wales





What is the Commissioner's vision?

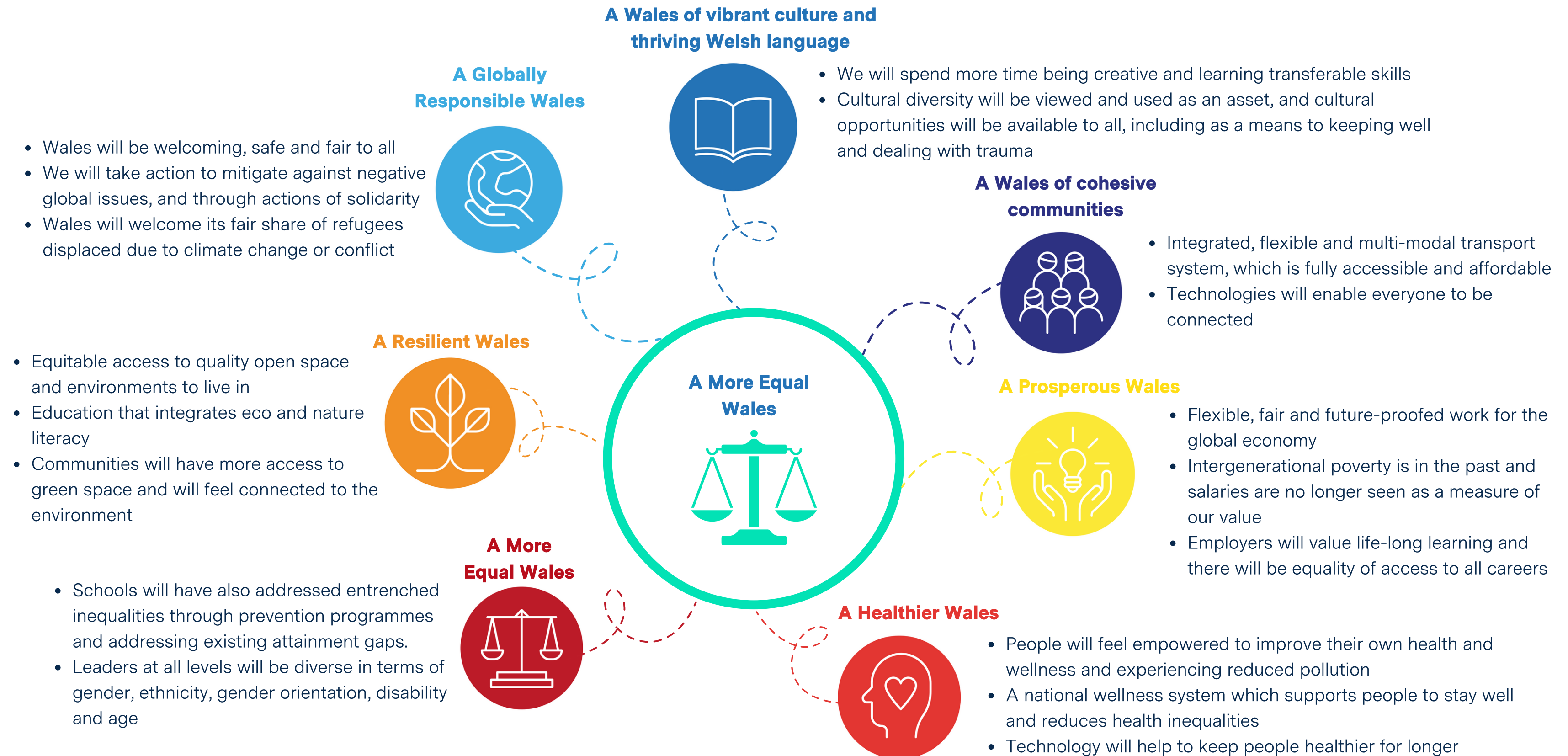


Everyone in Wales will have a fair chance in life to prosper and thrive, regardless of their background or circumstances. People will be valued and offered opportunities to fulfil themselves across their life course. People will be empowered by a sense of purpose to do the things that matter to them.

Section on [A More Equal Wales](#)
Future Generations Report 2020



How can this vision contribute to the 7 well-being goals?





The Future Generations Report 2020 recommended that:

Welsh Government should consider how it can respond to future trends in ways that reduce inequalities rather than perpetuating them.

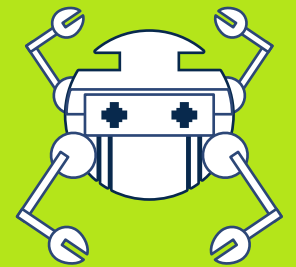
Public bodies should focus on prevention of inequalities.

Long-term socio-economic inequalities have become entrenched in Welsh society through deindustrialisation and the 2008 financial recession. Research on COVID-19 showed how existing structural inequalities led to an uneven distribution of suffering in terms of illness, poverty, unemployment, poor housing, and access to green space. Without intervention, the climate crisis will similarly accentuate inequalities.

The Future Trends we reviewed were:

Automation and the future of work

The ways in which technology may shape the methods, roles and locations of jobs in the future



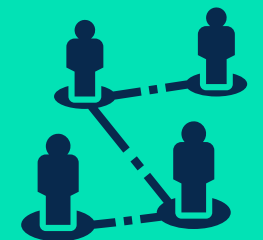
Climate Change

The ways in which climate change may impact across different themed areas and different groups of people in the future



Demographic Change

The ways in which our population is likely to change in the future, focusing on an ageing population



Future Generations Report Recommendations

Research into Future Trends

**Welsh Government and
public bodies utilising
findings in their policy
approach**

Building on the recommendations above and to help public bodies take a long-term approach when it comes to addressing inequality, my team, in collaboration with Cardiff University and Public Health Wales, has undertaken research into three major trends affecting our current and future generations. The purpose of this research was to examine these future trends and consider how current and future policies associated with them can, simultaneously, tackle inequalities.

Automation and the future of work



What we know:

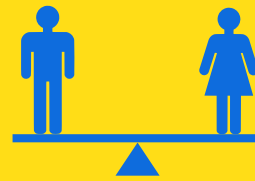
Previous industrial revolutions have exacerbated inequalities



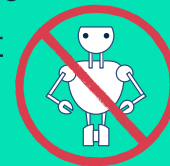
Remote working has been taken up mainly by highly skilled workers but nearly, 40% of jobs cannot be worked from home



The shift to a digital economy and the potential 60,000 'green jobs' can increase inequalities as the majority of apprentices in these areas are men



Just because jobs are automatable, doesn't mean they will be automated



The sectors hardest hit by COVID-19 were more likely to employ women, disabled people, and minority ethnic people



Insufficient consideration for disabled people in futures thinking



Figure 1:
The Future of Work

Where we are now

- Increasing task automation across all occupations and skill levels without sufficient attention on upskilling/reskilling workforce
- Existing occupational gender segregation is reproduced in new digital and 'green' jobs
- Low-skilled jobs decrease creating unemployment for those over-represented in low-paid and precarious work: women, some minority ethnic groups and disabled people

Examples of challenges

- New apprenticeships and training provision in 'green' and digital follow existing patterns and are disproportionately taken up by white able-bodied men
- Workers displaced by task changes instead of retrained/redeployed

Opportunities for change

- Employers supported with job redesign and employees engaged throughout
- New training in 'green' and digital jobs designed to be accessible to all, with support to move to non-traditional job roles

The Wales we want

- All careers are accessible to everyone with equal pay for equal work
- A diversity of people to design new technology and benefit from it
- People have the support to train and re-train throughout their lives
- Automation of tasks improves job safety and quality, with employees redeployed/retrained or involved in new job design



Action needs, therefore to focus on:

Increasing the number of women, ethnic minorities, and disabled people in the digital and 'green' economy to reduce and prevent existing inequalities.

Supporting employers to redesign jobs to take into account the increased automation and digitisation of tasks, so that they protect and improve peoples' job quality, security, autonomy, and work-life balance, and involve employees in the process.

Targeting and improving the accessibility of business support, entrepreneurship programmes and retraining/skilling opportunities to make sure they are open to all.

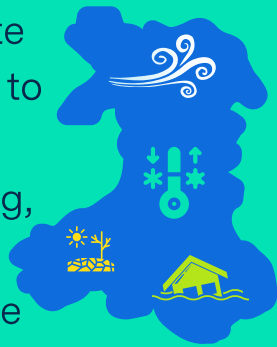
Creating a future of work strategy, underpinned by equality and Fair Work principles, to integrate policy and action on the foundational economy, shifts to the digital strategy, green economy, and enterprise.

Climate Change



What we know:

In Wales, climate change has led to an increase in regional flooding, winds, drought, and temperature fluctuations, with direct effects on transport, agriculture, housing, business, and social and cultural activities



Large parts of Cardiff, Newport, Swansea, Prestatyn and Llandudno could be under water by 2100.



Emerging From Winter

Written by members of the Llanrwst Flood Action Group
Read by the children of Ysgol Gwladir, Llanrwst



The poorest populations are least responsible for climate change but are the most likely to be affected by it, more susceptible to damage, and have the least resources to respond, cope and recover.



Action needs, therefore to focus on:

Ensuring that all climate change/decarbonisation strategies also reduce inequalities now and in the future by considering how they may impact on different groups and communities before decisions are made, including in the policy areas of housing, transport, energy, rurality, and access to green space.

Involving those affected by climate change and decarbonisation in policy decision making, either through existing platforms or by trialling new ones e.g., creating Citizens Forums as part of a Just Transition approach.



Figure 2:
Climate Change

Where we are now

- Climate change action is focused on decarbonisation priorities
- Limited collaboration between public and private sector
- Reduction in emissions from the transport sector is not fast enough and some communities are 'left behind'
- Wales' homes are not energy efficient, and many households are in fuel poverty

Examples of challenges

- Climate change focus is on mitigation and support of the poorest people which retains existing inequalities
- Many social consequences of decarbonisation are overlooked
- Financial cost of decarbonisation passed on to the consumer
- Electrification of cars and public transport, and improved housing, only affordable and accessible for some

Opportunities for change

- All climate change strategies seek to reduce future inequality and balance future benefits to the well-being of people and planet
- Role of production and consumption in Net Zero is addressed with redistribution of costs and efforts to ensure equity
- Extra insulation in social housing is reducing heating cost and energy use; transport change improves access to work, care and play for the poorest people, disabled people and women

The Wales we want

- Quality, future-proofed homes, transport, jobs, and places to live, which improve health and the environment for communities and regions throughout Wales and create a more equal Wales
- Net Zero being achieved through coordinated commitment across the public and private social care, health, and environmental sectors, with those most affected central to decision-making and planning
- Businesses, public services, the voluntary sector and government working together to avert a climate and biodiversity crisis by prioritising the reduction of inequality

Demographic change

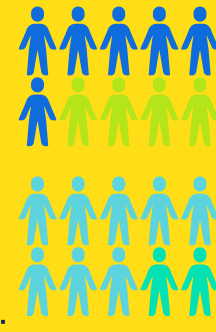


What we know:

Wales' population is the highest it has ever been, but it is also ageing because of falling birth rates and migration



Improvements to life expectancy are not evenly distributed across different population groups.



Women, including those from ethnic minority communities, are more likely than men to have to provide care, or not to have carers and support



People aged 65 and over now make up 45% of single person households



The younger generations are predicted to have less wealth than the previous generation



Figure 3:
Demographic Change

Where we are now

- Increasing demand for public healthcare services and uncertainty around the funding of it
- Growing polarisation and division within generations, e.g., home ownership, digital literacy, and attitudes to the environment
- Improvements in healthy life expectancy stalling and widening of health inequality gap

Examples of challenges

- Healthcare seeks to meet demand by offering more digital services without ensuring those in need, such as older people, have the necessary skills and access

Opportunities for change

- Healthcare services refocused on life-long care pathways (integrating workforce and users, older and younger needs)
- Design of care system and built environment works to bring communities and need together, reflecting changing needs through a life course

The Wales we want

- Public services promoting the long-term well-being of people and planet
- Young and older people have the means and opportunity to live long, healthy and fulfilling lives
- People are part of cohesive communities, drawn together across generations and backgrounds

! Action needs, therefore to focus on:

Putting age equality at the centre of new policy development, particularly for health and social care, mental health, community cohesion, digital inclusion, and childcare. One approach would be to create an intergenerational forum for policy making with a focus on integrative working.

Making care a shared and joint responsibility that meets the needs of a changing demographic. One approach would be prioritising a care-led recovery in the green transition.





The Future Generations Report also recommends that:

Welsh Government should:

- Implement the recommendations of the Gender Equality Review focusing on the implications of current and future trends.
- Set challenging targets for public sector recruitment, ensuring people with diverse characteristics are represented in government at all levels, recognising the importance of lived experience of disadvantage as a recruitment criteria. A Real Life Fast Track should be introduced as part of government recruitment.
- Ensure that it uses every lever available to reduce inequalities and end poverty in Wales, maximising opportunities across all of the well-being goals.
- Use the definition of prevention to shift the overall approach to ending poverty and reducing inequality and support people experiencing disadvantage.
- Require all recipients of government funding to provide equality, diversity and unconscious bias training to its senior and public facing workforce.
- Involve people in the 'story behind the data' and collaborating with others.
- Address the recommendations contained in Audit Wales' report: 'Progress in Implementing the Violence Against Women Domestic Abuse and Sexual Violence' Act.





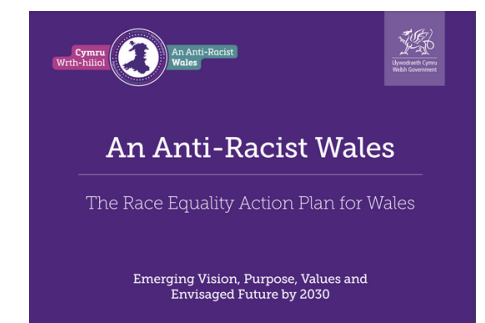
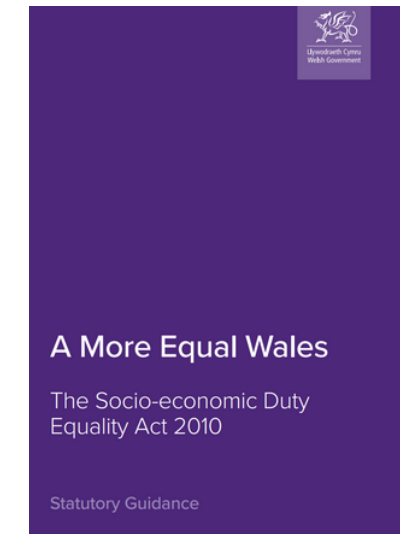
Recommendations, which Welsh Government is already advancing:

What we recommended:

- Ensure that it is using levers such as the Public Sector Equality Duty; socio-economic duty and the Social Partnerships (Wales) Bill, in ways that align to the requirements of The Well-being of Future Generations (Wales) Act 2015 - particularly setting, delivering and reporting on well-being objectives.
- Tackle the inequalities experienced by Black, Asian and minority ethnic communities in Wales - including through a Race Equality Strategy.
- Ensure that the new school curriculum in Wales adequately equips children to become ethical informed citizens of a diverse Wales.

What they have done:

- The socio-economic duty came into force in March 2021 and puts tackling inequality at the heart of decision-making. Welsh Government worked with the Equality and Human Rights Commission and our office to produce guidance that ensures alignment between the socio-economic duty and the well-being duty.
- The draft Race Equality Action Plan: An Anti-racist Wales has been published and has gone through consultation.
- Subject to final sign off, learning about the diversity of communities, in particular the stories of Black, Asian and minority ethnic people, will be in the new Curriculum for Wales, due to be introduced in 2022





What can you do to contribute to this future vision?

Public Bodies should:

- Focus on prevention of inequalities, including through education and harnessing the skills and resilience of people who have lived experience of relevant issues.
- Adopt proactive measures in setting well-being objectives and steps, such as setting challenging targets for recruitment, retention and progression of women, black, Asian and minority ethnic groups and disabled people; ensuring that they are visible and represented at all levels in their organisation.
- Adopt the actions of the Diversity and Inclusion Strategy for public appointments, aimed at providing equal opportunity for all, such as providing mandatory equality training and unconscious bias training.
- Actively encourage leaders and senior managers to have an equity mindset which permeates through their teams.
- Align the setting, delivering and reporting of their well-being objectives on equality, with their strategic equality objectives.



Examples of good practice

Thousands of native trees will be planted this autumn in five different parts of [Bridgend County Borough](#) on land owned by the Council as part of The Queen's Green Canopy initiative 'Plant a tree for the Jubilee'. A [collaborative](#) 'Green Day' will be organised where schools and the local community will be invited to join in, help plant the trees and learn more about the [long-term impact](#) this will have on carbon capture, flood [prevention](#), reduction of pollution and wider well-being aspects of nature and biodiversity. Local authority will be [involving](#) the local communities for their views on the project's plans and the areas to be planted.



The [Community Impact Initiative](#) aims to regenerate communities through renovating empty properties. As a community interest company, Cii buys empty, run-down properties and oversees their restoration through [involving and training](#) a workforce of local people. Project participants are often those [furthest from the labour market](#), with many having faced barriers to employment such as mental illhealth, homelessness, domestic abuse and substance addiction.



Source: Cii



Hi this is a @Museum_Cardiff #TwitterTakeover by the museum youth forum. We're a pretty fantastic forum of people who are into history and science from all kinds of backgrounds, and we all agree that dinosaurs are awesome.

[Amgueddfa Cymru](#) began [involving](#) young people in all aspects of their work as a way of creating pathways to work - developing their creativity and [skills fit for a future economy](#). Now, their involvement is considered crucial for creating a more equitable museum that is relevant to the lives of young people, now and into the future - they are [involved](#) in a number of projects: from co-producing climate change exhibitions and reframing policies to taking over social media platforms.

[Cardiff and Vale University Health Board](#) is working to increase biodiversity and address the [climate and nature crises](#) through their estate, while also improving the mental health and well-being of their staff, patients and community. From developing innovative spaces like Our Health Meadow - Ein Dôl Iechyd where they are [collaborating](#) with partners to establish an ecological community health park; to their Critical Care units planting trees to [offset carbon emissions](#) and clinicians reducing emissions through the supply chain, they are finding new and bold ways to address the challenges facing our current and future generations.



Fifty electric bikes hit the streets of [Cardiff](#) this week as the city's OVO Bikes scheme, operated by nextbike, becomes more accessible than ever.



This autumn the [Snowdonia National Park Authority](#) will collaborate with the [Woodland Trust](#) to plant more trees and hedgerows within a designated area of the Park. The Woodland Trust will fund fencing work to protect the new trees and hedgerows. The trees will be supplied from the Authority's tree nursery at Plas Tan y Blwch, with the aim of planting 8,000 native trees and 1,800 metres of hedgerow. The project area encompasses 27 Community Councils and runs from Beddgelert to the north, all the way south to Pennal and Aberdyfi, and stretches to the east as far as Rhydymain and Mawddwy.

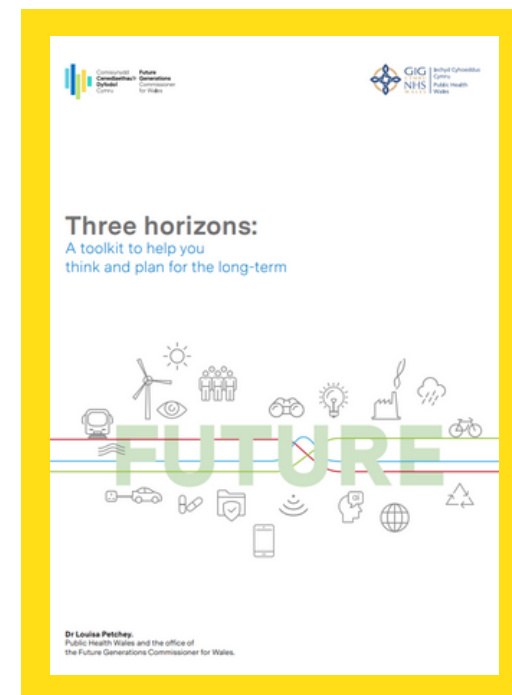


[Blaenau Gwent Council](#) held a Climate Assembly, providing a platform for collaboration and conversation on a topic requiring [long-term preventative](#) solutions.

Useful resources and tools, which can help you follow these recommendations:



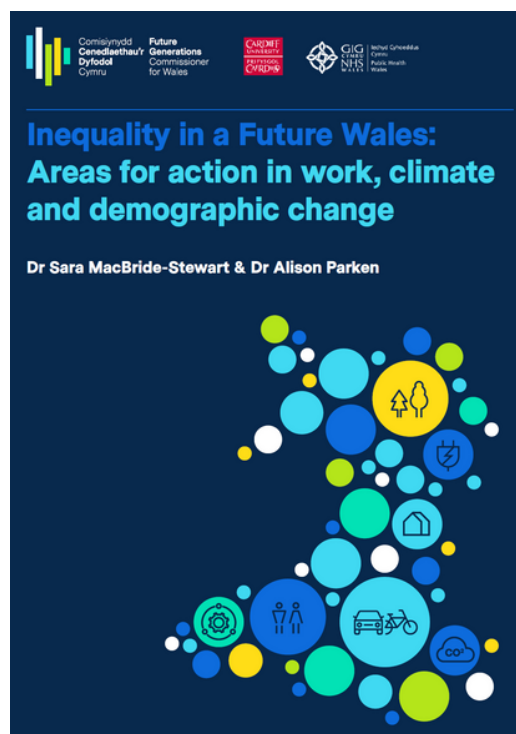
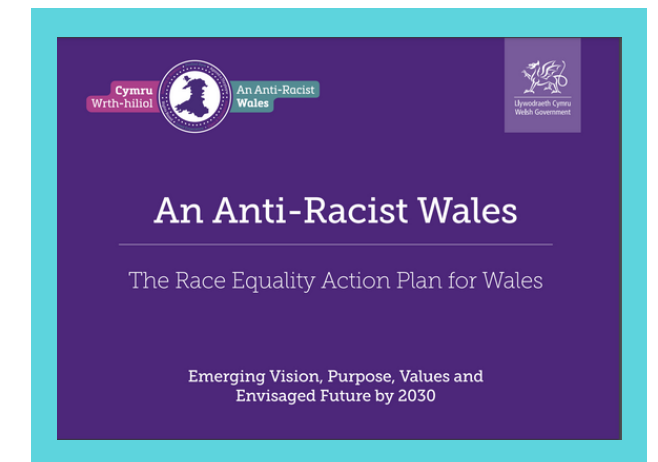
This is a once in five years report, which sets out the Commissioner's assessment of progress made in implementing the Act within the reporting period.



This toolkit has been developed by Public Health Wales and the Future Generations Commissioner's Office to help public bodies avoid making decisions that don't stand the test of time.



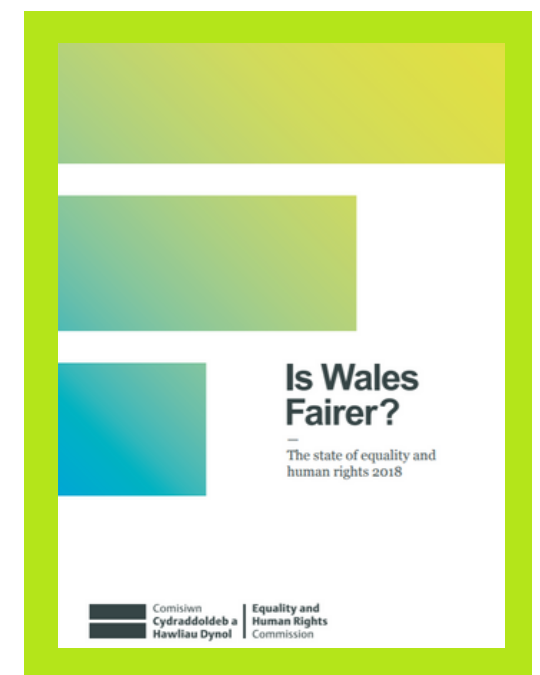
A report about the impact of the COVID-19 pandemic on disabled people.



This report identifies the key social, economic, environmental and cultural trends that could affect Wales in the future.



The Future Trends report identifies the key social, economic, environmental and cultural trends that could affect Wales in the future.



A comprehensive review of how Wales is performing on equality and human rights. It looks across all areas of life, including education, work, living standards, health, justice and security, participation in society.

