The New Zealand Treasury’s Living Standards Framework: how it relates to wellbeing in the workplace

Presentation to the Global Healthy Workplace Summit
Ruth Shinoda, Chief Operating Officer, The Treasury

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The importance of human capital
Why wellbeing matters
What is the Living Standards Framework?

Our work is focused on promoting higher living standards and greater intergenerational wellbeing for New Zealanders. These require the country’s Four Capitals – human, social, natural and financial/physical – to each be strong in their own right and to work well together.

The Four Capitals (natural, human, social, and financial and physical) are the assets that generate wellbeing now and into the future.

Looking after intergenerational wellbeing means maintaining, nourishing, and growing the capitals:

- **Natural Capital**: All aspects of the natural environment that support life and human activity. Includes land, soil, water, plants and animals, minerals and energy resources.
- **Human Capital**: The capabilities and capacities of people to engage in work, study, recreation, and social activities. Includes skills, knowledge, physical and mental health.
- **Social Capital**: The norms, rules and institutions that influence the way in which people live and work together and experience a sense of belonging. Includes trust, reciprocity, the rule of law, cultural and community identity, traditions and customs, common values and interests.
- **Financial and Physical Capital**: Financial and human-made (produced) physical assets, usually closely associated with supporting material living conditions. Includes factories, equipment, houses, roads, buildings, hospitals, financial securities.

The 12 Domains of current wellbeing:

- Civic engagement and governance
- Cultural identity
- Environment
- Health
- Housing
- Income and consumption
- Jobs and earnings
- Knowledge and skills
- Time use
- Safety and security
- Social connections
- Subjective wellbeing

Resilience prompts us to consider how resilient the Four Capitals are in the face of change, shocks, and unexpected events.
Wellbeing – it’s not just about the money
Our successes

New Zealand becomes first in world to unveil 'well-being' budget

Govt welcomes OECD report
The 2019 survey looked at New Zealand through a wellbeing frame. The OECD found that “current wellbeing in New Zealand is generally high”, with our performance “very good for employment and unemployment, perceived health, social support, air quality and life satisfaction”.

New Zealand issues 1st wellbeing budget to tackle long-term challenges

New Zealand’s 1st ‘well-being budget’ targets mental health

New Zealand ‘wellbeing’ budget promises billions to care for most vulnerable

New Zealand’s world-first ‘wellbeing’ budget to focus on poverty and mental health

Wellbeing Budget and the use of LSF to drive priorities seen as world leading and received national and international recognition.

OECD’s 2019 Survey of New Zealand looked at NZ through a wellbeing frame.
Wellbeing in the workplace – Tāne Whakapirī
Diversity and inclusiveness

Every One Matters
Higher living standards