



**Glasgow City Council**

**Net Zero and Climate Progress Monitoring Committee**

**Report by Director of Regional Economic Growth**

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**Item 3**

**20th January 2026**

**Annual update on the Just Transition implementation plan**

**Purpose of Report:**

To present an update to committee on work towards progressing the implementation plan of the Just Transition Working Group.

**Recommendations:**

The Committee is asked to:

- discuss the attached update on the implementation plan for the Just Transition Working Group's recommendations.

Ward No(s):

Citywide: ✓

Local member(s) advised: Yes ☐ No ☐      consulted: Yes ☐ No ☐

## **1. Introduction**

- 1.1 The [report and recommendations](#) of a cross-party Just Transition Working Group were initially considered by the Net Zero and Climate Progress Monitoring Committee at its meeting of 8 August 2023. These were subsequently approved by the City Administration Committee on 14 September 2023, with a commitment to bring an implementation plan back to committee in the new year.
- 1.2 The policy committee considered [a set of proposals](#) for implementing the working group's 18 recommendations at its meeting of 27 February 2024. Members agreed that these would form the basis for an annual update on progress to be presented to the committee. The Just Transition agenda is both a key deliverable and an overarching goal of the Glasgow Climate Plan, which is also subject to annual reporting to the Committee.
- 1.3 In this light, the [first annual update](#) on the Just Transition Implementation Plan was considered at the Net Zero Committee meeting of 12 November 2024. The appendix to this report therefore notes actions over the past year – and plans for this one - which have been undertaken by Council family services and partners in support of each of the 18 recommendations which were made by the Just Transition Working Group.

## **2.0 Progress towards the implementation plan**

- 2.1 The Just Transition agenda principally looks to enhance existing policies and activities to ensure that they are informed by the values of justice and equity as the city's economy and society move towards a net zero future. The approach to the implementation plan has both sought to influence such policies as well as determine where a more applied focus needs to be placed and additional work undertaken.
- 2.2 In this light, ongoing discussion with Council services has led to the recommendations of the Just Transition report and their associated activities being gathered under seven categories, which are:

- Finance and governance
- Transport and mobility
- Energy and buildings
- Business and skills
- Community engagement
- Circular economy
- Placemaking.

These categories have assisted in drawing policy and action together across services, whilst enhancing their sense of the contribution which they can make to them. Progress against each of them is detailed in the appended update report. Services have further proposed that this system should potentially form the basis for developing a dashboard with functions such as update reminders

and timelines with practical deadlines. Such a platform could also act as a central space for sharing knowledge, case studies, and collaborative solutions, thereby helping teams to disseminate learning and adopt new ways of looking at issues.

2.3 The main approach over the past year has been directed to two key areas highlighted in the plan. These are:

- The vital challenge of the jobs and skills agenda in order to support workers and businesses to be equipped for a net zero economy. A separate update [report](#) on this area was presented to the Committee at its meeting of 27 May 2025 in recognition of its significance to the city and its people. It described a total of 25 actions and the progress made against each of them, with a target year of 2030 for full implementation of the plan. Governance and leadership rest with the Glasgow Local Employability and Skills Partnership, thereby ensuring that there is a continuing focus on the Just Transition within mainstream arrangements for this agenda.
- The importance of engagement with Glaswegian communities in order to gauge their own sense of what a just transition looks like and to support their own agency in determining how a just future will be brought about. This responds to debate at both the Net Zero and City Administration Committees on this agenda and the view expressed by elected members that more needs to be done to make it meaningful to local people. Work has therefore been undertaken on recommendations 10 and 11 of the plan, through harnessing new funding opportunities, activities with partners, and looking at innovative methods of connecting with communities.

2.4 In this light, a range of actions has been undertaken with Glaswegian communities to promote conversations and seek views around the Just Transition. Prominent examples of this include:

- Focused work with young people through a Youth Climate Action Fund established by Bloomberg Philanthropies. This builds on the successful delivery of projects in 2024, as a result of which the Council was re-awarded funds through Bloomberg for 2025, which have been used to support a further twenty projects with local young people. Bloomberg recently announced an extension of the programme and the Council has applied for a third tranche of project funding to continue this work in 2026.
- A programme of activities with local communities delivered through Glasgow Life's artists-in-residence was supported in 2024 by the Council's allocation of a budget from its UK Shared Prosperity Fund. This sought to explore climate issues with residents through creative and cultural means and members expressed an interest in seeing this approach enhanced further when they considered the previous update on this work. As a result, a re-allocation of the UK Shared Prosperity Fund budget supported additional activities through the Artists-in-Residence programme in early 2025.
- The City Change Makers programme, which took place in two wards in 2024, has been used as the basis for further work on public service reform and developing a new model of employability and capacity building for the Council.

- The Creative Climate Futures project, funded by the city's UK Shared Prosperity Fund programme, which looks to shape a more climate resilient city in an equal collaboration with communities, focused initially in Easterhouse and the Gorbals neighbourhoods.
- Participation in the Malmo Commitment group of cities on inclusive and equitable communities, which supports urban policy makers with peer exchanges focused on meaningful engagement with local residents. It has convened dialogues over the past year on key areas such as transport policy and addressing intersectionality in climate planning.
- Establishing work on an EU Horizon-funded project, called GreenDEMO, with a range of European city partners on support for a green transition and ensuring that local people are at the heart of it. This project is part of a wider approach in the EU to enhancing local democracy and citizen engagement across cities around the sustainability agenda. It aims to develop and test organisational innovations for city administration as well as utilise specific project activities to generate lessons across the consortium. Glasgow will be able to learn both from other cities and from the outputs of research institutions involved in the programme and has also offered the experience of delivering the Community Renewable Energy Framework as its own local example for consideration by partners.

## 2.5 Other prominent activities include:

- Progress on work to support the climate finance agenda, particularly the launch of the Community Municipal Investment (CMI) scheme.
- The annual [Let's Grow Together Fund](#) (launched in early 2025), which is supporting community-led food growing across the city.
- Green Skills Bootcamps, which are being delivered by Generation UK to provide training and in-work support for individuals with multiple employment barriers.
- The Glasgow Climate Week calendar of events to showcase and celebrate activities across the city in conjunction with the annual All-Energy event at the SEC.

## 3.0 Next steps

- 3.1 Work to support the further implementation of the Just Transition Working Group's recommendations will continue across services of the Council family and particularly through the structures of the Sustainable Glasgow collaboration with other city partners. This will inform future committee reports through the lens of these recommendations (particularly on the skills agenda) and also be subject to further annual reporting as a key element of the new Glasgow Climate Plan 2026-30.
- 3.2 The Council will also continue to learn from its participation in global networks and how other cities are seeking to manage a Just Transition with and for their local communities and businesses. These particularly include the Carbon Neutral Cities Alliance (which held its annual summit in Glasgow last year) and the Global Resilient Cities Network (the board of which is chaired by the Leader of the Council).

- 3.3 Members of the Net Zero Committee are asked to consider the appended update and to highlight where they would particularly wish to see a greater focus in relation to the areas it covers.

#### 4.0 Policy and Resource Implications

##### Resource Implications:

*Financial:* There are no immediate financial implications from the proposals in this report for the Council.

*Legal:* There are no immediate legal implications arising from the proposals in this report for the Council.

*Personnel:* Actions relating to the proposals in this report will be undertaken using existing staff resources.

*Procurement:* There are no immediate procurement issues relating to the proposals in this report.

**Council Strategic Plan:** This work underpins Grand Challenge 3 of the Strategic Plan on fighting the climate emergency in a just transition to net zero.

##### Equality and Socio-Economic Impacts:

*Does the proposal support the Council's Equality Outcomes 2021-25* The activities described in the appended report are informed by the work which the Council is undertaking on the Glasgow Climate Plan and associated equalities analyses.

*What are the potential equality impacts as a result of this report?* The Council's approach to this agenda has the potential to create jobs and support social justice in mobility, energy and quality of life.

*Please highlight if the policy/proposal will help address socio economic disadvantage.* This work is supported in particular by the approach of the Just Transition Skills Action Plan.

##### Climate impacts:

*Does the proposal support any Climate* The work noted in this report both contributes to and is informed by the key aims of the Climate Plan.

*Plan actions? Please specify:*

*What are the potential climate impacts as a result of this proposal?* This report looks to set a framework for informing the city's decarbonisation ambitions through a social justice lens and therefore support a range of positive climate impacts.

*Will the proposal contribute to Glasgow's net zero carbon target?* The Just Transition approach is a principal element in the realisation of the city's net zero target.

**Privacy and Data Protection impacts:** This report has no impacts upon privacy or data protection.

## **5.0 Recommendations**

5.1 The Committee is asked to:

- discuss the attached update on the implementation plan for the Just Transition Working Group's recommendations.