

Glasgow Just Transition Working Group

Report and Recommendations

25th July 2023

Executive Summary

This is the report of the Just Transition Working Group. It states 18 recommendations for Glasgow City Council, its partners and our communities to work together on delivering a just transition.

The Working Group was established to address one of the most extraordinary challenges which Glasgow faces: how does our city shift away from fossil fuels in ways which both protect our communities and businesses and enhance opportunities for them?

All Glaswegians know what previous unjust transitions look like. The damaging and traumatic experience of de-industrialisation in the late twentieth century has left a long legacy of generational exclusion, vacant and derelict land, and health inequalities. At the same time the city has its own lived experience of resurgence and regeneration as new industries have grown and new vibrant places have emerged. We now need to draw on that history, good and bad, to shape our own future as we move from a post-industrial to a post-carbon city.

This report has drawn on a set of discussions around four key themes, which are:

- Governmental just transition planning approaches
- Private sector preparation
- The role of citizens, trade unions and communities
- Council actions to enable the transition

We were fortunate to be able to hear evidence and views from a number of invited speakers on each of these themes and would like to express our thanks to them. They provided material for this report and for our reflections on the recommendations. There are 18 in total, relating to areas such as skills and jobs, mobility justice, domestic retrofit, and crucially engagement with the people of Glasgow in shaping their own future. These have been grouped under each of the key lines of enquiry (KLOEs) and are outlined in the following table:

KLOE 1	Governmental Planning Approaches
1	Ensure human rights and fair work principles are incorporated into net zero planning and actions
2	Establish governance and ownership models for planning and delivering the transition
3	Work with the Scottish Government to develop a concept for a 20-minute neighbourhood in Glasgow in the context of the just transition
4	Encourage the Scottish Government to prioritise funding for community led and municipal energy programmes
5	Lobby the Scottish and UK Governments to provide an Investment Fund which will support a just transition to net zero
KLOE 2	Private Sector Preparation
6	Work with the Transition Plan Taskforce to incorporate a justice element to transition plan guidance
7	Co-develop a targeted support offer which will help SMEs to decarbonise
8	Call on employers to work with trade unions and educational institutions to create an integrated green jobs pathway in the city
9	Set up a Just Transition Fund to finance activity in Glasgow
KLOE 3	The Role of Citizens, Trade Unions and Communities

10	Make the just transition less abstract to citizens by building a narrative about what a fairer, greener future could look like
11	Carry out meaningful community engagement to empower citizens and increase public participation
KLOE 4	Glasgow City Council Actions
12	Adopt a more integrated approach to economic development and climate planning
13	Develop the circular economy and local supply chains through the lens of international climate justice
14	Investigate the development and use of Skills Passports
15	Create a process journey map for home retrofit and building decarbonisation activity
16	Investigate different financing models to accelerate energy efficiency building improvements in Glasgow
17	Focus on mobility justice to improve transport and connectivity in the city
18	Improve and increase access to community assets and green space

We are a cross-party Working Group and we have given our collective endorsement to the recommendations. We now expect the Council to work with its partners to take them forward and ensure that they gain traction and meaning in the lives of Glaswegians and the institutions which serve them.

Contents

Executive Summary.....	2
1. Introduction and Purpose.....	5
2. Working Group Overview	6
3. Methodology and Approach	6
4. Thematic Analysis	7
4.1 Governmental Just Transition Planning Approaches	7
4.2 Private Sector Preparation	14
4.3 The Role of Citizens, Trade Unions and Communities	19
4.4 Glasgow City Council Actions to Enable the Transition	25
5. Recommendations	34
6. Next Steps	43
Appendix A – Just Transition Working Group Terms of Reference	44
Appendix B – Just Transition Working Group Membership List	47
Appendix C – Meeting Attendee Lists	48
Appendix D – Public Consultation Results	50
Appendix E – CCI Citizen Power Framework	70

1. Introduction and Purpose

Climate change is the most significant challenge of our lifetime, with potentially devastating implications for all sectors of society if we do not act quickly, and thus the need for decarbonising our economies has never been more urgent. Glasgow City Council declared a climate and ecological emergency in 2019, and subsequently committed to becoming net zero carbon by 2030. Achieving this target requires large-scale systemic change and a transition away from the high emitting sources that we are currently reliant on towards low-carbon alternatives that deliver benefits and opportunities for all aspects of society, whilst also building resilience to climate change impacts.

This is known as a 'just transition', which the Scottish Government describes as planning and policymaking which "ensures that the benefits of climate change action are shared widely, while the costs do not unfairly burden those least able to pay, or whose livelihoods are directly or indirectly at risk as the economy shifts and changes". Furthermore, a just transition refers to both the outcome – achieving a fairer, greener future for all – and the process that must be undertaken collaboratively with those who will be impacted by the transition to net zero (Scottish Government, 2021). Therefore, in order to deliver a fair and equitable transition, it is essential that those who are likely to be affected most are given the opportunity to shape the development of the policies, programmes and projects that will be required to transform the economy. Additionally, the International Labour Organisation (ILO) defines a just transition as "greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind [...] including through effective social dialogue among all groups impacted, and respect for fundamental labour principles and rights." Whilst definitions of a just transition vary, most share the common objective of reducing carbon emissions in a way that alleviates inequalities, and prioritising the voice of the most impacted workers and communities. In the words of Future Economy Scotland: "climate justice and economic justice are not mutually exclusive goals, but must be delivered hand in hand." (Macfarlane & Brett, 2023)

The Council has produced various strategies and plans which will aid the transition to net zero, including the [Glasgow Green Deal](#), [Climate Plan](#), [Strategic Plan 2022-27](#), [Climate Adaptation Plan 2022-2030](#), [Economic Strategy 2022-2030](#), and Just Transition Skills Action Plan, which will be published in the coming months. The Climate Plan sets out the city's approach to achieving net zero carbon emissions whilst increasing our climate resilience, and ensuring that the transition acts as a catalyst for building a fairer, healthier and greener Glasgow for all of its people. A key theme of the Climate Plan is Just and Inclusive Place, with the aim to put people at the centre of the transition to net zero and ensure they are equipped with the skills and education they need to benefit from the city's transformation, as well as to empower Glasgow's communities and strengthen local economies. Additionally, the plan committed the Council to establish a local equivalent of Scotland's Just Transition Commission. Following this commitment, elected members proposed the creation of a Just Transition Working Group (JTWG) to ensure that progress towards a net zero and climate resilient economy would be fair and equitable for the people of Glasgow, whilst seeking to tackle inequality and injustice. Two of the key messages of the Scottish Just Transition Commission, and thus fundamental objectives of Glasgow's Just Transition Working Group, are:

- To pursue an orderly, managed transition to net zero that creates opportunities for people.
- To equip people with the skills and education they need in order to benefit from the transition to net zero.

The Strategic Plan identifies four grand challenges to inform the Council's approach over the five years from 2022-27 which all support different aspects of a just transition. These are outlined in the diagram below:



Figure 1. Four grand challenges of the Strategic Plan 2022-2027. Glasgow City Council, 2022. Page 10.

In the past, Glasgow has experienced periods of deindustrialisation resulting in mass unemployment and economic decline, and the city still bears the social and environmental scars of the abrupt and poorly managed shift from an economy and society based on heavy industry. Additionally, the climate emergency, prolonged impacts of COVID-19 and current cost of living and energy crises are exacerbating existing inequalities and having a significant impact on Glaswegians, creating further challenges that must also be considered when planning the transition to net zero. The unjust transitions of the past can, however, be used as a learning experience to avoid history repeating itself, and to ensure we build resilience in the progression from a post-industrial to a post-carbon city in ways which prioritise and benefit our people and the environment.

After initial meetings in 2022, the Working Group committed to developing this report, detailing tangible actions the city can take to ensure that the transformation to a greener economy and society is delivered in a way that is fair and inclusive, and to explore the role and position of government, business, trade unions, citizens, the voluntary and community sector, and the public sector to facilitate and accelerate the transition to net zero.

2. Working Group Overview

The short-life Working Group has cross-party representation and is chaired by Bailie Elaine Gallagher. The group has been supported by relevant Council officers from Economic Development and Sustainability.

Following the development of the Working Group's terms of reference and draft workplan, the Chair and Vice Chair of the Council's Net Zero and Climate Progress Monitoring Committee were invited to join the group. This was with a view to develop collective just transition knowledge, ensure a collaborative approach in the transition to net zero, and to help inform the Council's policy development process in a more integrated way. The terms of reference for the Just Transition Working Group can be found in Appendix A, and a membership list for the group is noted in Appendix B.

3. Methodology and Approach

This report has been developed through a combination of desk-based research and a series of engagements with people and organisations who are currently working in the just transition field in Scotland and abroad, as well as those whose work relates to social and environmental justice more broadly. These have included the Scottish Government, International Labour Organisation, Scottish Power Energy Networks, Glasgow Chamber of Commerce, Scottish Trade Union Congress,

Glasgow Trades Council, CEMVO, and internal Glasgow City Council actors, some of whom gave presentations at Working Group meetings. The meetings and presentations were structured around four key lines of enquiry which the JTWG have explored to help inform a series of recommendations:

1. How can we best engage and align with the thinking around governmental just transition planning approaches?
2. To what extent is the private sector adequately preparing for transition?
3. What roles and position are Glasgow's citizens, trade unions and the wider voluntary community sector currently playing in shaping the transition and how far away are we from a 'model' process?
4. To what extent will the transition to a low carbon and climate resilient economy affect the Council's own workforce, and how can the Council use its levers to actively enable the wider transition?

The Working Group held four meetings from January-April 2023 centred around each of these areas of focus, where group discussions took place with speakers and members to investigate the subjects. Attendee lists for each of the meetings are outlined in Appendix C. Briefing notes were prepared ahead of each meeting to provide a background for members of the group, which involved research into just transition governmental planning, private sector just transition activity and preparation, the role of citizens, communities and trade unions in shaping the transition, and what the Council is doing/can do to enable the transition, with an additional focus on the work of speakers who presented at the meetings. Feedback from the group discussions was used to inform a set of recommended actions based on the topics that surfaced during the meetings.

When developing the set of recommendations, consultations took place with Working Group members and meeting attendees to improve and finalise them. This included, for example, working with colleagues from the Scottish Government's Just Transition Policy Unit to ensure recommendations aligned with their approach, and gaining feedback from Glasgow Trades Council and the Scottish Trades Union Congress (STUC) about how the recommendations would apply to citizens and workers to ensure fairness and equality. A public consultation was also carried out online to inform the Working Group's reflections around drafting recommendations for this report, and to begin a broader set of conversations with members of the public in relation to the just transition. The results of this consultation can be found in Appendix D. Members would have wished to see more meaningful community engagement for the group, especially in relation to equality dimensions, but this was not possible due to the short timeframe to develop the report. In that light, one of the key recommendations is around ensuring that substantial, inclusive and far reaching engagement should be carried out with citizens and communities going forward to allow them to shape the transition.

4. Thematic Analysis

This section provides a broader narrative of the Working Group's four key lines of enquiry and their relationship to the just transition, analysing various themes that have surfaced through the research and highlighting examples of best practice in different places which could be relevant to Glasgow. The section also illustrates the specific challenges that Working Group members have highlighted as important for the city to address, forming the basis for a set of recommendations.

4.1 Governmental Just Transition Planning Approaches

4.1.1 Scottish Government and the Just Transition Commission

The Just Transition Commission was established in 2018 with the key aim of providing Scottish Government Ministers with practical advice on how to achieve net zero and climate resilience in a way that delivers fairness and tackles inequality (Scottish Government, 2021, p. 2). The group is made up of a range of experts representing the scale of the challenge, including businesses, trades unions, the third sector, industry, environmental groups and academia, and is running in two phases. The first group focused on providing initial recommendations, and the second group is

now working on implementation. In 2021, the first Commission published [A national mission for a fairer, greener Scotland](#), a report which expressed their view on the key opportunities and challenges for Scotland and outlined 24 recommendations on practical steps for the Scottish Government to enable a just transition. These recommendations were grouped under four themes:

1. Pursue an orderly, managed transition to net zero that creates benefits and opportunities for people across Scotland
2. Equip people with the skills and education they need to benefit from our transition to net zero
3. Empower and invigorate our communities and strengthen local economies
4. Share the benefits of climate action widely and ensure costs are distributed on the basis of ability to pay

Later that year, the Scottish Government published a [report](#) in response to the Commission's recommendations which set out their long-term vision for a just transition. Their expectation is that all planning activities should focus on achieving a number of National Just Transition Outcomes, which are detailed in the box below:

Box X – The Scottish Government's National Just Transition Outcomes

Citizens, communities and place: support affected regions by empowering and invigorating communities and strengthening local economies;

Jobs, skills and education: equip people with the skills, education and retraining required to support retention and creation of access to green, fair and high-value work;

Fair distribution of costs and benefits: address existing economic and social inequality by sharing the benefits of climate action widely, while ensuring that the costs are distributed on the basis of ability to pay;

Business and Economy: support a strong, dynamic and productive economy which creates wealth and high quality employment across Scotland, upholds the UN Guiding Principles on Business and Human Rights, and continues to make Scotland a great place to do business;

Adaptation and resilience: identify key risks from climate change and set out actions to build resilience to these risks, ensuring our economy is flexible, adaptable and responsive to the changing climate;

Environmental protection and restoration: commit to act within our planetary boundaries while protecting and restoring our natural environment;

Decarbonisation and efficiencies: contribute to resource efficient and sustainable economic approaches that actively encourage decarbonisation, support low-carbon investment and infrastructure, and avoid carbon 'lock-in';

Further equality and human rights implementation and preventing new inequalities from arising: address fuel poverty and child poverty in a manner consistent with Scotland's statutory targets on each, while furthering wider equality and human rights across all protected characteristics.

Figure 2. The Scottish Government's National Just Transition Outcomes. Scottish Government, 2021. Page 31.

The report also included a framework which displayed their delivery approach and the linkage between Just Transition Plans and other forms of public and private sector planning, which is shown in the following diagram:

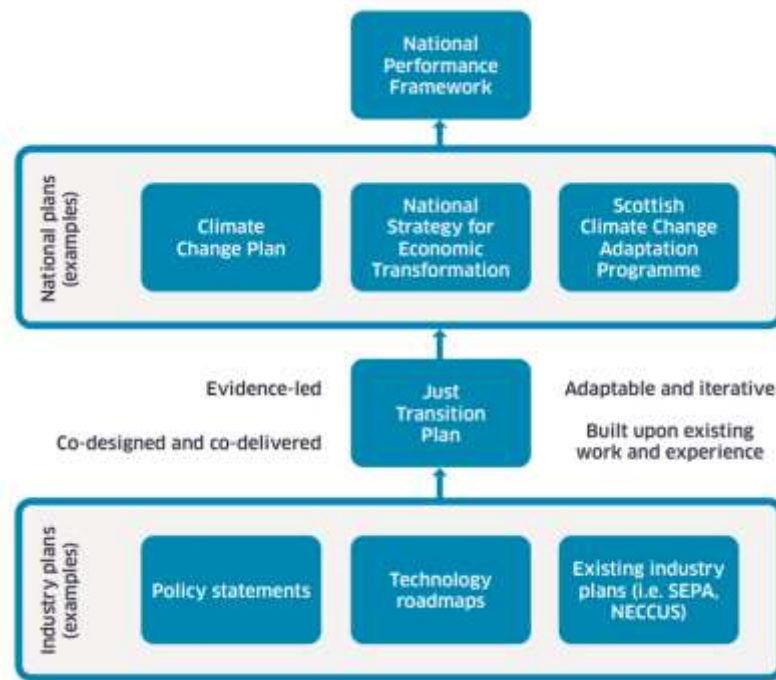


Figure 3. Illustration of how Just Transition Plans align with existing forms of public and private sector planning. Scottish Government, 2021. Page 37.

Additionally, the [National Strategy for Economic Transformation](#) (NSET) was published in March 2022, setting out the key priorities and actions needed to transform Scotland's economy to one which prioritises the wellbeing of its people whilst also delivering net zero and addressing other economic challenges. Section 5 of the NSET focuses on the workforce and skills needed to enable a just transition, which includes actions to adapt the education system to be more responsive to economic ambitions, to target more skills investment and support to working age people in poverty or at risk of moving into poverty, and to launch a new skills guarantee for workers in carbon intensive industries (Scottish Government, 2022).

To support the delivery of a just transition and the development of the NSET, the Scottish Government committed to produce key Just Transition Plans for energy, buildings and construction, transport, and land use and agriculture. Another key role of the Just Transition Commission will be to support the production and monitoring of these plans and provide expert advice on their development. In July 2022, the second Commission published [Making the Future](#), a report which establishes key principles for effective monitoring and evaluation to support the just transition and outlines strategic priorities and recommendations for each of the plans (Scottish Government, 2022, p. 7). The Scottish Government has also established guiding principles for the plans which are detailed in the diagram below:

<p>Evidence-led to ensure that the Plans are credible and robust. This will be critical to ensuring that the distribution of the costs and benefits of transition are fully understood by all parties, and can support informed decision making.</p> <p>This means identifying, acknowledging, and addressing the gaps in our knowledge of the potential impacts of the transition to net zero. Evidence must be made publicly available in a manner that is easily understood, including by those whom the transition will impact the most.</p> <p>Evidence should then be used to identify a sequenced plan of action based on assessments of the risks and opportunities to affected groups, and to regularly monitor and evaluate the effectiveness of action.</p>	<p>Adaptable and iterative to account for the complexities and 'unknowns' inherent in long-term economic planning.</p> <p>This means ensuring that Plans will, at a minimum, be reviewed alongside each new Scottish Government Climate Change Plan. This will enable those delivering Plans to respond to changes in technology, costs, global markets, and policy. We do not know every intervention we need to make between now and 2045, but this should not be a barrier to starting our transition.</p> <p>Regular monitoring and evaluation will therefore form an essential part of this process.</p>
<p>Co-designed and co-delivered to ensure all partners are empowered to engage, and that action is fair and co-ordinated.</p> <p>This means placing those most likely to be negatively impacted by the transition at the heart of our process – whether an offshore energy worker seeking re-training opportunities, or a farmer seeking seed capital to invest in sustainable food production. Empowering people to shape their future is essential in maintaining a strong social consensus for change.</p>	<p>Built upon existing work and experience. This includes work undertaken by the Scottish Government and partners to chart the transition to net zero.</p> <p>'Business as usual' will not be enough in the face of this global emergency, and so the Plans need to reflect this, drawing on the views and ideas of those most impacted by the transition. Plans will need to identify interdependencies and interactions with and between existing plans and policies, and take a holistic view of risks and opportunities over a long-term time horizon (i.e. to 2045).</p>

Figure 4. The Scottish Government's core principles for national Just Transition plans. Scottish Government, 2021. Page 33.

The first of the plans, the [Draft Energy Strategy and Just Transition Plan](#) (DESJTP), was published in January 2023, setting out a vision for a just energy transition that seeks to benefit communities and workers, generate high-quality jobs and economic benefits, deliver affordability and energy security, and protect the environment (Scottish Government, 2023). The actions in the plan have been designed to ensure that:

- People have access to affordable clean energy
- Communities and places can participate and benefit in the net zero energy transition
- There is a supportive policy environment in place to maximise the impact of government expenditure and attract private investment
- Scotland is home to a multi-skilled energy workforce, boosting its domestic supply chain and manufacturing capabilities
- Scotland's net zero energy system is continuously innovative and competitive in domestic and international markets

As a follow-up to a recommendation of the Just Transition Commission, Chapter 6 of the plan includes route maps to 2045 for investment, policy and legislation, energy supplies, and energy demand, which focus on the actions that need to be taken in each of these areas to enable a net zero energy system. Following a consultation of the draft plan, which invited citizens, communities and businesses to provide feedback and engage in the process of designing Scotland's energy transition, the Scottish Government are reviewing responses and the issues raised during engagement with stakeholders to inform development of the final version of the Energy Strategy and Just Transition Plan. Whilst it is promising to see a targeted focus on just transition planning in some of Scotland's key sectors, the DESJTP is light in terms of detailing the skills-related actions required for a just transition, how this will actually be achieved at pace and scale in a well-managed

way, and what benefits it will deliver to communities and workers. STUC's [response to the DESJTP consultation](#) states that the plan "fails to meet its stated purpose and falls short of providing the concrete route map necessary to deliver a just transition of Scotland's energy system", and further that "there is insufficient detail for how the Scottish Government will deliver on energy ambition while creating jobs and retaining benefits across communities in Scotland." Additionally, the consultation itself was lengthy and included a number of technical questions which were likely to impact on citizens' ability to submit feedback on the document, making it difficult to gain the views of people from a wide range of backgrounds in order to shape the document and energy transition itself.

4.1.2 Community Wealth Building and the Wellbeing Economy

The Scottish Government has committed to policies and approaches which support decarbonisation and are intrinsically linked to the principles of a just transition. Community Wealth Building (CWB) is a people-centred approach to local economic development which seeks to redirect wealth back into the local economy, and place control and benefits into the hands of local people (CLES, 2019). In short, CWB is about creating an equitable and more socially just economy from the bottom up through a blend of five principles:

1. Plural ownership of the economy
2. Making financial power work for local places
3. Fair employment and just labour markets
4. Progressive procurement of goods and services
5. Socially just use of land and property

The Scottish Government has pledged to introduce the world's first Community Wealth Building Bill during this parliament, and a number of local authorities across Scotland have adopted Community Wealth Building as an approach in recent years, including Glasgow. This has the potential to act as a catalyst for delivering a just transition by ensuring that the wealth created by the transition to net zero is retained and recirculated locally, delivering multiple benefits to citizens, workers and communities (Macfarlane & Brett, 2023).

The Scottish Government has also set out a vision to create a wellbeing economy, which can be defined as a society that is thriving across economic, social and environmental dimensions, delivering good quality of life, working in harmony with the natural world and putting people and planet at the centre. At its core, it is a less extractive model where the economy is reoriented towards greater collective wellbeing by focusing on improving things that people really value, such as health, equality, fair work and environmental sustainability, and is therefore a key driver to achieve a just transition (Macfarlane & Brett, 2023). In 2022, the Scottish Government published its first [Wellbeing Economy Monitor](#), which brings together a range of indicators to provide a baseline for assessing progress towards the development of a wellbeing economy in Scotland. Scotland is also a founding member of the Wellbeing Economy Governments network (WEGo), which includes the governments of New Zealand, Iceland, Finland, Wales and Canada.

4.1.3 International Just Transition Approaches

Alongside Scotland's national just transition approaches, there are a range of other methods taking place further afield which provide insights and could be adapted to a Glasgow context, as well as resources that provide just transition support.

4.1.4 International Labour Organisation

The ILO is a three-part United Nations agency which brings governments, employers and workers representatives of 187 member states together to set labour standards and develop policies and programmes which promote workers' rights, advocate for decent employment opportunities and enhance social justice (International Labour Organisation, n.d.). They have published a number of reports and guidelines relating to planning and implementing a just transition, including [just transition policy briefs](#) and [green jobs assessment reports](#) for different countries globally. They are also partnering with government and industry in relation to just planning for key sectors, and

recently negotiated an agreement on the future of work in the oil and gas sector (IndustriALL, 2022). Their just transition framework, displayed below, further highlights key policy areas to develop inclusive, sustainable economies and ensure social justice when managing the transition to net zero:

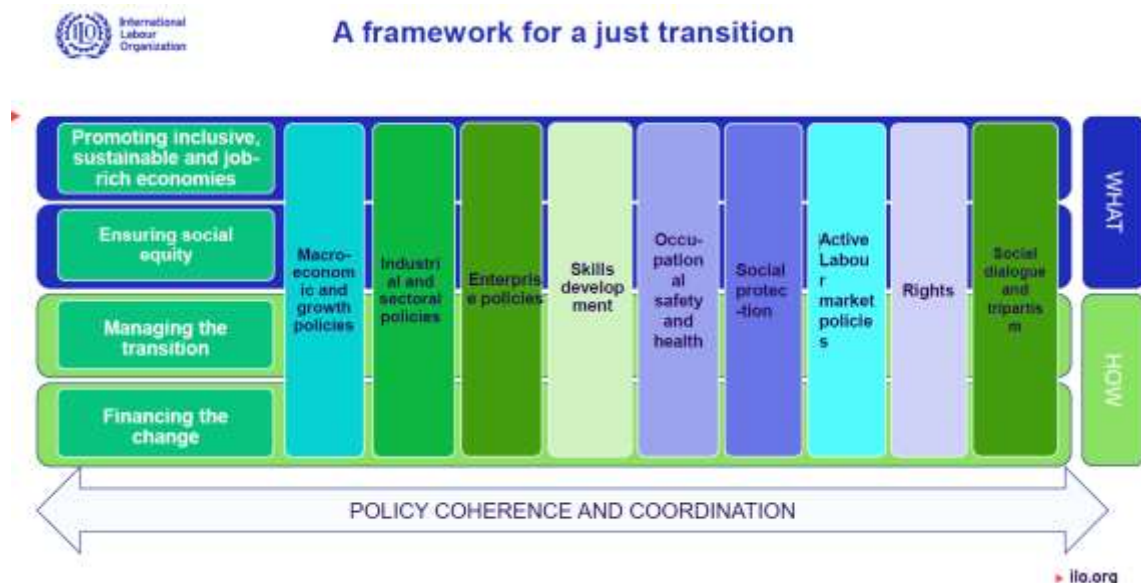


Figure 5. A framework for a just transition. International Labour Organisation, 2023.

4.1.5 European Commission Just Transition Mechanism

The Just Transition Mechanism (JTM) is a tool to ensure that the transition towards a net zero economy is equitable, whilst ensuring no one is left behind. It provides targeted support to help mobilise finance in the most affected places, to alleviate the socio-economic impact of the transition. The JTM focuses on regions, industries and workers who will face the most significant challenges through three pillars:

- **A new Just Transition Fund** – €19.2 billion support to territories that have been identified as likely to be negatively impacted by the transition to net zero. The fund supports economic diversification and reconversion activities in these areas, including the upskilling and reskilling of workers, support for SMEs, research and innovation, clean energy and the transformation of existing carbon-intensive installations.
- **An InvestEU Just Transition Scheme** – Providing a budgetary guarantee under the InvestEU programme and an InvestEU Advisory Hub that will act as a central entry point for advisory support requests. This is expected to mobilise €10-15 billion in mostly private sector investments.
- **A new Public Sector Loan Facility** – A combination of €1.5 billion of grants financed from the EU budget with €10 billion of loans from the European Investment Bank to mobilise €18.5 billion of public investment.

Additionally, the European Commission has created a Just Transition Platform to assist EU countries and regions with just transition planning, by providing comprehensive technical support and advice. The platform has information about funds, opportunities, relevant regulatory updates, and sector specific initiatives, and further promotes the exchange of knowledge and best practice examples amongst stakeholders, including through regular in-person and virtual events (European Commission, n.d.).

4.1.6 International Council for Local Environmental Initiatives

The ICLEI is a global network of local, regional and sub-national governments committed to sustainable development, with a key focus on decarbonisation, nature-based solutions, equity, resilience and the circular economy (International Council for Local Environmental Initiatives, n.d.).

Last year, they collaborated with cities from around the world as part of the [Urban Transitions Alliance project](#) to publish an [Equitable Transitions Guidebook](#), which provides insights, recommendations, examples of best practice, resources and tools for city practitioners to better understand how social equity can be applied to sustainability programmes at a local level.

Case Study: Barcelona Climate Citizens' Assembly

The Climate Citizens' Assembly of Barcelona was a deliberative process which gave citizens the opportunity to specify actions and solutions to address climate change while responding to the question: what can we do to deal with the climate emergency? The assembly included 100 people between the ages of 16 and 75, who were chosen at random within a stratified system that represented the citizens of Barcelona in terms of age, gender, country of origin, neighbourhood, level of education and socio-economic background. The Citizens' Assembly met via twelve face-to-face participatory sessions between September 2022 and January 2023, where members received training, held discussions, and agreed on 34 proposals which were then presented to the mayor of Barcelona. The proposals were centred around the three issues that were voted as key priorities by the assembly: energy; mobility and infrastructure; and consumption and waste. Citizens who took part received compensation of 9 euros per hour for their time, and childcare services were provided by Barcelona City Council to make the assembly more accessible.

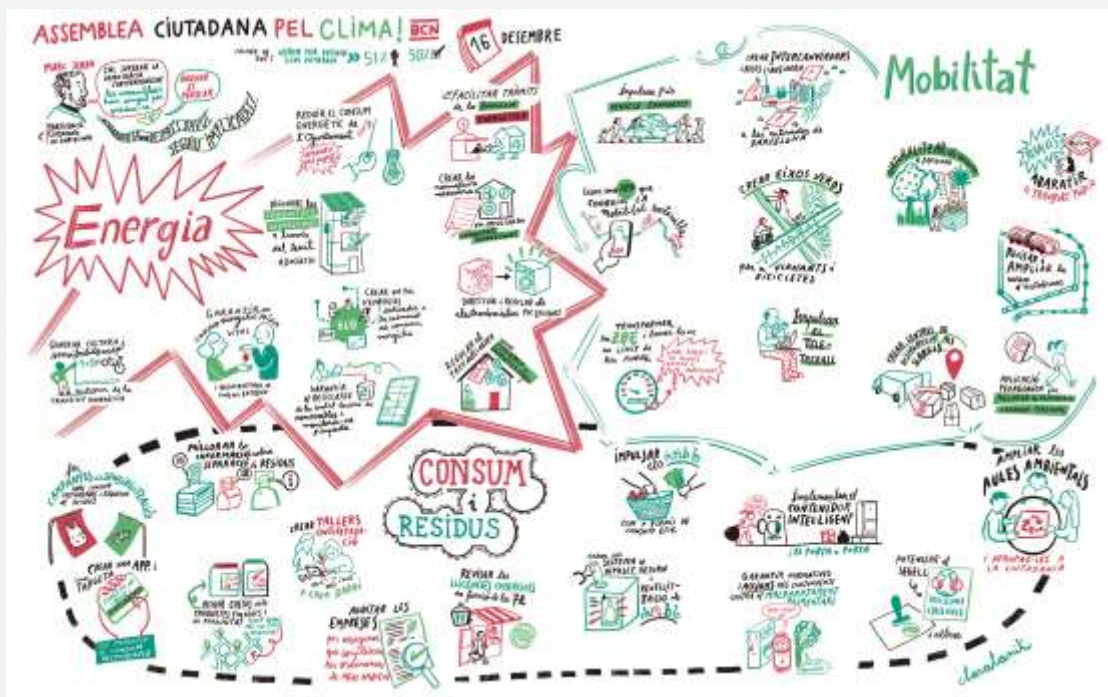


Image source: [Decidim Barcelona](#)

4.1.7 Reflections

Research into the governmental planning landscape and conversations which took place during the January meeting, centred around this theme, generated insights about the extent to which current just transition planning frameworks are supporting Glasgow, and where further national effort might be needed in order to address specific local needs and conditions.

The Scottish Government reports and plans which relate to the just transition contain bold ideas and detail just transition activity that is already taking place, but there is less detail about how to progress from the planning stage to delivery of actions. The Working Group also feels uncertain

about how national policies will be implemented in the context of a just transition and what this will look like in practice. Furthermore, the group notes the responsibility of governments to incentivise behavioural change in order to rapidly reduce emissions.

As a country, Scotland remains heavily reliant on carbon intensive industries and has contributed disproportionately to rising global temperatures through fossil-fuel extraction, the impacts of which have mainly been felt in the Global South. We broadly agree that actions taken on a national and local level to achieve our net zero targets must therefore consider global climate justice and avoid 'offshoring' emissions to other countries, instead of a narrow focus on Scotland's territorial emissions. Some of our decarbonisation priorities, such as the move to electric vehicles and renewable energy sources, are currently dependant on a supply of minerals that are sourced from countries with varying labour rights policies, which are dangerous to extract and destructive to the environment. Focusing on moving away from these extractive industries by developing local supply chains and building the circular economy, which involves sharing, renting, reusing, repairing, refurbishing and recycling existing materials and products for as long as possible to extend their lifecycles, could be a course of action to reduce consumption levels, minimise waste, and avoid further environmental degradation and issues relating to human rights due to the hazardous nature of the work and controversial labour practices.

Finally, we believe the term 'just transition' is not widely understood by the majority of people not working directly on this agenda. This emphasises the need to use understandable and translational language to increase awareness about what it means by building a narrative about the transition, to increase ease of access and foster community action. The importance of breaking the concept of a just transition down and showing how it can address the problems that people are currently experiencing, such as the cost of living crisis and fuel poverty, is recognised as a means to highlight the opportunities that can come from the transition to make the term more relatable.

4.2 Private Sector Preparation

4.2.1 Macroeconomic and Whole Economy Change

Alongside governments and civil society, the private sector has a great deal of power, influence and resource to lead and motivate society in the transition to net zero, and a large amount at stake if it fails to do so. It has multiple roles to play:

- **Businesses as emitters** – Business and industry comprised 19.1% of the UK's CO₂ emissions in 2021 (BEIS, 2023). They also have wider influences on emissions in other sectors, such as buildings, transport, and waste. Successfully navigating this will involve changing all aspects of the business sector to be compatible with net zero targets, including finance, sites and operations, people, strategy, and value chains, as well as business models.
- **Businesses as employers** – In addition to their role as emitters, businesses are employers, subject to the normal set of workers' rights, and with a need for access to labour with the relevant skills and experiences. These skills and experiences will change as part of the transition, with new roles needed, some roles adapted, and some becoming obsolete.
- **Businesses effects on a wider place** – As large employers, changes that are made in the workplace will spread out through the community via the workforce, and their influence on the economy will be a driving force in its systemic transformation (NatWest Group, 2021).

Their ability to deliver and influence this is dependent on a number of factors, including access to finance. As well as this, the private sector must be supported and incentivised by government to enact this change. Whilst the Scottish Government are taking action to plan for and implement a just transition, and the Just Transition Commission includes representation from businesses, there is little mention in the NSET about what this will look like for the private sector as a whole. The UK Government has also committed to transitioning towards net zero, however this often lacks a focus on justice and equality.

4.2.2 Sustainability Disclosure Reporting

At the international level, there has been a significant focus on disclosing the risks that climate change and nature degradation face to financial stability and the global economy. The Taskforce on Climate-Related Financial Disclosures (TCFD) was created in 2015 to improve and increase reporting of climate-related financial information by companies and financial institutions. The TCFD developed a framework to help companies and organisations effectively disclose climate-related risks and opportunities through their existing reporting processes, including a recommendation for companies to develop transition plans. As part of this approach, companies have to set out how 'transition risks' (the risks from a shift to a low carbon economy) and 'physical risks' (the changing climate and more extreme weather), present challenges to their business, governance, strategy, and risk management metrics, as well as targets for addressing them. The approach developed by the TCFD has been transposed into UK law through its [Greening Finance Roadmap](#) (UK Government, 2021), which committed to implementing the TCFD. Subsequent amendments to the Companies Act mean that the need to disclose risks applies to listed companies, LLPs and large private companies with over 500 employees and £500m+ turnover. A similar framework for nature disclosures, TNFD, is also undergoing preparation.

4.2.3 Transition Plans

Another key part of the TCFD disclosure regime is transition plans. According to TCFD guidance, a transition plan should be part of an organisation's plan for addressing climate-related risks and opportunities and be aligned with the organisation's overall business strategy. The Transition Plan Taskforce (TPT) was launched by the UK Government in April 2022 to develop a 'gold standard' for private sector transition plans which contribute to and prepare for the rapid global shift towards a low carbon economy (Transition Plan Taskforce, 2022). In November 2022, they published a draft [Disclosure Framework](#) and [Implementation Guidance](#) to provide recommendations for companies, mainly financial institutions, to develop transition plans. These are based on three guiding principles:

- **Ambition** - Contribute to and prepare for a rapid and orderly net zero transition
- **Action** - Focus on concrete actions which emphasise the short-term and strive for resilience
- **Accountability** - Enable delivery of the plan through clear governance mechanisms along with consistent, comparable and decision-useful reporting and verification

Transition plans could become mandatory for large private sector companies in the coming months. They are already being used as a tool to guide investment in the real economy, with Aviva recently asking companies in its portfolio for robust and viable climate transition plans, for instance (Rolt, 2023). Over time, this requirement is likely to cascade through the financial system into large corporates and SMEs. However, to date overall quality is low. A recent report by the CDP found that 404 out of 1448 companies in the UK reported having developed a climate transition plan, but only six disclosed to all key indicators (George, 2023). Similarly, the Committee on Climate Change (CCC) recently highlighted the need for a stronger emphasis on adaptation in transition planning in their [Investment for a Well-Adapted UK](#) report (Climate Change Committee, 2023). This suggests that more support is needed for the private sector to prepare for the transition.

Another key point to note is that the TPT has not yet incorporated justice into its transition plan guidance. This failure to anticipate, assess and address the social risks could have unintended consequences for both governments and businesses, similar to transitions of the past. However, as part of their next phase, the TPT has announced it will explore wider areas through newly established Working Groups on nature, adaptation, and the just transition, which the working group recognises is a step in the right direction.

4.2.4 The Role of SMEs in the Transition

Whilst the transition will affect all companies to an extent, a just transition must have a strong focus on small and medium-sized enterprises (SMEs). They have the potential to be heavily affected by

the move to net zero and will also play a fundamental role in enabling the transition, due to their role in generating employment, connection to communities, and impact on the economy as a whole as well as in global supply chains (NatWest Group, 2021). However, they face several barriers that impede their ability to decarbonise at the pace and scale needed. In 2021, the British Business Bank (BBB) published a [research report](#) which provides a snapshot of current progress made by small businesses in their journey to net zero, as well as how far is left to go, and explores the barriers to and enablers of further action. The key findings are as follows:

Smaller businesses and the transition to net zero

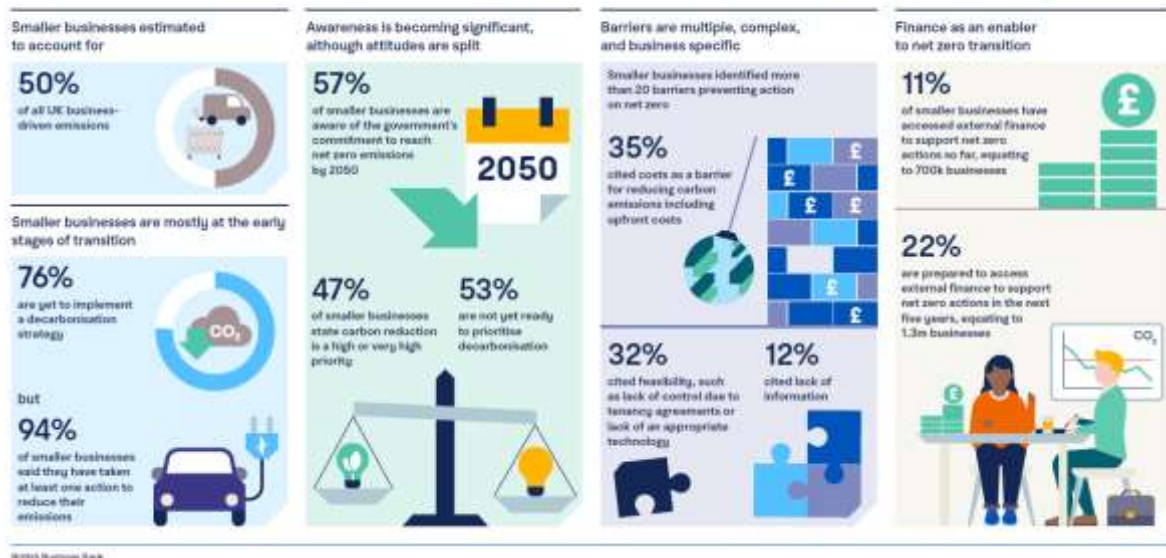


Figure 6. Smaller businesses and the transition to net zero infographic. British Business Bank, 2021.

Some of the main barriers SMEs face are in relation to costs, feasibility, and lack of knowledge and resources. They also have more limited capacity to respond or adapt to the changes brought about by, and needed for, the move to a net zero and climate resilient economy.

In 2020, LSE published a [policy brief](#) about financing small and medium enterprises to support a just transition to net zero in the UK, with a particular focus on COVID-19 recovery. The briefing highlights the crucial role that both bank and non-bank finance will play in supporting SMEs to decarbonise and sets out recommendations for bank and finance providers to support them through the transition, including:

- To introduce flexibility in product offerings such as interest rates and repayment timelines, in recognition that the transition might involve a degree of short-term volatility whilst seeking not to impact on the long-term viability of the business.
- To develop innovative mechanisms to support SME suppliers in the transition. For example, providing financial incentives to approved suppliers of larger corporations and anchor institutions by offering preferential credit rates to cover the costs of the transition.
- To offer sustainability consulting services to raise awareness of SMEs net zero obligations and how they can be achieved, and provide referrals to alternative funders such as the BBB.

They also provide recommendations for governments, such as:

- To establish a sector-specific just transition roadmap with clear goals, timelines and deadlines.
- To introduce changes to fiscal policy, public procurement and expenditure to provide support to SMEs focusing on decarbonisation and social value.

In 2020, SMEunited (the European association of SMEs) published a [position paper](#) on the European Commission's Just Transition Mechanism (JTM). The paper sets out their stance on the

JTM and its 3-pillar approach, which they broadly agree with, and further outlines their requests in relation to each pillar, some of which include (SMEunited, 2020):

1. The scope of the EU's **Just Transition Fund** (JTF) should include support of start-ups and existing SMEs to deliver a successful transition and make the most of any opportunities in light of difficult economic conditions. The JTF should be based on regional transition plans which a broad range of relevant partners, including SMEs representatives, should be involved in the development of. They also suggest that the transition plans should refer to all sectors which will be specifically affected by the economic transformation within regions.
2. The **InvestEU Just Transition Scheme** (which provides investment and advisory support to businesses for a just transition) should be market driven and provide the necessary incentives to be taken up by the private sector.
3. **Public Sector Loans** should be implemented via national intermediaries to allow support of SME transition projects. SMEunited also note that it is especially important for small companies to have simple access to micro loans, to finance the needed investments and actions for a sustainable transition.

Whilst the briefing and approach relates to EU policy, it is still locally relevant as it highlights the need to involve and gain the input of SMEs when developing similar programmes and activities in Glasgow, potentially through key intermediaries such as the Chamber of Commerce and the Federation of Small Businesses (FSB).

In Scotland, there are funds available to SMEs and social enterprises which seek to support a just transition to net zero, including Social Investment Scotland's [Social Enterprise Just Transition Fund](#) and the Scottish Government's [Just Transition Fund](#), however these are solely for projects in the North East and Moray. This is undoubtedly important due to the carbon-intensive industries operating in such areas, particularly oil and gas, however expanding or replicating these funds in other regions could facilitate the delivery of a whole-scale, national just transition.

On a local level, the Working Group was made aware of the partnership working between the Council and the business community on a range of policy and project activities that relate to the just transition agenda. This includes strong collaboration with the Glasgow Chamber of Commerce, particularly in relation to the circular economy. There is also an established set of connections within the city through the Sustainable Glasgow partnership, which has set up a Green Economy and Private Sector Hub and a charter for businesses in the city to sign up to. Mobilising these links will be a key element of the city's approach to managing a just transition and the group therefore refers to them in our recommendations.

Case Study: Step Up to Net Zero

[Step Up to Net Zero](#) is a Glasgow Chamber of Commerce initiative which is being funded by Glasgow City Council as part of the [Green Business Support programme](#). Step Up to Net Zero is supporting 40 businesses in the city to explore decarbonisation opportunities and adopt circular practices through the development of bespoke action plans. This is followed by a four-month fully funded work placement, where an individual is placed within each business to implement the action plan and progress the organisation's circular and net zero ambitions. The placements are currently accepting applications and the programme is open to people of all ages, with a particular focus on supporting those who are currently unemployed and looking to return to the work environment, individuals who are currently working but seeking a career change, and recent graduates.

The placement provides upskilling/reskilling opportunities in relation to the net zero and circular economy agenda, whereby participants gain real industry insights and experience and will be provided with external mentoring support and industry-specific training opportunities. Furthermore, it is supporting local businesses to improve their processes and reduce emissions, kickstarting wider change in the private sector.



Image source: [GCVS](#)

4.2.5 Reflections

Whilst appetite for a just transition seems to be growing in the private sector, the overall sense from the research and Working Group discussions is that more needs to be done at a significant pace for the private sector to adequately prepare for and act as an enabler to drive the economic transition, and that there should be an explicit focus on the different dimensions of climate justice within this. Additionally, the public and private sectors will need to work collaboratively to support each other's needs through the delivery of a just transition.

We recognise the differing capabilities between larger corporations and SMEs to participate and enable the transition. SMEs often lack the capacity and resource to be able to decarbonise, thus addressing and bridging the support gap for SMEs in Glasgow will be crucial to securing a just transition. The Working Group further notes the potential role for larger companies to use their resources to provide support to SMEs, particularly in their supply chains, which could include funding for climate skills training and advice on how to develop transition plans. The development and implementation of transition plans will support the journey to net zero for the entire sector

whilst simultaneously providing opportunities for businesses. It is therefore important that government and trade bodies ensure consistent messaging to the private sector so that businesses can be aware of these benefits and encouraged to take action.

4.3 The Role of Citizens, Trade Unions and Communities

The people of Glasgow know all too well the damage that poorly managed and unjust transitions away from heavy industry can cause to the social fabric of a city and its communities. During a time where people are experiencing multiple hardships, it is even more crucial that residents, workers and communities are supported, prioritised and empowered to participate in building a greener future.

4.3.1 The Importance of Citizen Participation

There is strong evidence and awareness of the benefits of public participation in environmental decision making, including increased acceptance and support for climate measures and gaining valuable insights based on local knowledge and expertise. Furthermore, effective and meaningful public participation is crucial to ensuring that policies are designed in a socially just manner that respects and recognises the needs of communities whilst building resilience, particularly as it is often communities that are heavily impacted by the effects of climate change, including extreme flooding and its associated risks. Citizen engagement is a means of empowering people to fully participate in, learn about and jointly own their net zero futures (The Democratic Society, 2020).

Having the input and perspective of people from a range of backgrounds will be crucial to delivering a truly fair and equitable transition to net zero. Reflecting on Glasgow's experience of de-industrialisation, it is important that the people of Glasgow feel they are able to play their part in the transition and understand what it means to them in practice, instead of it being seen as an abstract concept that is being imposed on them by government. Furthermore, planning an inclusive and just transition is an opportunity to address current inequalities in the labour market that leave some – often women, ethnic minorities and other marginalised groups – more exposed to low pay, poor conditions and precarious work (Diski, et al., 2021).

4.3.2 Community Engagement

A key theme of the [Climate Plan](#) is Communication and Community Empowerment, which commits the Council to undertake significant public engagement to ensure that residents have their say on actions to tackle climate change and improve their local areas. The second theme of the plan is Just and Inclusive Place, to ensure that people are at the centre of the transition to net zero in order to create benefits and opportunities for all, and to empower and mobilise Glasgow's communities to participate in the transition.

There are a range of existing organisations and mechanisms within the city which could support community engagement and participation to deliver a just transition, including local community groups such as Urban Roots and Glasgow Eco Trust, housing associations, equalities groups such as Wise Women and Glasgow Disability Alliance, Glasgow Council for the Voluntary Sector (GCVS), and climate groups such as 2050 Climate Group and Stop Climate Chaos. Working collaboratively with these organisations can act as a bridge between the Council and citizens and communities which could help to build trust and gain their collective buy-in, whilst communicating what a just transition will actually look like for people in terms of their livelihoods and futures. In particular, community and voluntary organisations are well positioned to act as an intermediary between local government and members of the public due to the strength of their existing connections and presence within communities, highlighting the important role they can play in the transition to net zero.

Communities, citizens and workers should also be enabled to participate in the transition by local and national governments, by having their opinions and needs listened to and learned from to plan the transition to net zero accordingly. The Scottish Government's Just Transition Commission

was set up to support delivery of a just transition and includes representation from communities, unions and workers to facilitate meaningful engagement with those most likely to be impacted by the transition, aiming to hear from a range of voices and gain perspective on how to ensure people can shape and contribute to just transition planning in Scotland. Citizens' assemblies/panels can be another route to involve members of the public in decision-making processes around key issues, as can be seen with Glasgow's Citizens' Assembly, which the Council commissioned Ipsos to set up in 2021. The Citizens Assembly brought together a diverse group of 50 Glasgow residents to learn from people living in various communities, and to understand how the city could achieve its net zero targets in a way that would be inclusive, fair and respectful to all (Ipsos, 2021). Glasgow's Citizens' Assembly then published a report with 15 recommendations relating to five key topics (the circular economy, green economy, jobs and skills, home energy, and food and diet), many of which relate to the just transition:

1	The Council should immediately set out a road map for how Glasgow will adapt to the green economy with clear links between training, education and concrete job opportunities
2	The education system should teach children and young people about the skills they'll need for a low-carbon future
3	The Council should raise people's awareness of what home energy measures can be taken and how, from 'quick and easy' changes through to retrofitting
4	The council should encourage supermarkets, suppliers and retail outlets in Glasgow to play their part in tackling the climate emergency
5	The council, businesses, charities and community organisations should work together to improve circular economy mechanisms
6	The Council should improve waste and recycling management (then introduce local community composting)
7	The Council, businesses and national government should subsidise and incentivise training for entering the green economy, for workers at every stage of their careers
8	The Council should establish a 'circular economy district' for Glasgow to help people to access reuse and repair outlets easily
9	The Council should expand the financial support that is available to households to decarbonise homes, for example in the form of tax incentives, grants and loans
10	The Council should repurpose derelict (uncontaminated) land or unused spaces where possible for people and organisations to take action at a local level
11	The Council should lead on making Glasgow an attractive place to work and train in new green industries careers
12	The Council should enforce home energy improvements among private landlords
13	The Council must educate and help people to cut down on meat and dairy and promote the shift towards a healthier low-carbon diet
14	The Council should accelerate the rollout of district heating wherever possible across the city
15	The Council should introduce a local ambassadors scheme for people to promote green jobs and skills in their communities

Figure 7. Glasgow Citizens' Assembly 15 recommendations on the Climate Emergency. Ipsos Scotland, 2021. Pages 5-6.

In partnership with the Scottish Government, the Royal Society of Arts (RSA) hosted a series of [participatory futures workshops](#) over the summer of 2022 to explore how changes to the energy system could impact local communities and empower citizens to collectively imagine a just transition in Scotland. The RSA believe that involving citizens with lived experience of a variety of issues and having greater diversity of perspectives leads to more robust foresight, including in the transition to net zero. Participatory futures workshops can also have a transformative impact on participants by building their imaginative capacity and allowing them to shape potential positive futures, with several case studies from the field demonstrating that they lead to a greater sense of agency and optimism about the future amongst those who take part (Wallace-Stephens, 2022).

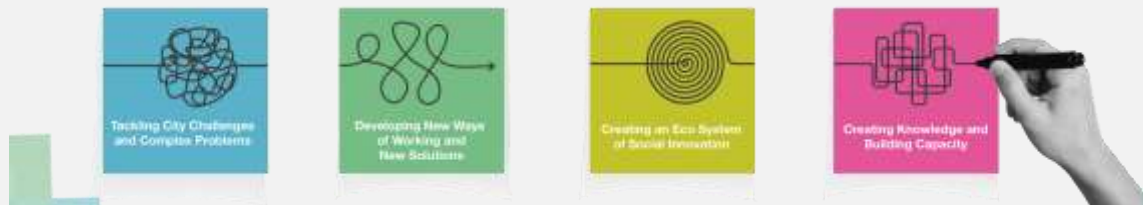
The Democratic Society, an EIT Climate-KIC partner, has also explored different ways to successfully enable citizen participation in climate action based on learnings from their work, such as:

- **Deliberative events** which demonstrate the active role that citizens can play in decision making, and to develop a collaborative and consensus-based approach to tackling complex issues like climate change.
- **Participatory budgeting** to involve citizens in local governance and decision making, by providing an opportunity for them to allocate and distribute public funding to different projects, as was done with the Council's [Wee Green Grant](#) in 2019. More specifically, green participatory budgeting is a way for people to make direct decisions about how budgets are spent in relation to initiatives which deliver environmental benefits. Green PB can help to secure consistent, annual low carbon investments and raise awareness amongst citizens of the benefits of climate change action in a manner that corresponds to their needs, enabling people to participate in the transition to net zero by supporting them to have a say in the decisions that affect them, their communities and the environment. [Participatory Budgeting \(PB\) Scotland](#) was developed by the Scottish Community Development Centre with funding from the Scottish Government, providing support to local authorities looking to implement PB as a process whilst acting as a hub for sharing and learning of PB initiatives around Scotland. Some examples of green PB in action include the Edinburgh Community Climate Fund and [Dundee Climate Fund](#).
- **Citizen science and constructive dialogue** to empower citizens to participate in informed decision making through participatory and inclusive processes. An example of this is [HackAIR](#) platform, which was co-created with citizens to foster democratic participation in measuring and understanding air quality, ultimately raising collective awareness on the topic through local dialogue and discussions. Through this co-creation, participants not only reported a change in their individual behaviour based on improved practical knowledge on air pollution, but also an increased belief in the power of their own voice (The Democratic Society, 2020).

The Working Group is also mindful of the key role which arts and cultural practitioners can play in supporting communities to think about sustainability issues, to draw on their own innate creativity, and to give a sense of agency to people through artistic media. The city has a very positive record on which to build here, with the approach from Glasgow Life to make libraries into hubs for broader community engagement and creative activity being a good example of how traditional neighbourhood assets can be mobilised for wider purposes. Glasgow's Artists in Residence programme has similarly worked with local people on the climate agenda and used creative approaches to empower and engage with them. There are many other examples in the city of the arts and design being used from universities and third sector organisations through to individual activists to connect with communities on a range of sustainability issues that reflect their own lived experience. All of this offers material for reflection around how Glaswegians can inform a just transition that is meaningful to them and reflects their own diversity.

Case Study: Centre for Civic Innovation

The CCI is a citizen-centred design team within Glasgow City Council which uses innovative methods to address city challenges and complex problems, and improve the lives of local people. The CCI are committed to developing a joined-up system for people, place and services in Glasgow, empowering colleagues, citizens and communities to creatively solve the problems they face together.



The CCI's Citizen Power project investigates the redistribution of power at the neighbourhood level, putting people at the heart of decision-making processes and in control of the things that directly affect their lives. The project explores six key areas:

1. Create a platform to hear local voices
2. Celebrate the things we are good at and find opportunities for positive change
3. Deliver a true transfer of power to local people, enabling decision-making with impact
4. Create an informal, accessible and transparent model using creative approaches
5. Ensure wider inclusion, better representation and more people are involved
6. Better understand local priorities and what people want and need

Using this research, the CCI develop a Citizen Power Framework (shown in Appendix E) as a tool to reflect on and evaluate current projects, initiatives and opportunities through the lens of citizen power.

4.3.3 The Role of Trade Unions

Throughout modern history, trade unions have been at the forefront of managing industrial change due to their protection of workers and collective bargaining structures. Thus, they have a major role to play in the transition to net zero, providing a unified voice for workers across industries and advocating for fair work and good quality jobs. For this reason, it is imperative that employers, as well as local and national government, work closely with trade unions to ensure that workers are continually safeguarded during the transition to net zero. Many trade unions in Scotland are already engaged on climate justice and have been fundamental in shaping national planning and pushing for a just transition so far, including through the establishment of Scotland's Just Transition Commission and its subsequent work. In recognition of the vital role of trade unions to secure a just transition, last year the Scottish Government announced £100,000 in annual grant funding to support just transition capacity within the trade union movement. The money will be used by the STUC to coordinate worker engagement on the just transition, amplify and share best practice, and provide policy support, including through the recruitment of two new Just Transition Officers (Scottish Government, 2022).

In 2021, the New Economics Foundation (NEF) published their [Powering the Just Transition](#) report which put workers and unions at the centre of industrial change in Yorkshire and the Humber. This offers a model which Glasgow could learn from in relation to similar industries such as construction. Some of the ideas they put forward in the report include:

- Establishing and properly funding locally led just transition partnerships to engage workers, unions and employers in social dialogue and find ways to include more marginalised and non-unionised workers.
- Holding employers to account for their just transition plans as well as their decarbonisation plans, ensuring these are co-designed with workers.

- Honestly assessing which industries should be prioritised for support to decarbonise and which should be phased out with a just transition for workers (Diski, et al., 2021).

Spanish mining unions were also fundamental to securing a landmark Just Transition deal (Plan del Carbón) with the Spanish Government in 2018 as they sought to close coal mines over the near future. €250 million was allocated to invest in mining communities and support business and clean energy initiatives in mining regions from 2019-2023. The highly detailed agreement, which provides a package of benefits to miners and communities, was praised by unions as a model process and included the development of action plans for each mining community. The agreement also offered early retirement packages for miners, retraining for green jobs, and environmental restoration projects to regenerate former mining sites, with the employment of former miners being prioritised for the environmental restoration jobs (IndustriALL, n.d.).

4.3.4 Ownership and Governance of the Just Transition

The role of citizens, communities, trade unions and workers, and the community and voluntary sector are essential to securing the justice element of the transition to net zero. The participation of these groups must be supported by local and national policy and the actions of business and industry, and will thus involve collaboration across a broad range of actors, including the public, private and third sector and people with a variety of lived experiences, in order to drive a wholesale economic and societal transition towards a more sustainable and equitable future.

STUC research into Scotland's low carbon and renewable energy economy highlights the negative consequences of multinational governance, noting that "despite past promises of 130,000 jobs by 2020, direct employment in 2018 was 23,100, down from 23,400 in 2014" (STUC, 2020). The issues the report evidences, which often pertain to private and overseas ownership of Scotland's energy sector, emphasise the need to challenge ownership structures in our economy and the importance of public and municipal ownership to secure a truly just transition.

In 2021, the Transnational Institute (TNI), an international research and advocacy organisation committed to building a just, democratic and sustainable planet, published a [report](#) centred around democratic and collective ownership of public goods and services. In particular, the report explores the role of public-community collaborations to "unlock local knowledge and empower citizens by combining the city's administrative and political power with the potential of its citizens" (Transnational Institute, 2021), facilitating the co-creation of essential spaces, goods and services such as water, energy, housing, health and care services. The report details ten 'stories' where co-governance and ownership over public services has been effective and which have the potential to be replicated in other places, further providing a set of recommendations for establishing public-community collaborations. Many of these examples of best practice are heavily related to just transition priorities and Community Wealth Building principles, providing a means to reinvest profit back into local areas and deliver multiple benefits to citizens whilst building a sense of agency within communities.

In response to a question about what actions the Council should prioritise when trying to achieve a just transition in the public consultation, one respondent specified the need to "provide ways for people in Glasgow to have a continuous and ongoing role in deciding what is prioritised and how [...] by opening up decision-making so that people have a directly democratic experience." Other responses reflected similar feelings about the importance of citizen participation, highlighting the need to co-create the transition, and build a sense of ownership with citizens, workers and communities.

Case Study: Plymouth Energy Community

Plymouth City Council helped to establish an equal partner, now known as Plymouth Community Energy (PEC), to form a public-community collaboration which would support community energy in Plymouth, with a focus on addressing fuel poverty and reducing carbon emissions. PEC was set up in 2013 as a social enterprise with a cooperative ethos 'to empower the community to create a fair, affordable, low carbon energy system with local people at its heart'. The support of Plymouth City Council has taken various forms including providing staff expertise, a start-up loan and a grant. PEC has worked on a number of energy related projects in partnership with the city council, including transforming a landfill site into a community-owned solar farm, installing solar roofs on schools and community buildings, and developing affordable, zero carbon, community-led housing. Through this work, PEC has created locally-owned energy infrastructure, ensuring that a portion of the money local residents spend on their energy bills remains in the community and is re-invested in projects that deliver benefits to community members, facilitating the delivery of a fair and inclusive energy transition.

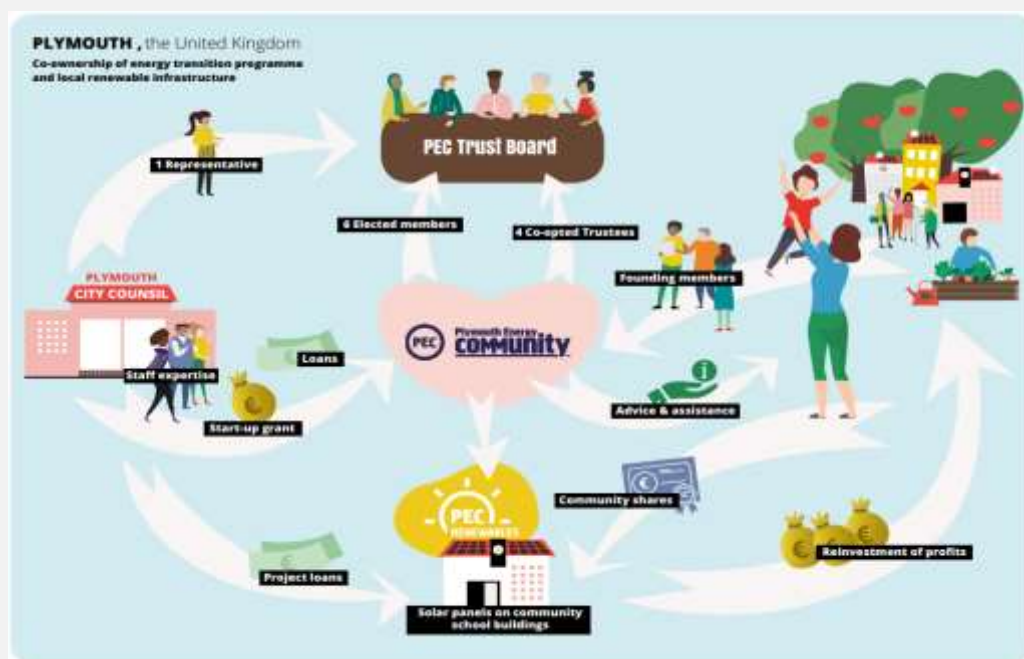


Image source: [TNI](#)

4.3.5 Reflections

There is a growing awareness amongst members of the public that climate change is a significant issue which needs to be addressed, and that this will require changes to the way our society and economy operates in order to secure a fairer, greener future.

It is also fundamental that citizens, workers, communities, unions and the third sector are involved in planning and decision-making processes to guarantee a just transition. However, it can be easy for people to feel disillusioned and powerless to act due to the scale of the emergency, impeding their ability and motivation to participate, particularly during a time where many people are experiencing multiple hardships. The Working Group recognises that the public can experience 'engagement fatigue' towards the Council and that the role of the third sector is impacted by challenges around funding. However, the current review of the Council's Community Empowerment service can also offer opportunities to enhance community co-design activities and mechanisms in the city to improve citizen participation. Such work also aligns with the Council's

own leadership of the Open Government agenda, seeing the just transition approach as a further means to extend and deepen local democracy.

The OECD's [Bridging the Great Green Divide report](#) shows the potential for the green transition to exacerbate inequalities, particularly for women, as more than two thirds of green jobs are held by men (OECD, 2023). Currently 78% of green jobs are in male dominated industries, and roughly 30% of the total gender pay gap can be explained by an overrepresentation of women in low-paying sectors such as care and education (European Parliament, 2020). This highlights the need to support women through the transition in order to address this gender gap. This is likely to be similar for other marginalised groups, thus a focus on human rights and social justice will be fundamental in the transition to net zero. As a group, we discussed the need to consider how we value the 'foundational economy', including jobs in health, education and care, which are often carried out by women, in a low carbon society. This could be addressed by focusing on the fair work principles of effective voice, opportunity, security, fulfilment and respect, as well as the wellbeing economy, which values the quality of life of people and the environment over traditional economic measures.

4.4 Glasgow City Council Actions to Enable the Transition

4.4.1 The Effect of the Transition on Council Staff

The green transition will transform local labour markets as workers move into different occupations and sectors. It will create new types of jobs, result in the loss of some existing jobs, and change the skills required for many jobs. Furthermore, it is likely that all jobs in the future will include a green element as sectors seek to decarbonise and develop strong green credentials, and achieving this will require a focus on skills development and training for the workforce to fully participate in the transition towards a greener future (Shared Intelligence, 2022).

As well as its role as an enabler to transform the economy and work towards net zero, the Council will also have to make internal changes and support its workforce through the transition. Achieving the city's net zero target will call for transformation in how the Council delivers its services, including education and employability, business support, roads and parking, planning and building, parks and leisure, and bins and recycling. In order to adapt service delivery and be equipped to respond to the climate emergency, staff will require a level of knowledge about climate change, as well as the skills to support the transition through new ways of working.

4.4.2 Climate Literacy Training

The Council's Neighbourhoods, Regeneration and Sustainability (NRS) service developed a course with [Keep Scotland Beautiful](#) to be delivered to staff internally and accredited by the [Carbon Literacy Project](#). The Climate Literacy Training was initially offered to Council colleagues in 2020 and delivered online by NRS and Keep Scotland Beautiful staff. Following this, GCC staff who had completed the training and received their formal 'Carbon Literate' certification were given the opportunity to take part in a 'train the trainer' course as part of the Council's commitment to roll the training out across all departments. The course is now delivered by GCC trainers to their colleagues as part of a peer-to-peer model which seeks to equip staff with a base level knowledge of climate change in order to build confidence on the subject and improve services when working towards our target to become net zero carbon by 2030. The 4-week course covers the basic science behind climate change, the impacts of global warming and adaptation methods, climate policy and the role that local authorities can play, as well as providing participants with the knowledge and skills on how to lower their own emissions.

To date, the training has mainly been rolled out across the Economic Development service, with the entire division on track to complete the training by September 2023. While the train the trainer model has worked well in this case, it may have stalled delivery of the course in other departments due to resource issues and limited staff time. Additionally, the Climate Literacy Training is an introductory course which is designed to act as a stepping-stone to other learning and

development opportunities. It is therefore acknowledged that there is still much work to be done to upskill staff in relation to the climate emergency and prepare the workforce to deliver Council services in the context of the transition to net zero.

4.4.3 Climate Ready Modern Apprenticeship Programme

The Climate Ready Modern Apprenticeship is a new 3-year programme within NRS which, through the Glasgow Guarantee employability scheme, provides an opportunity for young people to learn about all aspects of horticulture and shape Glasgow's parks. This will include practical training which is directly linked to Glasgow's Climate Plan and the city's net zero ambitions. The programme will focus on planting and maintenance of Glasgow's newly established 'green connectors', which include wildflower/bulb areas, rain gardens and arboretums, whilst also supporting apprentices to develop green skills at a range of locations, such as Glasgow Botanic Gardens, Glasgow Green, and Pollok Country Park. The apprenticeships are an opportunity for young people to be involved in projects such as the redevelopment of George Square and the City Centre Avenues programme, and further provide a route for young people to build new skills, progress within the NRS service and sustain a long-term career.

Case Study: City Building Training College

Earlier this year, City Building opened a new training college in Springburn to meet the future demands of its craft apprenticeship programme and continuous upskilling of its workforce. The college was designed and built by City Building staff using timber kit infill panels manufactured onsite at the Royal Strathclyde Blindcraft Industries (RSBi) factory, and is powered entirely by solar energy and air-source heat pumps with surplus energy routed to the adjacent RSBi factory. Alongside modern skills within renewable and technology sectors, a range of traditional trades from stone masonry to brickwork will be taught at the college, enabling the next generation to restore and maintain historic buildings across the country and providing upskilling opportunities which will support building retrofit and renewable energy installation in Glasgow.



Image source: [Urban Realm](https://www.urbanrealm.co.uk/)

4.4.4 Council Levers to Deliver the Transition

Local authorities have leverage and influence based on the services they deliver, contracts they procure, policymaking powers, programmes and projects they fund and implement, and overall leadership and convening role they play within their locality. They also play a wider enabling and communications role, engaging with communities, the public sector, business and industry in conversations about climate change and the route to net zero. The Centre for Alternative Technology further suggests that councils can deliver more by working 'sideways', leading by example and encouraging others to act (Shared Intelligence, 2022).

4.4.5 Sustainable Glasgow

In 2010, the Council established the [Sustainable Glasgow Partnership](#) to lead on lowering emissions and developing the green economy. It is now the principal collaboration for delivering the city's ambition to become net zero carbon by 2030. The partnership includes members from housing, transport, business, universities and education working together to create a sustainable and low carbon city, and is supported by four thematic hubs designed to address some of the city's key challenges:

1. Greening the City Hub
2. Green Infrastructure and Transport Hub
3. Private Sector and Green Economy Hub
4. Housing and Heating Hub

The partnership's broad range of projects are centred around improving quality of life in the city, boosting the economy and protecting the environment. They cover a wide range of areas, such as the installation of climate friendly infrastructure, creation of renewable energy schemes, retrofit of homes to be more efficient and better insulated, increasing green jobs, and developing large-scale climate neutral approaches to city transformation.

Sustainable Glasgow has also been leading on a COP26 legacy project with the C40 network, called the Thriving Cities Initiative. This looks to respect planetary boundaries and mainstream 1.5°C living alongside a strong focus on social justice and protecting vulnerable communities. It links to a programme of work at the University of Glasgow, GALLANT, which will help to map assets and inform decision-making around environmental issues in the city. In this light, the Working Group was impressed by the range of collaborative activities being undertaken by Sustainable Glasgow partners in the further and higher education sectors and sees them as a strong basis for supporting both thinking and interventions on the just transition. We are especially keen to develop the relationship with the Mary Robinson Centre for Climate Justice at Glasgow Caledonian University as one of the city's key resources.

4.4.6 Green Skills and Jobs

Understanding green job demand and the longer-term skills needs for Glasgow will be crucial to securing a just transition and will require a great deal of collaboration with partners across education, industry, the voluntary sector, trade unions, local anchor organisations and neighbouring local authorities in the City Region.

STUC's [report](#) on Scotland's low carbon and renewable energy economy highlighted a failure to realise employment opportunities in the sector, resulting in workers and communities missing out in the transition to net zero. By analysing ONS imports and exports data, the report concluded that a trade deficit and "a sector dominated by private and overseas interests that import goods and services" are the primary reason behind this lack of employment (STUC, 2020). This shows the importance of working collaboratively with businesses in and around Glasgow to build and strengthen local supply chains, deliver local jobs and support fair work practices, with particular consideration for Glasgow and the City Region's capabilities in a variety of sectors which will bolster the transition to a low carbon economy (such as engineering and manufacturing) and supporting people from a range of backgrounds into these roles.

In 2022, Skills Development Scotland published [Green Jobs in Scotland](#), a report which provides an evidence-base to build a better understanding of future job and skills needs in Scotland, and to drive action to support reskilling and upskilling in the transition to net zero. The research defined three different job categories which will be essential to achieving net zero: new and emerging green jobs; existing jobs with enhanced green skills and knowledge; and existing jobs that have increased demand due to the transition (Rubio, et al., 2022, pp. 1-2). A key recommendation from the report was to build on the research and gain more comprehensive data to increase understanding of green jobs and skills gaps and needs, particularly regionally, sectorally and in relation to fair work principles (Rubio, et al., 2022, pp. 41-42). Some of the key findings of the report include:

- Women are notably under-represented in green jobs in Scotland. However, of the women working in green occupations, almost three quarters are in enhanced skills and knowledge jobs (74.2% vs 60.6% men). This suggests that there should be focus on supporting women into new green jobs to address the under-representation of female workers.
- There is a lower proportion of young people (aged 16-24) in new and emerging green jobs, indicating that more needs to be done to engage people from a young age and support the younger generation into these roles through a variety of opportunities.
- Policy should start to focus on encouraging the greening of jobs in all sectors, particularly new and emerging non-green jobs. Additionally, a focus on key sectors, regional needs and equalities data is fundamental to just transition planning.

From an education perspective, Learning for Sustainability allows schools in Glasgow, and across Scotland, to embed an approach to sustainability and social justice throughout the curriculum and school life. There are also numerous ways in which pupils can get more involved in such issues, particularly through the Eco-Schools programme. Glasgow has worked for some time to encourage the uptake of STEM subjects and skills, and to challenge occupational stereotypes and barriers around them (especially for girls and young women). These offer a good basis on which to invest in the green skills agenda, alongside development of the further education sector in particular. This will help to close the skills gap across low carbon sectors, and build the capacity needed to support green skills pathways and routes into meaningful, fair work. Teach the Future is an example of a youth-led campaign pushing for broad climate education in the UK, which is also calling for climate learning to be embedded into all areas of the school curriculum to build knowledge and increase skills acquisition. Councils and all levels of educational institutions, including schools, colleges and universities, should work together closely to develop an evidence base of industry and community needs, with a view to increasing the skills required to advance the supply of green jobs and apprenticeships that will be integral to achieving the transition to net zero (Shared Intelligence, 2022). The Council should also seek to enhance and adapt its employability support services to align with and support the move towards a green economy.

In 2022, Shared Intelligence published a report for Friends of the Earth and Ashden with a set of recommended actions for local authorities to take in relation to green jobs and skills, which are detailed below:



Figure 8. Green jobs and skills recommendations for local governments. Shared Intelligence, 2022.

By ensuring that everyone has equal access to the new employment opportunities offered through the transition to a low carbon economy, Glasgow could seek to fill new and existing skills gaps and address current inequalities and hardships faced by citizens. Supporting people into decent, well paid work can have wider benefits for the local economy through productivity gains and increased local spend, as well as reduced expenditure on public services as a result of improved public health outcomes (Hunter, et al., 2023). It will also ensure that industry demand for suitably skilled people is met and can address employers' concerns about labour market shortages in key areas that can help to stimulate green economic growth.

4.4.7 Just Transition Skills Action Plan

The Just Transition Skills Action Plan (JTSAP) for Glasgow and the City Region, which has been developed by Skills Development Scotland and Glasgow City Council, sets out the role of climate planning and the skills system in securing a fair and equitable transition to net zero, whilst seeking to reduce inequality and provide opportunities for people. Its overarching vision is that "every person is able to reskill and upskill to participate in the just transition to a net zero, and climate resilient economy in Glasgow", and the five key objectives of the plan are to:

1. Enhance existing skills and employability interventions
2. Develop new skills interventions for a just transition
3. Align climate action and the skills system
4. Enable the conditions for proactive, just and equitable skills planning
5. Reform the skills system

4.4.8 Procurement

Supply chains are another crucial component of decarbonisation, and public procurement systems have the potential to be a finance mechanism to deliver a fair and equitable transition. Procuring goods, services and activities is a way to prioritise and grow local businesses, increase opportunities for co-operatives, social enterprises and third sector organisations, guarantee community benefits, and ensure fair work opportunities, thus delivering socio-economic and environmental benefits and supporting local economic development. Localising supply chains and procuring goods and services within a closer proximity to Glasgow will not only reduce our emissions, but further build resilience into supply chains across all industries whilst providing a supply of local jobs for citizens.

The Council's [Corporate Procurement Strategy 2018-2022](#) placed a focus on sustainability and low carbon, improved health, and resilient and empowered neighbourhoods, with a key priority to promote sustainability, fair work practices and the importance of equality through procurement. The newly developed [Sustainable Procurement Strategy](#) further sets out the vision, objectives and actions which will direct and govern the Council's procurement activities from 2023-27. The

document reflects both national and local policies and priorities, including a commitment to address the climate emergency and a key objective to support the Council's net zero ecological and adaptation ambitions. The new strategy also focuses on suppliers' fair work first practices and monitoring of their sustainable and ethical supply chains.

A key recommendation in the Shared Intelligence report noted above is to increase green job opportunities for people from diverse backgrounds through local government levers such as procurement, by working with local education providers, employers and grassroots networks. Procurement can be a means to deliver social value through targeted recruitment and prioritising the most vulnerable and marginalised groups in society to secure a truly just transition. An example of this is the [Green Jobs and Just Transition project](#) in Milan, which aims to create an estimated 50,000 jobs in public housing retrofit and construction whilst reducing emissions and tackling energy poverty, which disproportionately impacts on migrant communities who are more likely to be housed in public buildings with poor energy efficiency ratings. The programme will provide training and upskilling to workers in the construction and manufacturing sectors, with a particular focus on workers with a migrant background, who are already highly represented in these industries. One of the ways the success of the project will be measured is through the number of green jobs created for residents with a migrant background (Hunter, et al., 2023).

4.4.9 Building Retrofit

The Council's Strategic Plan states that it must "continue to improve the heat and energy efficiency of [its] property assets, ensuring high standards in new buildings and completing retrofit, where viable, throughout the existing estate." By prioritising the decarbonisation of its buildings, as well as other assets, the Council has the opportunity to lead by example and reinvest the energy savings from such work. These could potentially be directed towards further programmes of housing retrofit across the city, applying learning from its experience of managing national funding for priority domestic retrofit through the Council's overall [housing strategy](#) role for the city and guided by its [Affordable Warmth Strategy](#). This would also help to build a workforce in sustainable construction, providing local job opportunities through the transition to net zero. There is an opportunity for the Council to work closely with City Building on this agenda, due to its existing experience and skillsets, and to explore the potential for piloting retrofit work in the Council estate which could be scaled up and replicated across other Council-owned buildings.

More broadly, Glasgow City Region has developed plans for a large-scale Housing Energy Retrofit programme, with the aim of creating a long-term route out of the cost of living crisis by improving the quality of housing, reducing fuel poverty and creating thousands of new local jobs across the City Region whilst simultaneously reducing carbon emissions. Glasgow City Region's proposal is to develop a ten-year £5 billion investment programme that will upgrade the insulation for all properties in the City Region that would benefit from improved energy efficiency, which are often located in the most deprived communities, and to explore the use of innovative renewable technologies through the process. Delivering this programme of investment in home energy efficiency and clean energy will further help Glasgow City Region avoid projected future skills shortages and rising labour costs in the construction sector (Glasgow City Region, 2021). Whilst working with City Region partners to advance this programme, the Council should also maintain a local focus to improve the energy efficiency of both the properties it owns and the city's housing stock. Further to this, the Council has the ability to encourage and support the private sector to carry out these activities and significantly reduce the city's carbon emissions.

4.4.10 Placemaking

As the geography of transitions will differ based on local context and needs, a place-based approach will also be vital for policymaking. [People Make Places](#), a report by Glasgow's Place Commission, details the importance of taking a place and people-based approach in relation to city planning and development, particularly when addressing the climate emergency, and will help to inform the implementation of the [City Development Plan](#). The report highlights how place quality can deliver economic, social and environmental value, and states that the interaction and

integration of wider priorities such as social, housing, community, economic, travel and environmental policy is integral to delivering placemaking outcomes (Glasgow Urban Lab and the Glasgow School of Art, 2022), the details of which are outlined in the following diagram:



Figure 9. Place value outcomes. Glasgow Urban Lab and Glasgow School of Art, 2022.

The Scottish Government has also committed to developing 20-minute neighbourhoods in the [National Planning Framework 4](#) (NPF4), a concept which aims to create places where people can meet most of their daily needs within a reasonable distance of their home, by walking, wheeling or cycling. 20-minute neighbourhoods support local living, which can deliver a range of benefits including: better health and wellbeing by encouraging physical activity and social interaction, and providing access to good quality greenspace; improving the local economy by providing employment and training opportunities in local areas and increasing footfall for existing businesses; and balancing our relationship with the environment by creating good quality opportunities to walk, wheel or cycle to the places we access regularly, reducing the reliance on private car use, cutting carbon emissions, improving air quality and providing more space for nature and biodiversity. Glasgow's [Liveable Neighbourhoods](#) (LN) approach backs this up by blending the 20-minute neighbourhood concept with the place principle, which is at the heart of addressing the needs and realising the full potential of communities.

4.4.11 Transport and Mobility

Connectivity is the essence of socio-economic systems, transferring goods, services and people around the places where we live, work and play, and therefore a means to deliver effective placemaking and rapid decarbonisation. Transport is the highest emitting sector in Glasgow, accounting for a third of all carbon emissions produced by the city, and thus requires major changes to achieve net zero. Transport is also directly linked to health inequality, poverty and economic performance (URBACT, 2022). Transport systems are more than just a way to move around, but further influence a city's urban fabric and quality of life (Connectivity Commission, 2019). The [Connecting Glasgow](#) report by the Connectivity Commission, which seeks to create an inclusive, thriving and liveable city, outlines the importance of mobility and highlights some of the connectivity contradictions that are isolating communities and creating economic divide within Glasgow. In particular, the report notes how people with disabilities face significant connectivity barriers as much of the city's public transport network is currently inaccessible. To address these issues, phase one of the report provides recommendations to the Council on how to improve connectivity in the city, including developing safe, high quality active travel networks, improving bus services, repurposing vacant and derelict land and prioritising people-friendly public spaces. Some of the activities mentioned in the report are already underway or being developed, such as the Avenues programme, however it is crucial that the Council prioritises citizens and communities

that are facing obstacles in relation to connectivity, to support the development of a well-connected and low carbon city and enable everyone to move around Glasgow freely and safely. It is also essential that actions relating to transport are well-planned and carried out sequentially, so that people are offered better options which discourage the use of private vehicles without removing freedom of movement.

In the public consultation, transport was often cited as the most important area for the Council to focus on as a means to secure a just transition. The results of the consultation highlighted strong support for bus re-regulation and publicly owned transport systems, which aligns with Scottish Government plans to use powers in the Transport (Scotland) Act to enable local authorities to run their own bus services. A number of respondents also noted that public transport costs were high in Glasgow, particularly when compared with other cities in the UK and across Europe, which encourages the use of private cars. This further strengthens the argument for having a municipal bus company and for the trial of free public transport in the city, a motion which was approved by the Council in 2022 and which was also suggested in the public consultation.

The [Glasgow Transport Strategy](#), [Active Travel Strategy 2022-2031](#) and Liveable Neighbourhoods programme offer a means to facilitate a just transition by providing access to equitable, affordable, clean and reliable public transport, improving infrastructure for walking, wheeling and cycling, and reducing the number of private vehicles on the road. A six-week public conversation was held in 2020 to engage with the public and gather the views of stakeholders in order to shape the city's transport future and help inform Glasgow's transport plans. The results of the public conversation are outlined in the [Connecting Communities](#) document, and a visual overview can be found in the [Connecting Communities Storymap](#). As part of their participation in Planning Aid Scotland's [Sustaining Choices](#) programme, Glasgow Eco Trust recently developed an [Active Travel and Sustainable Transport Action Plan](#) for Whiteinch and Scotstoun in collaboration with the two communities. This work has the potential to contribute to the LN programme, which Glasgow Eco Trust specify in the plan, calling on the Council to work with them alongside members of different communities in Glasgow to strengthen the LN approach.

The Council should seek to build on this and look at new methods to hear the views of people with a range of lived experiences, as outlined in the earlier section on Community Engagement, to ensure that placemaking and transport policy connects communities, increases opportunities for citizens, improves economic prosperity, leads to better health outcomes and delivers a wide range of environmental benefits. This sentiment was also expressed in the public consultation, to ensure that people who are traditionally under-represented have their voices heard, and to consider compensating people for their participation as a way to engage with harder to reach groups. In the public consultation, respondents suggested working closely with disabled people and the elderly on the transport agenda, to ensure that public transport is truly accessible and fit for purpose, and that those who currently need to use a car are not heavily penalised during the transition.

4.4.12 Climate Engagement

Climate engagement and building agency for citizens and communities to participate in and learn about the transition is another lever the Council can use to manage the transition effectively and bring people along on the journey to net zero. The Sustainability team are currently investigating the development of a Community Climate Engagement Framework aligned with the [UN's Sustainable Development Goals](#), as proposed in the Glasgow [Climate Plan](#), and the Council more broadly is carrying out work in this area through a variety of projects and programmes the city participates in. One such programme is the URBACT Global Goals for Cities Network, which is aimed at localising the UN's SDGs in 19 cities in Europe. For Glasgow, the focus is on inclusivity, community empowerment, a just transition, and health and wellbeing. As part of the network, Glasgow has undertaken several climate cafés in partnership with the Glasgow Science Centre, to discuss what the UN's SDGs mean to residents, as well as to raise awareness and build trust. The cafés were held in 2022 with a diverse range of organisations and citizens, including AMINA Women's Muslim Resource Centre, African Challenge Scotland, the Glasgow Disability Alliance and female-led social enterprises. Some of the conversations that took place during the cafés

highlighted the need to have information on the SDGs in different languages, and there were many discussions around poverty and the importance of addressing the current cost of living crises when moving forward with climate ambitions. The final output of the project was to create an action plan outlining how Glasgow intends to progress with localising the SDGs, including actions to ensure a diverse and participatory approach to identify local solutions to tackle the climate crisis (Hunter, et al., 2023). Positive work has also taken place through Education Services on developing climate leadership for girls and young women through a focus on SDG 5: gender equality and women's empowerment. All of this work should be built upon to allow for consistent engagement with citizens and communities across the city throughout the transition, to ensure that everyone is able to participate and benefit from the shift towards a low carbon economy.

4.4.13 Reflections

The Council has a major role to play in facilitating the transition to net zero through its policymaking, service delivery, programme development, and procurement processes, as well as the actions that can be taken to lead by example and encourage broader economic and societal change. The Council is the only body in the city with a democratic mandate from Glasgow's people and is therefore well placed to provide both leadership and a convening role. At the same time, it is important that the Council does not lose sight of the internal work that will be required to ensure that its own workforce is equipped to participate in and support the transition to net zero.

By focusing efforts on high emitting sectors such as energy and buildings, the Council could drive the transition forward whilst also delivering benefits for people, by making homes more energy efficient and facilitating community renewable heat and energy programmes. However, the current lack of funding mechanisms and guaranteed pipelines of work are recognised as major barriers to delivering projects which will bolster the transition to net zero, such as home retrofit programmes. The Working Group discussed the complexities of retrofitting certain types of properties in Glasgow, particularly tenement blocks, which will require significant financing and include issues around factoring and multiple tenure types. When seeking to improve the energy efficiency of homes and buildings, we also acknowledge the need for a fabric first approach, which prioritises repairs, insulation, draught-proofing and ventilation, to work in tandem with the installation of newer technologies, such as air source heat pumps, in order to decarbonise buildings in a more integrated way. Finally, as a group we discussed the importance of incentivising homeowners and private landlords to invest in energy efficiency improvements, perhaps by investigating the strong link between property prices and energy efficiency, as well as unlocking private capital to deliver mass housing retrofit.

5. Recommendations

A set of recommendations on how the city should deliver a just transition has been formed by the Working Group, drawing on our key themes and the discussions that took place at meetings. These were centred around each of the key lines of enquiry (KLOEs) and have been grouped as such:

KLOE 1	Governmental Planning Approaches
1	Ensure human rights and fair work principles are incorporated into net zero planning and actions
2	Establish governance and ownership models for planning and delivering the transition
3	Work with the Scottish Government to develop a concept for a 20-minute neighbourhood in Glasgow in the context of the just transition
4	Encourage the Scottish Government to prioritise funding for community led and municipal energy programmes
5	Lobby the Scottish and UK Governments to provide an Investment Fund which will support a just transition to net zero
KLOE 2	Private Sector Preparation
6	Work with the Transition Plan Taskforce to incorporate a justice element to transition plan guidance
7	Co-develop a targeted support offer which will help SMEs to decarbonise
8	Call on employers to work with trade unions and educational institutions to create an integrated green jobs pathway in the city
9	Set up a Just Transition Fund to finance activity in Glasgow
KLOE 3	The Role of Citizens, Trade Unions and Communities
10	Make the just transition less abstract to citizens by building a narrative about what a fairer, greener future could look like
11	Carry out meaningful community engagement to empower citizens and increase public participation
KLOE 4	Glasgow City Council Actions
12	Adopt a more integrated approach to economic development and climate planning
13	Develop the circular economy and local supply chains through the lens of international climate justice
14	Investigate the development and use of Skills Passports
15	Create a process journey map for home retrofit and building decarbonisation activity
16	Investigate different financing models to accelerate energy efficiency building improvements in Glasgow
17	Focus on mobility justice to improve transport and connectivity in the city
18	Improve and increase access to community assets and green space

More details about each of the recommendations are outlined in the tables below:

KLOE 1	Governmental Planning Approaches
1	Ensure human rights and fair work principles are incorporated into net zero planning and actions
	<p>The transition provides an opportunity to address existing inequalities by focusing on the most vulnerable and those who are currently under-represented in green jobs, such as women, ethnic minorities and disabled people, who are often linked to precarious work and more likely to experience poverty. To avoid making existing inequalities worse, it is essential that the transition is planned and managed through the lens of human rights and fair work principles, and that marginalised groups are prioritised and supported to access skills development and better work opportunities. Additionally, as the transition will result in the change and decline of current jobs and uncertainty with the labour market, it is vital that workers are heavily involved in transition planning with their employers to manage industrial change and achieve a just transition. The Scottish Government recognises climate change as a human rights issue and the transition to net zero as an opportunity to tackle inequalities in the update to its Climate Change Plan 2018-2032, and so we will work closely with the national agenda to ensure actions are aligned with these priorities throughout the transition. The Council should also use the Fair Work Framework and human rights principles developed through GCVS' Third Sector Human Rights and Equalities project to measure and evaluate performance in both areas.</p>
2	Establish governance and ownership models for planning and delivering the transition
	<p>Establishing governance, ownership and public participation when planning the transition will be key to a successful delivery and to ensure everyone involved understands their various roles in order to take part. Existing governance structures which include a wide range of city partners, such as Sustainable Glasgow and Glasgow Economic Leadership, provide an opportunity to engage with stakeholders from the public and private sector, support delivery of actions and establish the responsibilities of different organisations. It will also be crucial to investigate methods which can facilitate greater ownership and decision-making powers for workers, citizens and communities through the transition, by working closely with the Centre for Civic Innovation, trade unions and community groups, for instance. The Council should investigate the use of public-community collaborations which allow citizens, often through a cooperative or similar group, to participate with public institutions such as local authorities in the ownership, governance and/or delivery of goods, utilities and services. Public-community collaborations are underpinned by the principle that the empowerment of communities is essential in addressing complex social and ecological challenges, acting as a mechanism to equitably plan and deliver the transition to net zero and secure multiple benefits for citizens.</p>
3	Work with the Scottish Government to develop a concept for a 20-minute neighbourhood in Glasgow in the context of the just transition
	<p>The Scottish Government has committed to creating 20-minute neighbourhoods in cities and towns across Scotland, which have the potential to cut car use, address transport inequalities and enable wider positive behavioural change such as encouraging people to shop local. However, more detail is needed to determine the functions of 20-minute neighbourhoods, what services they may require, and the overall planning approach to translate</p>

the policy into real action. The city should collaborate with the Scottish Government to develop a concept for a 20-minute neighbourhood in Glasgow through the lens of the just transition, which could also address challenges relating to equitable access to leisure facilities, greenspace and public services. This work would further align with and support the Council's Liveable Neighbourhoods work and feminist town planning approach, which puts women at the centre of all aspects of planning, public realm design, policy development and budgets. The concept could be centred around specific themes, such as energy and transport, showcasing the potential the 20-minute neighbourhood approach has to facilitate a range of behavioural changes which will support decarbonisation, and acting as a demonstrator which other places could learn from.

4

Encourage the Scottish Government to prioritise funding for community led and municipal energy programmes

A key aspect of the transition to net zero will relate to energy provision, further providing an opportunity to reduce fuel poverty, address the energy crisis and build future resilience. Ensuring people and communities can participate in the energy transition and are given the opportunity to be involved in local, community-led energy programmes could support a just transition to net zero by delivering benefits to communities. However, there is also a risk that opportunities from community energy are only available for those wealthy enough to participate in schemes that do little to include or benefit those who lack the money or time to take part. The Scottish Government should be asked to provide specific fund streams for local authorities to support and develop community led and municipal energy programmes, with a focus on supporting areas with high levels of fuel poverty to address inequality and deliver benefits to all citizens. The public sector is in a good position to raise long-term finance and can often borrow money at preferential interest rates compared to the private sector, so it will be crucial that it takes a leadership role and explores funding opportunities and flexibilities. Publicly owned and controlled energy generation has the potential to achieve significant cost savings and reduce energy bills for citizens, as well as deliver local jobs and result in the reinvestment and redistribution of profits. Public ownership of energy thus presents a significant opportunity to decarbonise the energy system whilst ensuring that all people benefit from the climate transition.

5

Lobby the Scottish and UK Governments to provide an Investment Fund which will support a just transition to net zero

With an estimated £40 billion of new investment required to ensure that Glasgow can achieve net zero carbon emissions by 2030, it is crucial that local authorities are given significant financial backing and support from both the Scottish and UK Governments to reach their climate ambitions whilst prioritising the livelihoods of citizens, workers and communities and supporting local businesses. The Council should lobby the Scottish and UK Governments to create an Investment Fund which could be accessed to secure a just transition, through the funding of activities such as job guarantees, community led and publicly-owned energy programmes, building retrofit and support for transition plan development.

KLOE 2	Private Sector Preparation
6	Work with the Transition Plan Taskforce to incorporate a justice element to transition plan guidance
<p>To date, the work of the TPT has lacked a focus on justice and equality which could lead to a range of equity issues as private sector businesses develop mandatory decarbonisation plans over the coming years. Glasgow should prepare for this and seek to alleviate further inequality down the line by providing input and feedback to the TPT. By working with the TPT, the Working Group could also seek to find out which companies in Glasgow will be subject to developing mandatory transition plans and engage with these businesses at an early stage to encourage and support them to adopt a just transition approach, and involve workers in planning through collective bargaining structures. Just transition plans can help to provide organisations with skilled workers, realise cost savings, and generate commercial opportunities and a competitive edge. These benefits should be clearly presented to businesses in order to incentivise the development of transition plans which have a key focus on fairness and equality across the private sector.</p>	
7	Co-develop a targeted support offer which will help SMEs to decarbonise
<p>SMEs have a fundamental role to play in the transition to net zero but often lack the capacity and resource to be able to decarbonise, and there is currently not enough national funding to support SMEs to achieve net zero targets. Therefore, it will be crucial to address and bridge the support gap for SMEs in Glasgow. As an initial step, SMEs could be encouraged to sign the Sustainable Glasgow Charter, a commitment by businesses and employers to take action within their own organisations and sectors to contribute to a green recovery and radically reduce the city's carbon emissions. The Council should then work closely with SMEs to explore and identify what support they need, such as sustainability audits, action planning, funding and skills development, in order to co-develop a robust support offer which will enable them to decarbonise in a well-managed way whilst providing benefits for workers and the wider economy. This could involve building on and augmenting the city's Green Business Support programme and Step Up to Net Zero initiative, help with the development of just transition and net zero plans, investigating the use of green leases to support environmental and energy efficiency improvements in rented business premises, and calling on larger companies to offer a variety of support services to smaller businesses, such as funding, knowledge exchange and mentoring.</p>	
8	Call on employers to work with trade unions and educational institutions to create an integrated green jobs pathway in the city
<p>Further and higher education should be linked to green jobs in a variety of industries so that opportunities are maximised for people to gain skills and degrees which provide clear routes into green jobs. By working collaboratively, employers could communicate their recruitment and skills needs with educational institutions, allowing colleges and universities to plan their courses and curriculums to fill skills gaps. School curriculums could also be adapted to increase learning on the green agenda and showcase green jobs as a valuable career option, and employers could work with schools to raise awareness of green job opportunities amongst young people from an early age. Following this, businesses and public sector organisations such as the Council should look to reach an agreement with colleges and universities to guarantee jobs at the end of different courses based on the learning and qualifications effectively matching their skills needs. People from a variety of backgrounds could then be encouraged to sign up to</p>	

specific courses and develop green skills more broadly, through the offer of guaranteed, fair work upon completion of their training. Implementing a jobs guarantee scheme of this type is a fundamental means to meet local labour market needs, reduce labour market inequalities and support a well-managed transition to net zero. The Sustainable Glasgow Partnership is already bringing the private sector and educational establishments together and could be a route to accelerate this work alongside other structures such as the city's Local Employability Partnership. Additionally, the Council should use its convening role to bolster the development of a green jobs pathway which can improve diversity in the workforce required to achieve net zero, and coordinate with trade unions to investigate the creation of a jobs guarantee for Glasgow.

9

Set up a Just Transition Fund to finance activity in Glasgow

As big emitters with a great deal of financial capacity, large corporations have a responsibility to subsidise the transition to net zero. As part of Environmental, Social and Governance (ESG) responsibilities, many private sector companies are obligated to offset their carbon emissions by supporting climate projects. With little option to do this at the local level, businesses are often confined to support projects in countries further afield, making it difficult to quantify the impact of these activities. Whilst carbon reduction is the ultimate goal and carbon offsetting should be a last resort in terms of businesses taking action on climate change, most companies will have to explore balancing out a portion of their emissions in the short term as they seek to achieve net zero over time. Justifiably, there is also scepticism around the quality of some carbon offsetting projects, but when done well, they can support local economies and fund work which can deliver real, positive impacts. Setting up a Just Transition Fund in Glasgow could provide an opportunity for the private sector, particularly larger corporations, to support delivery of a just transition through existing mechanisms such as the Sustainable Glasgow Partnership. The fund would seek to redirect finance in the city, such as private sector contributions linked to emissions, towards funding local programmes and projects such as housing retrofit, reskilling and skills development, and a possible jobs guarantee. This will enable the private sector to play their part by supporting Glasgow's just transition priorities as they are simultaneously encouraged and supported to reduce their carbon emissions, mitigating the use of carbon offsetting over time. Additionally, the Council should investigate a variety of tax options, as evidenced in STUC and Landman Economics' [research](#) into tax options for funding investment in public services, as a means to raise funding to support delivery of a just transition.

KLOE 3

The Role of Citizens, Trade Unions and Communities

10

Carry out meaningful community engagement to empower citizens and increase public participation

Engaging with citizens, workers and communities is not only fundamental to ensuring that the needs of people are met and benefits are realised through the transition, but also a way to build knowledge about how the transition will apply to people and bring them along on the journey. However, it is difficult for people to feel motivated and able to participate during a time where they are experiencing multiple hardships and are likely to have 'engagement fatigue' from traditional consultation exercises. Therefore, it is essential that community engagement activities are meaningful and accessible, particularly in terms of timings and location, and inclusive to a wide range of communities, including vulnerable and under-represented

groups whose contributions will be vital to guarantee fairness in the transition. Working with third sector partners and community organisations such as GCVS, Urban Roots and Glasgow Eco Trust, provides a route to engage with citizens due to the strength of relationships they have with communities across the city. Additionally, it will be essential to consistently engage with workers through their trade unions to empower their involvement in green bargaining. The Council should also explore funding options which could be accessed to incentivise people with a variety of lived experiences to take part in the engagement process by compensating them for their time and input, before reporting on the outcomes and impact of their involvement to provide transparency about the work. Another way to effectively increase public participation is through the use of participatory budgeting (PB). Green PB is a way for people to make direct decisions about how public money is spent in relation to projects, programmes and activities which address climate change. Further to this, green PB increases knowledge and awareness about climate change, encourages a shift in attitudes, builds capacity of citizens to act, and supports the delivery of sustainable projects for the benefit of local people. The Council should seek to build on the success and learnings from its Wee Green Grant to establish PB as a consistent method to allocate part of its annual budget to projects which deliver environmental and social benefits, with particular focus on those who are traditionally excluded from decision making processes, to engage and empower citizens in Glasgow throughout the transition to net zero.

11

Make the just transition less abstract to citizens by building a narrative about what a fairer, greener future could look like

Communicating the just transition, which is often seen as a political concept and buzzword, will be extremely important to gain collective buy-in, particularly from citizens and communities. The city has experienced unjust transitions away from heavy industry in the past, and therefore it will be crucial to build an understanding about the practical benefits and opportunities that can come from the transition to net zero, using clear language and positive messaging, and relating it to issues that people are currently facing such as the cost of living and energy crises. Engaging with the public and raising awareness about what the transition will involve using understandable language will help to build appetite for the transition and increase citizen participation. This could include forecasting and projective case studies on specific job types to show how these jobs will change through the transition, how workers will be supported through upskilling opportunities to meet the needs of a changing economy, and the benefits this will deliver in terms of access to decent, fair work.

KLOE 4

Glasgow City Council Actions

12

Adopt a more integrated approach to economic development and climate planning

Traditionally, planning for net zero has been fairly siloed in its approach which can act as a barrier to facilitating the systemic change needed for a transition of this scale. Delivering a fair and equitable transition to net zero will require collaboration with a range of people from different sectors, organisations and walks of life, as well as the integration of different plans and policies. Going forward, the Council should seek to combine and align its economic, climate, procurement, planning, transport, skills and education strategies and action plans, to have a broad focus on achieving our net zero targets through well-managed decarbonisation, as well as collaborative working with a variety of teams which will be involved in the delivery of a

just transition. The Council should demonstrate each departments role in the transition, and consider different methods to facilitate this approach, such as the establishment of a cross department co-working group, to determine the most effective route to coordinate planning aligned to a just transition.

13

Develop the circular economy and local supply chains through the lens of international climate justice

It will be crucial to consider climate change and the transition to net zero through the lens of global climate justice, particularly by seeking to reduce the emissions that we effectively export to other countries. This could be informed by evidence to identify where we are extracting materials from and what impact this has on different countries and areas, providing data which could highlight where the biggest difference could be made to help re-evaluate current supply chains. Developing local supply chains would not only lower emissions through eliminating the need to import goods from across the globe, but further increase the security of supply and create (or onshore) new jobs for Glasgow citizens which would previously have been located elsewhere. There is also an opportunity to integrate this with circular economy priorities which focus on the reuse of materials to minimise waste and lower emissions as a means to address climate injustice. For example, the installation of renewable energy sources such as solar panels could be integrated with battery recycling initiatives, creating jobs in waste management and providing reskilling opportunities for those in the energy sector. Focusing on the circular economy would align with commitments in the [Strategic Plan](#) to support zero waste shops and reuse/repair hubs and establish a Circular Economy District in the city, and could seek to build on the momentum of Glasgow's partnership with the Ellen MacArthur Foundation. As an initial step to enact this recommendation, the Council should commit to mapping manufacturing sites in and around Glasgow in order to begin discussions with companies about producing the goods and services that will be required for the transition.

14

Investigate the development and use of Skills Passports

The labour market transformation in the transition to net zero will be complex and there is currently a shortage of people with the necessary skills to be able to deliver the transition to net zero. Skills Passports are personalised documents which are developed to recognise the skills that people have achieved at school, work and through different life experiences. Focusing on skills acquired in a variety of contexts and investigating the use of Skills Passports to showcase the lifelong learning of citizens, beyond conventional qualifications and past work experience, would allow individuals to cross traditional boundaries between industry sectors through a transferability of skills. Additionally, Skills Passports are a tool to better match people to work that is suited to them by providing transparency of relevant skills. The development of Skills Passports could initially focus on people working in industries that will be most at risk, including transport, construction and energy, as well as highlighting specific opportunities such as the transference of skills in the current energy sector to renewables. Working with employers to develop Skills Passports would help to establish a simple, standardised language for the documents, and ensure that the passports are commonly accepted for work in different sectors. Skills Passports should also be developed with trade unions to incorporate the experience and perspective of workers, crucially to ensure that they are designed for those who will use them. Additionally, language barriers should be a key consideration to allow for inclusion of ESOL learners, refugees and asylum seekers, who may find it difficult to access employment opportunities, in order to support people with English as a second language into decent and fair work. Eindhoven's [Passport4Work](#) project is an exemplar which could be learned from. It supports individuals in the development of their own skill-based passport for work, targeting specific high priority groups, including those who are furthest from the labour market in terms of their educational attainment and employment history. Additionally, OPITO, the global safety and skills organisation for the energy industry, is working with partners,

including trade unions, to develop a digital Energy Skills Passport with funding from the Scottish Government's Just Transition Fund. The passport will allow workers to prove they have relevant qualifications and necessary training to access worksites, addressing the lack of recognition of cross-sector skills and helping to create pathways for oil and gas workers to pursue flexible careers across the offshore energy industry.	
15	<p>Create a process journey map for home retrofit and building decarbonisation activity</p> <p>Decarbonising buildings by making energy efficiency improvements and installing renewable energy sources not only reduces carbon emissions, but also delivers multiple benefits to citizens by improving the quality of housing, generating better health outcomes, reducing fuel poverty and providing new jobs. Home retrofit is therefore a lever to address the energy crisis and deliver the just transition, and will require an array of activities in order to effectively decarbonise homes in the city. However, in some cases there is a lack of knowledge about the order in which energy efficiency measures such as loft insulation, double glazing, wall insulation and boiler replacement should be carried out to maximise energy efficiency in the long run. For example, if a fabric first retrofit approach should be adopted before the installation of low carbon heat technologies and renewable energy sources. Developing a route map which shows the steps that can be taken to improve the energy efficiency of different types of properties in Glasgow, as well as the stages in which they should be carried out in various scenarios, would create a more streamlined approach and act as a tool to prevent activities from taking place in the wrong order, which is likely to have an adverse effect on building decarbonisation over time. This would also provide a basis to forecast skills needs for energy and construction, and further strengthen the development of local supply chains through the supply of required materials, equipment and technology, creating benefits through indirect employment in other sectors. When developing the route map, it will be crucial to consider the funding mechanisms, beneficiaries and delivery model for activities, with a focus on the role of publicly owned energy companies and the Council itself.</p>
16	<p>Investigate different financing models to accelerate energy efficiency building improvements in Glasgow</p> <p>Retrofitting housing stock to make it more energy efficient is a key part of the journey to net zero. However, many homeowners and private landlords are not motivated and/or find it difficult to invest in improving the energy efficiency of the properties they own, which acts as a barrier to delivering home retrofit and reducing energy bills for residents. The Council should seek to review potential funding mechanisms and unlock investment to support mass retrofit and the installation of low carbon heat sources in a variety of homes across Glasgow, with a particular focus on households that are experiencing high levels of fuel poverty. As well as supporting homeowners, the Council should focus on encouraging private landlords, particularly as people and organisations who rent their homes and business premises are the majority in Glasgow, to carry out these activities through its policymaking powers, such as introducing targeted grants, green leases or tax incentives. Working with City Building and Sustainable Glasgow's Housing and Heating Hub to find deliverable solutions for housing retrofit and investment in green technology would advance the decarbonisation of buildings, lower energy bills and reduce fuel poverty in the city. Additionally, the Council should leverage its relationship with key anchor institutions like housing associations, the NHS and universities and colleges to accelerate these activities and build local supply chains.</p>
17	<p>Focus on mobility justice to improve transport and connectivity in the city</p>

Transport is the highest emitting sector in Glasgow and requires major changes to achieve our net zero ambitions. It is crucial that the Council prioritises citizens and communities that are facing barriers in relation to mobility to tackle poverty and isolation, and create a well-connected and low carbon city, enabling everyone to move around Glasgow freely and safely. Improving infrastructure for walking, wheeling and cycling, and providing access to affordable, clean and reliable public transport will be essential to delivering a just transition. Through the development of the Clyde Metro programme and other transport activities, the Council should collaborate with members of the public using a variety of community engagement techniques, particularly marginalised groups, to understand their needs in order to enhance connectivity across Glasgow. This is likely to include developing safe, high quality active travel networks, working with bus providers to improve and increase services and routes, investigating the possibility to introduce municipal public transport, and ensuring travel costs are based on ability to pay. The Council should also work closely with people-led campaigns which are lobbying for better public transport for everyone in the Greater Glasgow area, and increase efforts to establish a free public transport pilot in the city.

18

Improve and increase access to community assets and green space

Glasgow has an abundance of public parks, green spaces and local nature reserves, which is an asset to the city and its communities. Community assets are spaces, such as buildings and land, which are used for the wellbeing or social interest of local communities. Further to the environmental benefits that green spaces provide, such as improvements in air quality, flood risk mitigation, and providing habitat for wildlife, there are a range of positive social impacts they can bring to citizens, by connecting communities, offering opportunities for active travel and exercise, providing space for local food growth and outdoor learning, and increasing health and wellbeing. Improving the quality and increasing access to the variety of green spaces and parks in Glasgow, particularly in less affluent areas, is therefore a means of supporting a just transition. Further to this, Glasgow has a considerable amount of derelict land which could be used to create areas for food growth (if decontaminated), increase green space, build social housing and fulfil other community needs. Building on the [Glasgow Food Growing Strategy 2022-25](#) and Glasgow Community Food Network's [City Plan](#) to tackle food poverty, the cultivation of local food networks in Glasgow would improve food security and lower carbon emissions by removing the need to import food from abroad and delivering health benefits for citizens through access to good quality, fresh produce. It is essential that the Council looks to address planning barriers to widen access to a range of assets in the city, providing space for leisure and social activities for local residents and building a sense of belonging in communities. There are a number of community-led organisations that the Council should look to consult with on this work, including Glasgow Community Food Network, South Seeds, and Glasgow Eco Trust.

6. Next Steps

We are mindful that these are broad ranging recommendations and that further work needs to be undertaken from the Council and its partners to develop action plans and a monitoring framework to effectively deliver them. Glasgow's participation in the C40 Thriving Cities initiative and the development of a City Portrait signifies the city's ambition to move towards a green, wellbeing economy in order to meet our ambitious social and environmental targets. The indicators developed through this work, once finalised, will provide a metric that we can work towards to ensure we deliver a just transition to net zero in Glasgow. Due to the context and ever-changing environment of the climate emergency, it is also recognised that the recommendations should be iterative and updated over time as the transition progresses.

Whilst developed by the Working Group, many of the recommended actions align with the aims of a variety of the Council's strategies and plans. In particular, the main vision of the Strategic Plan is "to support a fair and sustainable city where everyone gets to contribute and all can benefit from a flourishing Glasgow", setting out the Council's responsibility to secure a just transition whilst addressing the climate emergency and building resilience. The plan also outlines missions to address its four key challenges, and commits to embed the UN Sustainable Development Goals into all of our actions. Many of the SDGs, such as SDG 10 (reduced inequalities) and SDG 11 (sustainable cities and communities), are linked to our recommended actions and can be used as further indicators to ensure we achieve justice and equality during the journey to net zero.

We believe that the recommendations merit commitment from a wide range of partners and therefore see a route through the city's Community Planning Partnership and Sustainable Glasgow in order to build collective ownership and support the delivery of actions. We will also aim to work closely with the Scottish Government, trade unions, and ensure a mechanism for citizens themselves to be involved in shaping the transition to net zero.

Fundamentally, we will know that we have made progress when we see a more sustainable Glasgow emerge – one which delivers a high quality of life to residents in a net zero city that is climate resilient and socially just. We therefore commend this report and its recommendations to the people of Glasgow and the institutions which serve them.

Appendix A – Just Transition Working Group Terms of Reference

Proposed Terms of Reference and Ways of Working

Report by Kit England

7th October 2022

1. Action 11 of the Glasgow Climate Plan, adopted by the Council in June 2021, committed the Council to establishing a local equivalent of Scotland's Just Transition Commission. Following the election of the new Council, members have now proposed the creation of a Just Transition Working Group to support efforts to ensure that progress towards the city's aims to be net zero and climate resilient is fair and equitable. This note sets out proposed Terms of Reference for the working group, ahead of a first meeting.
2. The idea of a just transition is fundamentally about how a shift from an economy and society dominated by fossil fuel extraction and vulnerability to climate change can be managed equitably to one where net zero emissions and climate resilience are delivered. This is clearly related to jobs and livelihoods, but also includes the justice dimensions of areas such as food, energy and transport, which are both affected by climate change and are part of a more sustainable city ecosystem.
3. The costs and benefits of the transition will be distributed across different areas of the city, and across income brackets, and will be influenced by who has a say in the process of developing and implementing policies, programmes and projects.
4. Therefore the scope of a Just Transition covers both the outcomes of the process (i.e. is a low carbon, climate resilient economy fairer and more equitable?), but also the process by which we get there – for example whether those particularly affected by the transition can shape how it happens.
5. The overlapping and often reinforcing crises of climate, COVID-19 and the cost of living are having a significant impact on Glaswegians. Glasgow has endured previous unjust transitions and still bears the social and environmental scars of its difficult shift from an economy and society based on heavy industry. Equally this experience can help the city to reflect on how to avoid history repeating itself and how to build resilience as it looks to make a just transition from a post-industrial to a post-carbon city.
6. In this light, the four key messages of the Scottish Just Transition Commission, which can help to guide local work, are:
 - To pursue an orderly, managed transition to net zero that creates opportunities for people.
 - To equip people with the skills and education they need in order to benefit from this transition to net zero.
 - To empower and invigorate communities and strengthen local economies.
 - To share the benefits of climate action widely and ensure that any costs are distributed on the basis of ability to pay.
7. The proposed objectives of the Working Group are to:
 - To proactively support the implementation of the recommendations of the national Just Transition Commission within the City.
 - To consider how best to protect Glaswegians, businesses and the agencies which serve them in the transition to a net zero, climate-resilient economy and society and to maximise opportunities for them, particularly for the most vulnerable, deprived or affected.

- To explore and offer advice on managing the co-benefits, synergies, tradeoffs between mitigation and adaptation, and between climate action and wider economic change.
- To collate and assess existing work being undertaken or planned on this agenda by the Council and partners.
- To better understand the private sector's plans for the transition and their associated implications for Glasgow.
- To review the development and implementation of new and existing GCC mitigation and adaptation policies, programmes and activities.
- To explore the failures and shortfalls associated with previous large-scale economic transitions in Glasgow and beyond and identify and document the lessons for the climate-driven transition.
- To ensure the Council has the appropriate procedures, processes and mechanisms to appropriately consider the justice and equity implications.
- To enhance the evidence base on the implications of, and opportunities for ensuring a just transition for the City, including potentially through a call for evidence to local stakeholders and citizens.
- To build Councillors' awareness and understanding of private sector climate risk disclosure frameworks and transition plans, as well as climate justice and equity issues.
- To coordinate engagement with the Scottish Just Transition Commission and other national and UK stakeholders.
- To review, consider, learn from, and adopt good practice from other cities and local authorities from the UK and internationally.
- To consider how the powers which city and regional agencies currently possess can be better used to achieve the above and where further asks need to be made of national government.
- To ensure that all its work embraces the diversity of Glaswegian lives and ensures that no one is left behind.

Membership

8. The group currently has representation from all four political groups on the Council. The membership is set out below:

Membership	Role
Cllr Declan Blench	Member
Cllr Graham Campbell	Member
Cllr Christina Cannon	Member
Cllr Stephen Docherty	Member
Cllr Elaine Gallagher	Chair
Cllr Matt Kerr	Member

9. Whilst the public sector has a key role to play, the reality is that much of the transition will be the result of action from and changes in the wider economy. Therefore, it is suggested the group consider the possibility of co-opting or regularly inviting some or all of the following organisations/individuals to be members of the group.

- Members of the current or former Scottish Just Transition Commission
- Representatives from the Local Employability Partnership
- Scottish Trade Unions Council or local Trade union branches (e.g. Glasgow Union)
- Glasgow Chamber of Commerce
- Skills Development Scotland
- Large employers subject to, or already using, private sector climate risk disclosure frameworks.
- Chair of the Sustainable Glasgow Green Economy and Private Sector Hub
- Centre for Climate Justice

Secretariat support and officer attendance

10. It is proposed that the work of the group is supported by a core secretariat of officers from across Economic Development, Sustainability, Corporate governance and committee services to lead day-to-day activities, such as drafting minutes, managing agendas, and leading on the drafting of reports. Kit England, the group manager for Green Economy would be the nominated officer lead, and would be responsible for ensuring the group is able to meet its stated objectives.
11. In addition, the officer lead would seek to ensure relevant officers from across Economic Development, Sustainability and the wider council were in attendance to provide constructive input to the group's work, and build awareness, engagement and capabilities to support a Just Transition in future.

Ways of working

12. It is proposed that the group meet once every two months, and develops a clear workplan aligned with the wider Council Strategic Plan, and planned UK, Scottish and city policy developments and wider relevant initiatives. The Economic Development team can provide the secretariat for the group, ensuring appropriate documentation, forward planning and taking forward work in between meetings.
13. A key focus in the near term will also need to be on identifying the ways of working and interactions with other policy development committees and ongoing officer work, ensuring that the group adds value to the existing work of the Council in the development of transition planning.
14. The group may wish to consider the merits of varying its meeting venues (and potentially make them part of site visits) in order to reach out to the city and engage with citizens around their lived experience of transformation and social justice. This would also allow the group to develop an approach to evidence sessions from partners and the public if it is minded to do so.
15. It is further proposed that the working group should aim to present a report with its interim findings and recommendations to a Council committee by no later than the summer recess of 2023.

Next steps

16. Members of the working group are asked to consider if they feel the terms of reference are appropriate – in particular if they have any specific objectives if they wish to add to this level of representation, especially if there are key voices missing. They are also asked to think about ways of working for the group which can help it to ensure a positive dialogue within itself and with others.

Appendix B – Just Transition Working Group Membership List

Name	Role	Organisation
Bailie Elaine Gallagher	Chair	Scottish Green Party
Cllr Declan Blench	Member	Scottish National Party
Cllr Graham Campbell	Member	Scottish National Party
Cllr Christina Cannon	Member	Scottish National Party
Cllr Stephen Docherty	Member	Scottish Labour Party
Cllr Eva Murray	Member	Scottish Labour Party
Cllr Alexander Belic	Co-optee from Net Zero Committee	Scottish National Party
Cllr Lana Reid-McConnell	Co-optee from Net Zero Committee	Scottish Green Party
Lisa Torrance	Co-optee	Glasgow Chamber of Commerce
Tahseen Jafry	Co-optee	Centre for Climate Justice, Glasgow Caledonian University
Stuart Graham	Co-optee (from February meeting)	Glasgow Trades Council
Ryan Morrison	Co-optee (from February meeting)	Scottish Trades Union Congress

Appendix C – Meeting Attendee Lists

Date: Friday 27th January 2023		
Location: The Pearce Institute		
Name	Role	Organisation
Bailie Elaine Gallagher	Chair	Scottish Green Party
Cllr Declan Blench	Attendee	Scottish National Party
Cllr Stephen Docherty	Attendee	Scottish Labour Party
Cllr Alexander Belic	Attendee	Scottish National Party
Cllr Lana Reid-McConnell	Attendee	Scottish Green Party
Lisa Torrance	Attendee	Glasgow Chamber of Commerce
Tahseen Jafry	Attendee	Centre for Climate Justice, Glasgow Caledonian University
Catriona Laing	Speaker	Deputy Director for Climate Change Division, Scottish Government
Katie Phair	Speaker	Head of Just Transition Unit, Scottish Government
Nathalie Lodhi	Speaker	Climate Change Division, Scottish Government
Moustapha Kamal Gueye	Speaker	International Labour Organization
Cathy Birrell	Secretariat	Glasgow City Council
Duncan Booker	Attendee	Glasgow City Council
Kit England	Attendee	Glasgow City Council
Vaila Cameron	Attendee	Glasgow City Council
Jacob Hill	Attendee	Glasgow City Council
Dominic Kelly	Attendee	Glasgow City Council

Date: Friday 24th February 2023		
Location: Scottish Power HQ		
Name	Role	Organisation
Cllr Bailie Elaine Gallagher	Chair	Scottish Green Party
Cllr Stephen Docherty	Attendee	Scottish Labour Party
Cllr Alexander Belic	Attendee	Scottish National Party
Lisa Torrance	Attendee	Glasgow Chamber of Commerce
Tahseen Jafry	Attendee	Centre for Climate Justice, Glasgow Caledonian University
Stuart Graham	Attendee	Glasgow Trades Council
Ryan Morrison	Attendee	Scottish Trades Union Congress
Amy Ritchie	Speaker	Scottish Power Energy Networks
Hafiza Begum	Attendee	Scottish Power Energy Networks
Jacques Morris	Speaker	Transition Plan Taskforce
Jojo Rouse	Speaker	Transition Plan Taskforce
Sophie English	Speaker	Transition Plan Taskforce

Jacob Hill	Secretariat	Glasgow City Council
Duncan Booker	Attendee	Glasgow City Council
Kit England	Attendee	Glasgow City Council
Vaila Cameron	Attendee	Glasgow City Council
Gavin Slater	Attendee	Glasgow City Council

Date: Friday 24th March 2023

Location: Glasgow Caledonian University




Name	Role	Organisation
Cllr Bailie Elaine Gallagher	Chair	Scottish Green Party
Cllr Declan Blench	Attendee	Scottish National Party
Cllr Stephen Docherty	Attendee	Scottish Labour Party
Cllr Graham Campbell	Attendee	Scottish National Party
Cllr Lana Reid-McConnell	Attendee	Scottish Green Party
Cllr Eva Murray	Attendee	Scottish Labour Party
Tahseen Jafry	Attendee	Centre for Climate Justice, Glasgow Caledonian University
Robert Ball	Attendee	Glasgow Council for the Voluntary Sector
Christopher Clannachan	Speaker	CEMVO Scotland
Stuart Graham	Speaker	Glasgow Trades Council
Ryan Morrison	Speaker	Scottish Trades Union Congress
Dominic Kelly	Secretariat	Glasgow City Council
Duncan Booker	Attendee	Glasgow City Council
Vaila Cameron	Attendee	Glasgow City Council
Jacob Hill	Attendee	Glasgow City Council
Marie McLelland	Attendee	Glasgow City Council
Judith Hunter	Attendee	Glasgow City Council






Date: Friday 21st April 2023


Location: City Building Training College

Name	Role	Organisation
Cllr Bailie Elaine Gallagher	Chair	Scottish Green Party
Cllr Stephen Docherty	Attendee	Scottish Labour Party
Cllr Graham Campbell	Attendee	Scottish National Party
Cllr Lana Reid-McConnell	Attendee	Scottish Green Party
Cllr Eva Murray	Attendee	Scottish Labour Party
Frankie Barrett	Speaker	Glasgow City Council
Gavin Slater	Speaker	Glasgow City Council
Scott McEwan	Speaker	City Building
Ronnie Regan	Speaker	City Building
Dominic Kelly	Secretariat	Glasgow City Council
Duncan Booker	Attendee	Glasgow City Council
Vaila Cameron	Attendee	Glasgow City Council
Jacob Hill	Attendee	Glasgow City Council





Appendix D – Public Consultation Results

1. Before today, have you ever heard of the term "just transition"?				
Answer Choices			Response Percent	Response Total
1	Yes		55.29%	94
2	No		41.76%	71
3	Don't know		2.94%	5
			answered	170
			skipped	6




2. To what extent, if at all, do you understand what the term "just transition" means?				
Answer Choices			Response Percent	Response Total
1	Fully understand		32.16%	55
2	Understand to some extent		33.33%	57
3	Slightly understand		16.37%	28
4	Do not understand at all		15.20%	26
5	Don't know / No opinion		2.92%	5
			answered	171
			skipped	5

3. How much, if anything, do you know about the term "just transition" in relation to tackling the climate emergency?				
Answer Choices			Response Percent	Response Total
1	A great deal		21.64%	37




3. How much, if anything, do you know about the term "just transition" in relation to tackling the climate emergency?


2	A fair amount		40.94%	70
3	Not very much		21.64%	37
4	Nothing at all		13.45%	23
5	Don't know / No Opinion		2.34%	4
			answered	171
			skipped	5






4. When seeking to tackle the climate emergency and achieve a just transition, the Council is keen to involve citizens in discussions. Would you like to be able to provide your comments / opinions to help the Council achieve a just transition?

Answer Choices			Response Percent	Response Total
1	Yes		75.72%	131
2	No		12.14%	21
3	Don't know / No Opinion		12.14%	21
			answered	173
			skipped	3

5. If yes, what would be your preferred method for doing this?

Answer Choices			Response Percent	Response Total
1	In person (face to face discussion, focus group, workshops etc.)		27.20%	34
2	In writing		6.40%	8
3	Online methods (online portals, questionnaire etc.)		65.60%	82

5. If yes, what would be your preferred method for doing this?				
4	Other (please specify):		0.80%	1
			answered	125
			skipped	51
Other (please specify): (1)				
1	15/06/2023 23:41 PM ID: 220409481	Public meetings		

6. Which, if any of the following do you personally feel the Council should prioritise when trying to achieve a just transition?				
Answer Choices			Response Percent	Response Total
1	Energy - Support the development and use of renewable energy sources and local energy generation.		49.32%	73
2	Transport - Improve active travel infrastructure for walking and cycling and public transport networks. Support low emission methods of transport such as electric / hybrid vehicles.		64.19%	95
3	Green Infrastructure - Protect and enhance nature and natural resources, such as planting more trees, restoring wetlands, preserving and restoring forests and improving and expanding green spaces.		56.76%	84
4	Housing - Retrofit existing buildings to be more energy efficient. Build new well insulated homes using low carbon materials. Ensure these homes meet net zero standards and are fitted with low carbon heat sources.		59.46%	88
5	Education/Capacity Building - Provide learning opportunities to teach people about climate change. Enable people to change behaviour and play their part in addressing the climate emergency.		33.78%	50

6. Which, if any of the following do you personally feel the Council should prioritise when trying to achieve a just transition?

6	Waste - Reduce consumption. Support the repair and reuse of materials and products to reduce waste. Improve recycling.		50.00%	74
7	Food - Develop sustainable local food systems to increase the supply of local and seasonal produce. Increase access to allotment space and provide support for people to grow their own food. Reduce food waste and improve food redistribution and reuse.		40.54%	60
8	Skills and Jobs - Provide opportunities for people to develop new skills and enhance existing skills, such as upskilling / reskilling programmes and employability interventions. Focus on those currently working in high polluting sectors such as energy and construction. Ensure that jobs are fulfilling, secure and well paid to address current labour market inequalities.		53.38%	79
9	Other (please specify):		20.27%	30
			answered	148
			skipped	28

Other (please specify): (30)

1	24/04/2023 12:06 PM ID: 215693413	Fair work is really important and as someone who works in the voluntary sector I think it is important that the council supports and encourages this. There are a number of themes that are important to me and I think important to Glasgow that cut across the themes above that I think are part of the picture, e.g. the circular economy and supporting local activity; reducing poverty so considering those in rented homes and on low incomes who less choices around housing and food than others have. Lastly it is very important that we consider equalities and not in a tokenistic way to properly ensure no one is left behind – one size does not fit all.
2	24/04/2023 15:35 PM ID: 215722633	It's very difficult to prioritise these things without more in-depth discussion – they are all important.
3	24/04/2023 15:38 PM ID: 215722927	better support for those living alone/older/who do not have cars to access things such as recycling/cheaper shops. Encouraging more zero waste and less bulk buying. Deal with litter in streets, particularly dog dirt. Deal with cyclists, in particular those on electric bikes who regularly place pedestrians at risk flying down streets (e.g. pedestrianised areas) or through red lights/crossings with no regard to those walking – particularly delivery bikes.

6. Which, if any of the following do you personally feel the Council should prioritise when trying to achieve a just transition?

4	25/04/2023 10:23 AM ID: 215788216	Please consider the communications elements of this and how to include the economic and environmental transitions in the city's values. It's important to tie all these actions up in the minds of all stakeholders - they make more sense and will get more traction as a whole.
5	27/04/2023 09:34 AM ID: 215967956	I would also suggest co-creation with community groups and other stakeholders would be beneficial to get buy in and a sense of ownership. Include citizen science opportunities, engaging with local community groups etc. The 3 planetary crises of climate change, biodiversity loss and pollution are interlinked and impact our air, terrestrial, ocean and freshwater compartments. I notice you mentioned air with regards to emissions, work to increase biodiversity, but I would also encourage you to consider the other environmental compartments.
6	28/04/2023 09:17 AM ID: 216058341	
7	03/05/2023 16:01 PM ID: 216386532	As keeping the city clean appears beyond you I am dubious.
8	03/05/2023 16:10 PM ID: 216387154	Tidy up the city streets and make people proud to live here thus encouraging people to work together to improve all aspects of city life.
9	03/05/2023 16:47 PM ID: 216391381	Roads: to encourage drivers to use their vehicles in a sustainable manner; drive slower, anticipate better traffic conditions, recognise all people have to move around (walkers/wheelers). Roads should be repurposed away for motorised vehicles.
10	03/05/2023 17:27 PM ID: 216396117	Climate change does not exist it's a lie
11	03/05/2023 21:15 PM ID: 216415186	Get rid of Private Transport Quango's and bring them back into Public ownership, only then can you have a viable reasonably priced transport sector that can be joined up with joined up thinking instead of all these different companies making their own profit from public transport users. Everywhere you go in major European Cities you have an airport with direct bus and train links from below the Airport
12	03/05/2023 21:19 PM ID: 216415589	GCC are trying to persuade people to use electric or low emission transport yet the infrastructure is not in place. Trying to get everyone onto public transport will not work, people will still want to use their cars. The current policy and direction of GCC is going to strangle the city centre with over charging, no parking, LEZ payments and high business rents. The city centre is dying it will become a place occupied by students and drug users.
13	04/05/2023 13:19 PM ID: 216465463	Resign. Just go and leave everyone to go about their business
14	04/05/2023 16:03 PM ID: 216482548	Heritage cuts across several of these categories (Green Infrastructure, Educational/Capacity Building, Skills and Jobs) and has the capacity to provide a practical focus for delivering a range of benefits.

6. Which, if any of the following do you personally feel the Council should prioritise when trying to achieve a just transition?

15	04/05/2023 17:54 PM ID: 216491634	Fill in and repair potholes
16	04/05/2023 20:51 PM ID: 216501739	I do not consent to your ignorant totalitarian proposals in any way or form. Do you even know the percentage of carbon in the atmosphere or are aware of Agenda 2030?
17	04/05/2023 20:52 PM ID: 216500837	I DO NOT CONSENT. The lack of common sense and lack of intelligence is beyond comprehension. The lack of ability to think clearly is beyond belief. You are not fit for purpose. You are derelict of any Act of Due Care and Diligence by blindly following malevolent diktats handed down to you. The only climate emergency we are faced with is a shower of psychopaths with the intent of destroying everything on their path. It does not take a rocket scientist to work out that there is no one individual on this planet that knows better than Mother Nature herself. Cease and desist flagrantly wasting our taxpayer monies. Our monies are to be used for the betterment of the people to ensure our needs are taken care of. By failing to do so you are in breach of your purpose to provide thereby making you surplus to requirements. Agenda 2030 is heinous in every form.
18	05/05/2023 19:22 PM ID: 216567650	Electric car chargers everywhere. Public transport free.
19	07/05/2023 17:25 PM ID: 216614505	Stop the development of sprawling 1-2 floor homes. More high density near public transport!
20	11/05/2023 14:40 PM ID: 217320481	Ensuring that changes are at least as cheap, as accessible, and as equitably distributed as the current options. e.g. LEZ does not fit this.
21	12/05/2023 09:20 AM ID: 217375501	This all feels very urgent, as per Judith Curry & others you need to take the emergency out of the whole situation, a 100 years ago reports in the newspapers of melting ice & end of the world stuff. I do not feel we have taken on board the Greenland ice 'record' & many 'emergency' false alarms on the climate & will cause others to suffer greatly including cold weather deaths.
22	12/05/2023 13:19 PM ID: 216500828	I do not consent to your ignorant totalitarian proposals in any shape or form. Do you even know the percentage of carbon in the atmosphere?!
23	12/05/2023 22:50 PM ID: 217458140	Housing is key but it needs to be affordable dense housing as well as environmentally friendly. Well built, affordable flats with good public transport links are much cheaper to service from the council's perspective (e.g. roads, sewerage, bin collections), provide more housing to people in need, and are and support sustainable living and healthy lifestyles. The tenements are popular for a reason, big gardens, and well serviced. Unfortunately most modern flats are council tax band E or F which makes them very expensive options.
24	14/05/2023 10:07 AM ID: 217513990	Good opportunity to improve quality of life across the city
25	17/05/2023 08:32 AM ID: 218007114	Ann a bhith a' dèanamh na rudan gu h-àrd, tha e cudromach gum bi fiosrachadh / sanasachd is eile mu dheidhinn tron Ghàidhlig ann an dòigh a tha follaiseach an dà chuid do luchd na Gàidhlig agus do luchd na Beurla. Airson a bhith a'

6. Which, if any of the following do you personally feel the Council should prioritise when trying to achieve a just transition?

		cothromach, feumaidh a' Ghàidhlig a bhith ga fhaicinn mar phàirt den àrainneachd.
26	18/05/2023 09:37 AM ID: 216501611	
27	19/05/2023 14:33 PM ID: 218247602	Provide attractive and good coverage of EV charging withing the city.
28	01/06/2023 20:11 PM ID: 219469270	none
29	15/06/2023 22:28 PM ID: 220407776	Transport without a doubt is key to unlocking Glasgow's full potential and reducing emissions.
30	15/06/2023 23:41 PM ID: 220409481	Participation - Provide ways for people in Glasgow to have a continuous and ongoing role in deciding what is prioritised and how. Do this by opening up decision-making so that people have a directly democratic experience rather than this being handled via occasionally choosing an elected person or by an unelected Council worker.

7. Please provide any additional comments the Council may want to consider when trying to achieve a just transition?

Answer Choices			Response Percent	Response Total
1	Open-Ended Question		100.00%	68
1	24/04/2023 12:06 PM ID: 215693413	Don't work in silos but across themes to really make Just Transition work – include fair work, circular economy, reducing poverty and equalities in a way that is embedded and not an after-thought.		
2	24/04/2023 15:35 PM ID: 215722633	Ensure that effort is taken to gather the views of people who may not be the first to respond to surveys like this. Pay people for participation. Consider various forms of evidence, including experiential and scientific.		
3	25/04/2023 10:23 AM ID: 215788216	It's very difficult, in the midst of a climate emergency and economic crisis, to prioritise the actions you list above. They are all critical to the planet and the people on it and they are all vital for Glasgow and its people. There's a statutory obligation to address some of these actions so the options aren't real. I'm not sure that those of us in the public sector really understand how little the general public understands about climate change. Most people will be driven by economic interests. I'd therefore be inclined to prioritise the education and skills agenda. This would develop the right skills for the local economy, contextualise other activities, and potentially generate creativity, commitment and entrepreneurship.		

7. Please provide any additional comments the Council may want to consider when trying to achieve a just transition?

4	25/04/2023 11:06 AM ID: 215792945	you might also want to think about the future climate resilience of communities
5	26/04/2023 11:32 AM ID: 215792734	Climate change adaptation/resilience
6	27/04/2023 09:34 AM ID: 215967956	<p>Green financing, is an element that I didn't see on your list.</p> <p>Please avoid using zero pollution environment (as is in the European Green Deal - there isn't such a thing as zero pollution!) it sounds good but it's not achievable.</p> <p>You could consider adopting a polluter pay scheme for no -compliant polluting companies.</p> <p>I work in the area of chemicals, waste and pollution, so my suggestions are perhaps a little bias to those subject areas.</p> <p>It's great to see the consultation take place.</p>
7	27/04/2023 13:29 PM ID: 215991394	Communication with local people and listen
8	28/04/2023 09:17 AM ID: 216058341	Moving on one element without consideration of others as has happened with transport (decreasing frequency of public transport and little integration of different types of transport, poor coverage of outlying areas of Glasgow) means that people who can afford expensive parking and newer more environmentally friendly cars will be fine while people relying on public transport are worse off. This must be taken into consideration -- these elements above do not stand alone and there must be balance in terms of when and how actions are implemented.
9	28/04/2023 15:38 PM ID: 215978935	Leisure and social opportunities for health, wellbeing and socialisation of local residents and young people. These are diminishing rapidly and have a marked impact on long-term health, mental health, community development and sense of belonging. A short time financial save results in long term health issues, mental health problems, positive community involvement and anecdotal increases in crime and anti-social behaviour.
10	02/05/2023 19:45 PM ID: 216305657	Give my family a sense of hope for the future.
11	03/05/2023 14:12 PM ID: 216371287	Think some people are very hesitant for moving to greener ways as normally associated with a high cost. If it was something that could bring jobs, building new transport links, better/new housing and bring a new skilled work force to Glasgow I think only has benefits to city
12	03/05/2023 14:24 PM ID: 216372753	<p>Think transport system we have in Glasgow is subpar and vastly overpriced compared to Europe. However we have a full system of tram tracks that where tarmac over in the 60's and 70's.</p> <p>With the right brains we could adapt trams to work with existing we have in a lot of</p>

7. Please provide any additional comments the Council may want to consider when trying to achieve a just transition?

		Glasgow and surrounding area to bring this back into a cheap and regular service into and around city.
1 3	03/05/2023 16:01 PM ID: 216386532	Try emptying street bins before they're overflowing/ clean litter/respond to requests to remove the massive amounts of fly tipping especially from Road works (there are enough abandoned signs in Glasgow for the whole country) promote more trains/ repair roads.
1 4	03/05/2023 16:10 PM ID: 216387154	Spend our council taxes on improving our surroundings not on commissioning yet another pointless, tick-box 'survey'
1 5	03/05/2023 16:18 PM ID: 216387961	<p>Transport should be the council's highest priority. The speed at which new active travel infrastructure is implemented is WAY too slow. A design shouldn't need 3+ consultation periods. Nor should projects be taking 18 months to complete half of a road (byres road). Making use of ERTOS and closing roads for shorter periods and working quicker is what is needed to complete projects on time and restore faith in these projects. Countless redesigns are unnecessary and long. Detailed plans should be the only thing shown to the public after initial designs are approved internally. Then ONE public consultation period. With redesign needed only with substantial resentment.</p> <p>Working to franchise/publicly own public transport in Glasgow is probably of the utmost importance. You are not incentivising people to quit their cars by making people pay close to £3 a pop for unreliable service (First Bus). McColls and other firms racketeer their way to profits. END IT NOW.</p> <p>Providing better allotment spaces around the city is also very important. The council has raised prices of allotment spaces in order to clear up their waiting list. Work with City Property and new developers to provide allotment spaces within their new developments.</p>
1 6	03/05/2023 16:25 PM ID: 216389706	Consideration of how the current EV policy disproportionately affects this without access to a driveway.
1 7	03/05/2023 16:39 PM ID: 216391205	The predicted sea level rises when compared with the SEPA flood maps highlight a number of areas which are some of the more deprived in Glasgow which will need to be either moved or protected against rising water levels and extreme flood events from rainfall.
1 8	03/05/2023 16:40 PM ID: 216390811	One of the best ways is to lead by example. Allowing the building of poor housing stock on public parks and greenspaces/greenbelt land, selling off public greenspace to private companies, selling off community assets and knocking down, rather than adapting existing buildings probably isn't the best look. It looks hypocritical.
1 9	03/05/2023 16:47 PM ID: 216391381	Impact on the city economy, jobs, services, essentially how the city people's lives must be adjusted for transition.
2 0	03/05/2023 17:11 PM ID: 216394382	How about dealing with real issues like poverty, cost of living crisis, mental health and addiction issues, and homelessness instead of some woke fantasy.

7. Please provide any additional comments the Council may want to consider when trying to achieve a just transition?

2 1	03/05/2023 17:27 PM ID: 216396117	Just let people get on with their lives
2 2	03/05/2023 20:13 PM ID: 216410708	I do not support net zero at all. These policies are a farce, they are based on useless computer models and depriving people of their freedoms.
2 3	03/05/2023 20:41 PM ID: 216412686	<p>The constant assault on any forms of travel across the city is exhausting. Travel within the city is a nightmare. If you genuinely want people to give up the car, you *must* provide viable public transport as an alternative. Walking/cycling is not an option for the majority, and you are led by ideologically driven motives that remove the practicalities of the situation.</p> <p>Invest in genuine public transport: light rail; improved subway; metro links. Without these, the hypocrisy of trying to delete the car from the city without providing alternatives will undermine your entire policy.</p> <p>The city's transport is a joke and an embarrassment. The quality of the roads, the quality of public transport options, etc., are all laughable in how poor they are. The council ought to be ashamed.</p>
2 4	03/05/2023 21:15 PM ID: 216415186	Have previously suggested on another survey looking into utilising Tenement roof's for generating solar energy, now the attic spaces no longer require water storage tanks there would be plenty of room for the infrastructure
2 5	03/05/2023 21:19 PM ID: 216415589	As above
2 6	03/05/2023 22:39 PM ID: 216420572	Transport transport transport! For all. Not just cars. All road users. I get the roads are a mess, but making it safer for citizens to use cycles (all kinds) promote the use for kids, reduce traffic in the city!!!!
2 7	04/05/2023 10:45 AM ID: 216446284	Walkways and pavements to improve. Also to consider how to penalise people and businesses who are not complying or are damaging the net zero plans. Consider how to update houses and what to do with the many tenement properties in Glasgow. Share the public health message clearly.
2 8	04/05/2023 13:19 PM ID: 216465463	Stop this nonsense. Just resign.
2 9	04/05/2023 16:45 PM ID: 216486685	Stop the war against motorists without actually providing a better alternative.
3 0	04/05/2023 17:54 PM ID: 216491634	<p>Net Zero is madness. I've read the DVSA proposals and they are crazy - to only have UK airports and to effectively ban international travel? Unworkable. Creation of Ghettos by 15-minute neighbourhoods is akin to Fascism. Restricting and controlling personal liberty? Introducing surveillance via 5G- no chance. Gateshead Council lost a court case and so will Glasgow. All electric driverless cars that can be controlled by outside agencies? LEZ introduction is an affront to small businesses and will reduce Glasgow to a ghost town.</p> <p>This is a Global Conspiracy by the WEF in the guise of climate change. For</p>

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		goodness sake don't go down this road otherwise Paris won't be the only City with riots.
3 1	04/05/2023 18:18 PM ID: 216493798	Do not agree with Net Zero approaches so far
3 2	04/05/2023 18:50 PM ID: 216496043	I think in regards to transport there should be no support for private vehicles even if they are electric
3 3	04/05/2023 20:51 PM ID: 216501739	<p>Local council are there to serve the public, not to harm or restrict them in any way. Local council do NOT have to follow the diktats passed down from WHO/WEF etc via government and can choose to spend the ring-fenced funds to the betterment of the people. These plans show your lack of knowledge or understanding of what is actually the ultimate goal.</p> <p>I do not consent.</p> <p>Your tick box consultation is as usual, bias and useless. Undoubtedly you will go ahead, despite the fact that people not responding/don't have access to the survey etc are being ignored as the majority of people are unaware of your consultations or your absurd proposals.</p> <p>We the People are born with inalienable rights which no 'authority' has the right to deny.</p> <p>You really ought to be ashamed.</p> <p>You will be held accountable.</p>
3 4	04/05/2023 20:52 PM ID: 216500837	<p>There is no such thing as a 'just transition'. There is also zero need for any of this nonsense. No one is interested in your totalitarian/tyrannical insanity or attempt at control or the usual profiteering and racketeering. No one has consented to you following these diktats. Local councils are there to serve the public by CONSENT. WITHOUT CONSENT - you have no power to enforce any of these preposterous plans. This typical 'tick box' consultation process you have circumvented deliberately to achieve the answers you seek is beyond corrupt. I do not consent to any of this. People have the right to their freedoms, including the right to privacy and right to travel (any way they choose). It is your DUTY to DO NO HARM or cause any.</p>
3 5	04/05/2023 22:00 PM ID: 216505384	<p>Most people I know don't want this crap.</p> <p>How many people have died due to poor air quality in Glasgow in the last 30 years???...I'd guess none.</p> <p>So going forward how many people will die in Glasgow due to poor air quality?...I'd guess none.</p> <p>So how many lives will this save in Glasgow....I'd guess none.</p> <p>A lot of expenditure and inconvenience for the citizens to bear for no benefit.</p> <p>So it seems to be a tax raising exercise....As long as your rich enough one can pollute as much as they want.</p> <p>Meanwhile you impoverish our lives and restrict our movements.</p> <p>You people are elected to represent the people and make life easier.</p> <p>Instead you rule on behalf of the establishment and look for more ways to steal our money, diminish our quality of life and restrict our freedoms of movement. (unless of course one is rich enough to pay)</p>

7. Please provide any additional comments the Council may want to consider when trying to achieve a just transition?

3 6	05/05/2023 19:22 PM ID: 216567650	Need to go faster and further.
3 7	06/05/2023 12:28 PM ID: 216585524	A just transition should be exactly that. Not a tax on the poor like the low emission zone is. A tax on taxi drivers, and people with specially constructed vehicles that cannot easily be changed for another. Vehicles are required to meet UK legal emission standards, if you wish for them not to be on the road have the standards changed. Glasgow city council are completely ignoring the general consensus of the population that this stealth tax is not wanted or required.
3 8	10/05/2023 12:37 PM ID: 217166671	Media advertising to inform the public on your strategies. We need much less packing on foods and other products! Safe walking routes across the city. Stop building cycle routes that clearly do not work e.g. Victoria Road!!
3 9	11/05/2023 14:18 PM ID: 217317241	You need to get the pavements and roads properly fixed to be smooth and safe to use. Too dangerous for walking and cycling in their current state. Also needs to include everyone - the current obsession with cycling excludes the majority who are older and not capable or have caring responsibilities. We need to use cars. Increasing how long it takes to travel in the car increases pollution. As for the ridiculous LEZ, how many of us with perfectly working older, soon to be banned, cars can afford to buy a replacement? I can't take my parents to appointments at the Royal from June. Also buying a new car is a waste of resources, we should be encouraged to use older ones as long as possible as long as they pass MOT emissions test.
4 0	11/05/2023 14:40 PM ID: 217320481	Stop hammering certain sections of society.
4 1	11/05/2023 16:06 PM ID: 217330526	The LEZ in the city centre is unjust, the opposite of a just transition- pushing out people who cannot afford to upgrade their cars- the poor, the elderly....stopping pensioners taking their car in to the city centre to pick up items that they would be unable to carry home on public transport themselves. what is fair about that while the city centre will still be over-run with the electric cars and the new cars of the rich or the folk from around and outside Glasgow credited up to their eyeballs on leased Range Rovers.
4 2	11/05/2023 22:17 PM ID: 217359017	Leave national issues for national government, focus on what the council is responsible for and can make a difference to.
4 3	12/05/2023 09:20 AM ID: 217375501	Take a longer view of weather history, too many experts have proven themselves ill equipped to deal with such complicated subjects & spending public money at a time were we have such poverty & please if Obama is buying a beachfront home what is the emergency? We are wasting time, money energy on a idea, a political idea which Glasgow City Council has "Declared" to be an emergency, so what? That's it no vote? You can't be wrong? There is a long history going back to 1800s of extreme weather. Sorry I want change, I love nature but I care for people more, feed them cloth them keep them secure. Thanks.

7. Please provide any additional comments the Council may want to consider when trying to achieve a just transition?

4 4	12/05/2023 13:19 PM ID: 216500828	You have lost the plot to even be contemplating these plans. Your ignorance is beyond belief. You ought to be repainting road lines, fixing pavements and potholes and looking after the people who employ you to do so. Clearly you are following WHO, WEF etc. diktats. You ought to be ashamed.
4 5	12/05/2023 20:02 PM ID: 217450724	Less cars please. Also, get rid of the motorway, it sucks.
4 6	12/05/2023 22:25 PM ID: 217457798	Remove the LEZ
4 7	12/05/2023 22:50 PM ID: 217458140	I'm really loving all the new cycling infrastructure that is going up. I think skilling folk up in solar installation and heat pumps will be a big one. There is also huge potential for community ground source heat pumps or rooftop solar in blocks of flats or commercial spaces but these schemes need a middle man to manage the communities involved.
4 8	13/05/2023 00:14 AM ID: 217460644	We live in Park Circus, pay a ridiculously high Council Tax and don't even have bins for organic/food waste. Forgive me if I am a bit sceptical about the Council's ability to achieve this 'just transition' target. And educate people! Too many just keep throwing stuff on the streets all the time.
4 9	13/05/2023 12:27 PM ID: 217480404	Education of citizens is crucial. Most people have little understanding of why they could and should make small changes to their lives.
5 0	14/05/2023 10:07 AM ID: 217513990	Really interested to see if the Council can plan for this
5 1	14/05/2023 23:55 PM ID: 217541859	Need to consider all Glasgow residents, current planning looks to exclude not include.
5 2	17/05/2023 08:32 AM ID: 218007114	A thaobh comhdhail, tha e cudromach ma tha cùisean gu bhith cothromach gum bi seirbheisean bus air an ruith airson maith a' phobail air pris reusanta agus air an ceangal ri modhan còmh-dhail eile seach air an ruith le companaidhean priobhaideach air cosgais àrd is gun cho-òrdanachadh sam bith mar a tha iad an-dràsta.
5 3	18/05/2023 09:39 AM ID: 217743550	
5 4	19/05/2023 14:33 PM ID: 218247602	Public transport are way too expensive. These should be available as the basic means of transport for everyone.
5 5	20/05/2023 09:29 AM ID: 218287117	I think there's a real opportunity in addressing climate concerns to tackle poverty and inequality at the same time and that people need to be centred over business and profits in all decisions. Creating more paths for young people into green jobs, connecting communities by increasing public transport, building on community sharing/reusing/repair schemes. I also firmly believe that any new power generating

7. Please provide any additional comments the Council may want to consider when trying to achieve a just transition?

		projects (on shore wind/solar farms etc) need to be community owned or at least provide real financial benefits for local people – free energy or profit share.
5 6	23/05/2023 11:30 AM ID: 218723032	<p>If choices are ever being made which could result in job losses as a result of closure of a carbon emitting activity, the activity should not cease until there is an absolute guarantee that the workers are being re-employed in a comparable or better paid role.</p> <p>Also, even if we stop carbon emitting manufacturing activities, if we are still importing the same goods from other countries who use the old production methods then there is no point, as all we're doing is exporting the problem. If that is ever the case then there is no good reason to cease the activity - all we are doing is getting rid of domestic production with all of the benefits that come with it. Conversion to lower carbon emitting technologies (e.g. electric steel production when it becomes viable) rather than the closure of industries should always be the priority.</p>
5 7	01/06/2023 20:11 PM ID: 219469270	you are all halfwits lead by idiots
5 8	02/06/2023 11:30 AM ID: 219496465	Airbnb management
5 9	09/06/2023 09:12 AM ID: 219960183	<p>Transport is key to the city economy and to reducing one of the largest net contributors to GHG. Also the means by which people access services and retail, and how people access and enjoy green space in the city. To achieve just transition we need to increase rates of walking, wheeling and cycling. The recently published Cycling Framework for Active Travel (https://www.transport.gov.scot/media/53417/cycling-framework-for-active-travel-a-plan-for-everyday-cycling.pdf) is a resource that can be used at a local level to expand the cycling network, integrate active and public transport and to guide the council towards ensuring that new infrastructure is supported by inclusive promotional programmes, cycling training and fair access.</p> <p>The Sustainable Transport hierarchy and the 30% reduction in car kilometres by 2030 as set out in the Glasgow Transport Strategy in 2022 also need to be key to any transport decisions at local level rather than focussing on support for 'low emissions methods of transport such as electric/hybrid vehicles' as mentioned above. Taking more cars off the road will ensure that the transition (https://www.ippr.org/research/publications/fairly-reducing-car-use-in-scottish-cities) is just as;</p> <p>Glasgow's residents have one of the lowest car ownership rates in Scotland (https://www.understandingglasgow.com/indicators/transport/vehicle_availability/uk_cities) and those without a car are more likely to be on a lower income or disabled (https://www.glasgow.gov.uk/CHttpHandler.ashx?id=50282&p=0)</p> <p>Fewer cars on the road increase walking, wheeling and cycling – increasing the feelings of safety and connection to communities (https://www.sustrans.org.uk/media/5531/final-reducing-car-use-report.pdf),</p> <p>Increased walking, wheeling and cycling help meet physical activity outcomes as well as benefitting our mental health,</p> <p>Improves our air quality, specifically for residents in areas with multiple deprivation who are most effected due to pollution (https://www.transport.gov.scot/publication/health-inequalities-impact-assessment-</p>

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		<p>hiia-nts-delivery-plan/key-issues-and-evidence/),</p> <p>More investment in cycling infrastructure and public transport makes cycling and travel more accessible to women, children, older and disabled people.</p> <p>Glasgow City Council has already made progress in ensuring that active travel is accessible and builds on areas in the city that experience multiple deprivation. The recent City Network – Final Delivery Plan and the liveable neighbourhoods and avenues project link into National Planning Framework 4 which sets the context to how spatial planning should be approached. We also recognise work done through cycle share scheme and storage that have supported people who have previously not had access to cycling. Interventions like these are crucial in supporting residents in the city with low car ownership.</p> <p>A crucial part of the plan now needs to be about upscaling green skills, infrastructure, transport and communities that support our efforts to decarbonise as mentioned in the Just Transition Commission's Scottish Government's Response in 2021 and the Skills Development Scotland's Climate Emergency Skills Action Plan 2020-25. The low emissions zone is an example of a change that can help towards just transition by reducing the number of vehicles, emissions and encouraging more people to walk, wheel and cycle. The current volume of cars is a major cause of air pollution, and with limited space in cities, it leads to congestion that exacerbates the problem. Reduced congestion will also allow clean buses to complete journeys more quickly, and there are improvements to emissions for large vehicles not having to stop and start repeatedly in traffic.</p> <p>The low emissions zone, modal shift to active travel for shorter journeys and carbon free last mile delivery can help us in our journey to a just transition. Acting sooner rather than later gives us the best chance of achieving net zero targets for Glasgow. There are multiple benefits available from investment in active travel that contribute to more equitable outcomes including a net zero transport system which extends reach of public transport beyond set routes, improved health and wellbeing, and reduced road accidents. Active travel also connecting people to open space and leisure, services and children's play as well as liveable urban communities, more attractive places and therefore it should be prioritised when delivering a just transition.</p>
60	13/06/2023 23:31 PM ID: 220247324	<p>Please consider the needs of disabled people in this transition. And of those who are elderly. Not everyone is able to cycle or walk 20 minutes! Especially in this heat. Those people who need a car should not be penalised. Bus services need to be improved drastically. More shady areas along walkways should be provided. Glasgow will only get hotter if we are developing glass buildings therefore we need more investment in adapting roofs and building walls to be green and absorb energy e.g. moss gardens.</p> <p>As this project progresses, I would hope that residents of the east end and in fact the whole city will be briefed on phases of work and dates of construction.</p>
61	15/06/2023 15:33 PM ID: 218726275	
62	15/06/2023 16:35 PM ID: 220389006	<p>Ensure that the greatest asks are not put in the individuals, community groups, and organisations already under the greatest pressure. e.g. do not ask individuals who are facing the pressures of the cost of living to buy organic which may be more expensive. Instead, provide incentives and meaningful support to food providers/vendors to replace unsustainable food with sustainable food where possible.</p>







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6 3	15/06/2023 22:28 PM ID: 220407776	Please think about car ownership levels, also tenements and waste management, and also enabling residents to improve areas that are usually factored, improve factor experience, often factors aren't improving housing stock of performing basic maintenance well such as cleaning gutters or are mowing down wildflowers etc which is leading to deterioration of housing stock. We also need investment in services and amenities in areas that aren't Dennistoun, West End and Southside.
6 4	16/06/2023 00:42 AM ID: 220410401	Glasgow is chaos: public transport is too expensive and unreliable, infrastructure if falling to pieces, cycle paths are more dangerous than the roads, food culture needs to keep getting investment to help zero waste and local sustainable shops survive against the supermarket monsters, lots of vision and potential wasted... So many heritage buildings just closed and left to decay... It's sad to see so much potential and no investment.
6 5	16/06/2023 10:27 AM ID: 220425252	Education is absolutely essential, not just for young people. A majority of older generations are either misinformed or unbothered about the climate emergency and solutions, which is deeply troubling as they often shout the loudest, and have the most resources at their disposal. Any policy and planning going forward needs to be a lot more radical and ask, who are we doing this for? People who will be dead in 10-30 years? Or people who have the rest of their lives to be left dealing with the consequences of poor decisions. Our house is on fire, remember that.
6 6	16/06/2023 13:04 PM ID: 220438487	<p>Food is often overlooked in discussions of its role in contributing to climate change as well as in reducing carbon and supporting positive nature/biodiversity outcomes.</p> <p>It is also misunderstood - that because sustainable local food is currently more expensive, it is only supported with warm words and when it comes to action - such as procuring it at scale - the cost is always a barrier and the fact that it is not currently accessible to all this immediately removes the case for support.</p> <p>We cannot afford not to support the local sustainable food - it can bring down emissions by localising production (doesn't have to be just within the city limits, peri-urban and rural areas in the Region should also be looked at); it can improve soil health and through that improve nutrition outcomes for citizens; it can be a form of employment (but the skills and know how currently don't exist and it doesn't seem that anyone is looking at in any meaningful way); it contributes to community Wealth building (Procurement contracts give local food producers and networks confidence to grow which means more local employment; the social enterprise model ensures profits are not extracted but reinvested back into Glasgow's economy)</p> <p>There is a real lack of understanding in Glasgow of local food networks and their vital role in ensuring the food security of the City. In spite of developments such as the City Food Plan which seems to be creating further silos and lack of action. Examples like Locavore CIC should be studied, supported and helped to grow. It seems like they have been recognised for their innovative work by all but Glasgow City Council. Recent awards include Social Enterprise of the Year (UK) 2021, BBC Food and Farming Awards (2022).</p> <p>Food should be the first thing we should be concerned about when we think about the climate crisis especially because we depend on food supplies from regions of the world which will become uninhabitable in the recent future. Instead, it is the last. And this is cause for despair.</p> <p>Supporting community food growing is not enough and allotments are not the solution to the climate or cost of living crises. The approach needs to be commensurate with the challenge. Glasgow procures tonnes and tonnes of food items, why none of it support local/regional sustainable food networks?</p> <p>Also, we need to be clear by what we mean is sustainable food. That has to mean</p>

7. Please provide any additional comments the Council may want to consider when trying to achieve a just transition?




		organic because there is evidence of this way of farming contributing to carbon reduction, biodiversity gain and soil health improvement. If food doesn't do that - it is not sustainable.
6 7	16/06/2023 13:16 PM ID: 220440683	Be consistent and support citizen initiatives that allow people to lead more sustainable lives, such as funding the Glasgow Tool Library to be able to survive and thrive. The Glasgow Tool Library allows people to borrow specialised tools at a very low cost. It is eco-friendly by fighting over-consumption, and it is just because it is extremely affordable and accessible to all.
6 8	20/06/2023 13:29 PM ID: 220471365	It's all important and should all be prioritised for holistic approach. I think some are longer term than others, like education, but transport and housing needs to change now.
		answered 68
		skipped 108




8. Age:

Answer Choices			Response Percent	Response Total
1	16 – 24		4.80%	6
2	25 – 34		25.60%	32
3	35 – 44		22.40%	28
4	45 – 54		15.20%	19
5	55 – 64		28.00%	35
6	65+		4.00%	5
			answered	125
			skipped	51

9. Which of the following describes how you think of yourself?

Answer Choices	Response Percent	Response Total
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9. Which of the following describes how you think of yourself?				
1	Male		51.56%	66
2	Female		43.75%	56
3	In another way		4.69%	6
			answered	128
			skipped	48
In another way (6)				
1	03/05/2023 16:40 PM ID: 216390811	I don't think of myself in any way. I am female. Let grow up.		
2	03/05/2023 20:13 PM ID: 216410708	Oh do be quiet		
3	04/05/2023 20:51 PM ID: 216501739	Don't be so ridiculous. G-d made man and woman and no amount of surgery add ins or chop offs will change the physiological or psychological make up. Stop teaching your perversions today children in schools under the guise of 'health & wellbeing'.		
4	04/05/2023 21:23 PM ID: 216504432			
5	01/06/2023 20:11 PM ID: 219469270	none of your business		
6	15/06/2023 16:35 PM ID: 220389006	gender non-confirming		



10. Do you have any long-term illness, health problem or disability which limits your daily activity or the work you can do?				
Answer Choices			Response Percent	Response Total
1	Yes		8.06%	10
2	No		85.48%	106
3	Don't know/No opinion		6.45%	8
			answered	124
			skipped	52








10. Do you have any long-term illness, health problem or disability which limits your daily activity or the work you can do?

If yes, please provide more details (12)

1	24/04/2023 16:33 PM ID: 215730671	I have chronic migraine headaches which make it impossible to work full time.
2	25/04/2023 10:23 AM ID: 215788216	Mild cerebral palsy, left side. Limited use of left arm and hand.
3	04/05/2023 17:54 PM ID: 216491634	High blood pressure and bad knees.
4	04/05/2023 20:51 PM ID: 216501739	None of your business
5	04/05/2023 20:52 PM ID: 216500837	NONE OF YOUR BUSINESS
6	05/05/2023 14:34 PM ID: 216543997	Suffer from fatigue, so need to drive daily.
7	12/05/2023 09:20 AM ID: 217375501	Heart disease
8	13/05/2023 12:27 PM ID: 217480404	Partial deafness
9	14/05/2023 23:55 PM ID: 217541859	Arthritis
10	02/06/2023 11:30 AM ID: 219496465	HIV+
11	13/06/2023 23:31 PM ID: 220247324	Fibromyalgia, Reynauds, Migraines.
12	15/06/2023 22:32 PM ID: 220407904	Long covid High bp Spondylolisthesis

11. Which of the following best describes your ethnicity?

Answer Choices			Response Percent	Response Total
1	Scottish		64.23%	79
2	British		25.20%	31

11. Which of the following best describes your ethnicity?				
3	Irish		4.88%	6
4	Other white background		7.32%	9
5	Mixed background		3.25%	4
6	Indian		0.81%	1
7	Pakistani		0.00%	0
8	Bangladeshi		0.00%	0
9	Other Asian background		0.00%	0
10	Caribbean		0.00%	0
11	African		1.63%	2
12	Other black background		0.81%	1
13	Chinese		0.81%	1
			answered	123
			skipped	53
Any other background (please specify) (5)				
1	03/05/2023 16:01 PM ID: 216386532	British and Scottish (although neither is an ethnicity)		
2	04/05/2023 20:51 PM ID: 216501739	None of your business. Irrelevant to your nefarious proposals and ridiculous waste of taxpayer monies 'consultation'		
3	04/05/2023 20:52 PM ID: 216500837	NONE OF YOUR BUSINESS and can have no bearing on your insidious proposals.		
4	01/06/2023 20:11 PM ID: 219469270	Irrelevant here		
5	16/06/2023 00:42 AM ID: 220410401	European		

Appendix E – CCI Citizen Power Framework

