



Time to Deliver

Annual Report 2023



Just Transition
Commission

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Foreword

We were appointed as co-chairs of Scotland's Just Transition Commission in September, after Jim Skea, who had led the Commission since its inception in 2019, was elected to lead the United Nations Intergovernmental Panel on Climate Change. We are delighted to accept the invitation to lead the Commission into this challenging phase.

The Commission has established itself as a guiding light for climate action locally, nationally, and internationally too. As Scotland, like all countries around the world, faces increasingly stark choices on how to realise a fair and resilient transition to net zero, the Commission's work has never been more important. As co-chairs we draw on many years of work between us on climate, social justice and equalities issues. The cost of living crisis makes the Commission's work really urgent and emphasises the need to address existing inequalities and ensure the transition does not create new forms of injustice.

As the Commission gets to grips with its demanding remit, it has had to innovate and evolve its way of working, as well as bringing on board additional specialist expertise. As well as Jim, whose contribution to furthering the goal of just transition cannot be overstated, we said farewell to Colette Cohen, another veteran of both iterations of the Commission who helped set in place the foundation stones for Scotland's just transition process through her exemplary leadership and commitment.

We are also grateful to everyone who has taken the time to speak to the Commission and to share their experiences, insights, reflections, concerns, and hopes with us. In the years ahead we will continue to travel the length and breadth of Scotland to hear directly from those whose everyday lives and livelihoods are being shaped by the course of this transition. This distinctive element of the Commission's work lies at the heart of its model as a vehicle for building consensus.

This report has been prepared to provide an assessment of Scotland's progress in achieving a just transition. As should be clear from the pages that follow, we are at a critical juncture now. The architecture for success has taken shape over recent years through the painstaking effort and foresight of a great many people across government, commerce and civil society. What is required now is transformative leadership that delivers the tangible progress that will give vital early proof of concept.

A handwritten signature in black ink, appearing to read 'S. Rehman', with a long horizontal flourish extending to the right.

Satwat Rehman

A handwritten signature in black ink, appearing to read 'D. Reay', with a long horizontal flourish extending to the right.

Professor Dave Reay



Introduction and key messages

Apprentices working in construction in North Lanarkshire

Introduction

This second iteration of Scotland's Just Transition Commission has a remit for the duration of the current Scottish Parliament. A non-statutory public body, the Commission operates independently and combines the functions of expert advice and consensus-building, with members drawn from business, industry, trade unions, environmental groups, the third sector and academia. The Commission's role is to:

- provide independent scrutiny and advice on the development of the Scottish Government's just transition planning
- advise on the optimal approach to monitoring and evaluating just transition delivery
- engage with those most likely to be impacted by the changes already underway, and to collaborate productively with other sources of relevant expertise such as the Climate Change Committee, Fair Work Convention and Fuel Poverty Advisory Panel.

The primary purpose of this report is to provide the Commission's latest assessment of Scotland's progress towards achieving a just transition to a low carbon economy.

The Commission published an initial report in July 2022, setting out strategic priorities and recommendations intended to help shape policymakers' approach to just transition planning across key economic sectors as well as identifying the critical role of a number of cross-cutting topics: investment, social infrastructure, engagement and Scotland's international role.

The bulk of our work this year has had a focus on the key economic sectors that are the subject of Scottish Government just transition planning work, and this has meant disaggregating our reporting with the intention it will help shape a live policy development process. Over the course of 2023 the Commission has published detailed scrutiny and advice on the Scottish Government's draft Energy Strategy and Just Transition Plan as well as sector briefings for Transport, Land Use and Agriculture and the Built Environment and Construction, each with a special thematic focus around a particularly challenging element of just transition planning and delivery, drawing insights from an extensive program of engagement with impacted groups. The Commission took Investment as the cross-cutting theme to bring into special focus this year, and initial outputs from a roundtable on this topic are included in this report.

This work has involved extensive information sharing and exchange with the Scottish Government, both at ministerial and official level, and this has been particularly welcome following the agreement of a Memorandum of Understanding between the Scottish Government and the Commission. Just transition planning is a new and necessarily evolving process and we see real value in an open and collaborative approach.

Scotland's approach to just transition continues to attract international interest, and this year the Commission has cultivated strong links with peer bodies around the world, including South Africa and Taiwan, as well as emerging processes in the Republic of Ireland and Northern Ireland. It is now time for Scotland to justify its reputation as a leader on this agenda through strategic action that delivers tangible benefits.

Over the course of the Commission's work this year, two themes have come into particularly sharp focus. Firstly, Scotland's transition to a low carbon economy is already well underway and is proving very challenging in the context of significant headwinds, from high energy bills to public budgetary constraints. As a national mission, just transition will be credible if medium to long term planning is matched by more immediate strategic actions to address urgent areas of need and emerging injustices. Secondly, effective just transition strategies act as enablers of robust climate action and that in their absence there is the risk of confusion, delay, misinformation and political division. This is the subject of a standalone statement from the Commission within this report, in defence of the principle that building fairness into climate policy acts as an enabler and accelerant of such policy rather than a reason for inaction or delay.

It may be that Scotland will be seeking to achieve a just transition in the context of political uncertainty and change that could be disruptive to an orderly and well-managed transition. Given the special value of policy certainty when confronting long term questions around investment, employment and skills, the commitment of all parties to the shared goal of achieving Net Zero in a fair way will be key.

Like the Climate Change Committee, the Commission aims to demonstrate the value of an independent voice in delivering credible analysis and accountability to help drive long term progress on a policy challenge that is of unprecedented scale, complexity and duration. In the coming year the Commission will move to a place and community based approach, renew our focus on effective monitoring and evaluation as well as seek to develop fresh, constructive approaches to ensuring accountability and oversight.

As ever, the advice within this report is intended as a resource for not only policymakers but for all companies, communities, workers and researchers engaged in the collective project of building a just transition.



The Commission visits Point and Sandwick Trust, a community energy project on the Isle of Lewis

Key messages

These messages provide a synthesis of the Commission’s major insights and findings from information-gathering and engagement over the past year. During 2023 the Commission also published key messages advising on the following sectors: Energy, Transport, Built Environment and Construction, Land Use and Agriculture. Many of these are cross-cutting in nature and should be useful for policy-makers across multiple sectors. Key messages on Investment are also included in this report (see page 20).

1. The current path will not deliver a just transition.

Despite progress in applying a just transition approach to policy development and planning at the national level, the tangible benefits in people’s everyday lives are yet to be felt. Instead we have seen significant rises in the number of households enduring fuel poverty, a sustained cost-of-living crisis, a lack of progress on fundamental just transition building blocks such as the energy skills passport, and the announcement of plans to abruptly close the oil refinery at Grangemouth in 2025 with hundreds of associated redundancies. We are now in a critical period for the public credibility of just transition as an approach to the decarbonisation challenge ahead. Having embedded the concept as a high level goal, just transition should from here on be used to describe a detailed and specific set of policies, actions and investments that further tangible progress along a well-defined pathway. Use of just transition as a “fix-all” term without specific policies and actions to actually realise it must be avoided from now on.

2. Scotland's just transition requires a genuine whole-of-government approach to delivery

The delivery of just transition requires policy development and delivery right across government, with devolved competencies exercised to their fullest extent. To achieve the rapid progress required, an emerging lesson from the Scottish approach is that it cannot be of primary concern only to those policymakers with a focus on climate issues but must be integrated as a core consideration across all directorates and portfolios. Transformative leadership is now required to drive this change. A strategic review by Scottish Ministers should consider how to build on the best efforts made to date by the responsible policy unit, including:

- practical steps to elevate the function and expand the capacity of the responsible policy unit to ensure that aspiration is translated into policy impact across government, and
- actions required to ensure the Scottish Government plays as effective a role as possible in co-ordinating and catalysing just transition planning and delivery across each of our local authorities.

3. Public procurement is key to unlocking a just transition

A core element of any just transition approach is to invest strategically now in order to make savings later. While significant additional investment is required, there are major potential gains if the routine deployment of public money can successfully be aligned with just transition principles. Across multiple sectors, this cannot yet be said to be the case, and significant action is required to ensure the potential of public procurement in catalysing change at scale is maximised; embedding social value and gearing public investment towards the achievement of high quality, secure employment, fair work, local supply chains, equitable ownership and meaningful community engagement and participation. Continuing a “cheapest wins” approach to procurement will not deliver a just transition but instead prove profoundly costly in the mid-long term.

4. The time for difficult conversations is now

Scotland's just transition requires a major, long-term programme of communication and engagement to build understanding and consent as emissions reduction policies come to shape the everyday lives and livelihoods of an ever-growing number of people. Misinformation is a major operational and delivery risk, one exacerbated by strategic ambiguity, uncertainty and delay that mean positive effects and opportunities associated with the transition may remain unknown, intangible or unconvincing to those who might otherwise drive the change. It is especially important that the model and approach to ensuring costs and benefits are shared equitably achieves robust public credibility.



A 'town-hall' event in Glasgow to discuss how to achieve a just transition for the built environment and construction sector

The background image shows a complex industrial system with numerous vertical and horizontal pipes. Many of these pipes are wrapped in crinkled, reflective silver insulation. Some pipes have black handwheels for manual control. The scene is brightly lit, highlighting the metallic surfaces and the texture of the insulation. The overall impression is one of a large-scale, modern industrial facility.

On fairness and a low carbon economy: a statement

In light of recent public debate and political announcements regarding questions of fairness and the approach to Net Zero, the Commission agreed the following statement.

The strength of a just transition approach is that it offers a structured way of working through the fairness issues associated with policies that reduce our emissions and increase our resilience to climate change impacts. The aspiration to achieve a just transition must never be used as rhetorical cover for inaction or delay. Bold and innovative planning and delivery to support a just transition will be the key enabler of the kinds of changes that lie ahead, in terms of how we work, move around, heat our homes, the food we eat, and how our land and its resources are shared. While we have made decent progress in reducing emissions, this has been achieved principally through ongoing work to expand the amount of energy generated from renewable supply. What comes now is the hard stuff that touches directly on our everyday lives and livelihoods.

If changes that carry specific costs for particular people are automatically discounted on the grounds of fairness, there will be no transition, and neither will there be justice. Heat pumps, deep retrofit of buildings and other key technologies and innovations associated with a low carbon economy are currently prohibitively expensive for most households. This cannot be left to consumers asked to “make sacrifices” in isolation. We will be left behind by other countries and millions will continue to suffer the ill-effects of cold, damp, poorly insulated housing and ruinously high energy costs. The role of government must be to provide the transformative leadership, serious strategic investment and active co-ordination that fundamentally changes this equation and maximizes the economic and social benefits of these new forms of goods and services.

Mitigation and adaptation measures promise major improvements for most people. [Carbon Brief analysis in 2023](#) found our energy bills are almost £10bn more than they would have been if climate policies such as energy efficiency support had not been scrapped over the past decade. The [Climate Change Committee reports](#) as many as 725,000 net new jobs in low carbon sectors could be created across the UK in the next six years, with clear opportunities to benefit areas with historically low employment and to diversify the workforce. Effective communication and engagement to deepen popular understanding of just transition and the wide-ranging benefits it will bring will be key in limiting the impact of misinformation.

The climate and nature emergencies afflict the poorest and most marginalised worst of all, exacerbating existing inequalities. This demands bold and innovative action to build genuine social and economic resilience in place of a status quo that is deeply unjust, as the number of people in fuel poverty and ongoing cost of living crisis shows. Policies and strategies that prolong business-as-usual in the name of fairness may achieve other ends, but they will not help to deliver a low carbon economy in a fair way.



The Commission visits the electric vehicle fleet for Dundee City Council

Progress assessment

The Commission is tasked with “publishing an annual report to reflect on Scotland’s progress.” This section details the markers of progress of which the Commission is aware. This is followed by some critical next steps the Commission has identified, to address emerging risks, issues and opportunities that are of particular strategic concern at this juncture. These are intended to complement the Commission’s previously published advice.

Over the past 12 months, there have been notable areas of progress in terms of work underway within Scottish Government and a continued commitment to what is a new and evolving process of just transition planning and delivery. A Cabinet Secretary with portfolio responsibility for just transition has been appointed, as recommended by the [first Commission](#).

In March, the Commission agreed a Memorandum of Understanding with the Scottish Government, establishing shared expectations on ways of working, information sharing and consultation. The Scottish Government has shown commendable openness in meetings with the Commission, has sought the Commission’s views on early-stage planning work and committed to applying the Commission’s advice across forthcoming sectoral plans.

Despite these encouraging procedural developments, the Commission’s overarching assessment is that significant further action is urgently needed across a range of core areas to put Scotland on track to deliver a just transition towards net zero, nature restoration and future resilience.

This is a qualitative assessment based on the Commission’s engagement, information-gathering, scrutiny and advice so far on sectoral planning, as well as on the core cross-cutting topics of Investment and Monitoring, Evaluation and Engagement. It also reflects broader negative trends in terms of fuel poverty, widening inequalities, employment, fair work and ownership of resources. A step change is required in terms of investment, co-ordination, mainstreaming across departments and levels of government, communications and engagement to put Scotland on-track to achieve its national mission of a just transition.

2024 brings with it the promise of detailed sectoral just transition plans that should serve as proof of concept through a tangible set of “first fruits” of the just transition in Scotland.

Scottish Government policy outputs

Over the past 12 months, the Scottish Government has released a number of forward-looking policy publications of relevance to the achievement of the just transition, including:

- The draft Energy Strategy and Just Transition Plan (ESJTP) [Draft ESJTP](#);
- discussion papers to lay the foundations for other sectoral Just Transition Plans:
 - [Just transition for the transport sector: a discussion paper](#)
 - [Just transition for the built environment and construction sector: a discussion paper](#)
 - [Just transition in land use and agriculture: a discussion paper](#)
 - [Just Transition for the Grangemouth industrial cluster: discussion paper](#)
- Report of [Independent Review of the Skills Delivery Landscape](#) provided to Scottish Ministers by James Withers
- [Hydrogen Action Plan](#)
- [Fair Work action Plan](#)
- the announcement of a Green Industrial Strategy in [Programme for Government 2023 - 2024](#).

Development of sectoral just transition plans

In 2024, we expect that as part of the development of the National Just Transition Framework, the Scottish Government will publish a revised Energy Strategy and Just Transition Plan as well as draft plans covering Transport, Land Use and Agriculture and the Built Environment and Construction. A just transition plan for Grangemouth is also expected.

The Commission has published detailed advice on each of these four core sectors this year. Much of this advice is applicable across sectors and includes generic principles for policymakers to apply across just transition planning for sectors and regions. Our full, detailed advice can be found annexed to this report.

Critical next steps

The following are key actions for policymakers to take forward across a range of areas in light of the above progress assessment, further to those considerations already set out in the Commission’s published advice to date

1. Meaningful monitoring and evaluation (M&E) of the transition needs to begin as soon as possible.

Each of the Scottish Government’s sector strategies and just transition plans needs to include straightforward ways of measuring just transition performance and engaging with affected communities on the scale and pace of change. Rapid progress on these technically challenging elements of just transition planning and delivery will be critical in underpinning tangible progress. The Commission will prioritise this area in its work through practical advice and support to the Scottish Government. As a strategic matter, a “two-speed” approach should allow for strategic delivery to be monitored and evaluated, meaningfully if not comprehensively. This would include an initial set of core metrics and indicators for each plan (for example, how the revised energy strategy delivers on reducing fuel poverty) while a “gold standard” M&E framework is developed for the medium-long term. Timely and effective engagement with local communities must be integral to each plan.

2. Potential redundancies in our fossil fuel sector are an early litmus test

Both in Grangemouth and offshore, the prospect of significant job losses, unplanned and unmanaged, presents an immediate imperative to establish the credibility of just transition as a national mission. Those affected require meaningful and pragmatic support, so that workers can move into low carbon and other industries through an orderly transition that minimizes negative impacts on workers and communities, ensures skills are retained where they are most needed for the new economy and seeks to secure positive gains for workers.

3. Adaptation measures must be a key part of Scotland’s just transition

Through Storm Babet and other extreme weather events, communities across Scotland are already experiencing climate impacts that underscore the need for strategic delivery of effective adaptation measures at scale. In 2024 we expect progress on a new National Adaptation Plan and look forward to providing scrutiny and advice on how it can best be aligned with just transition principles.

4. Establish a strategic link between revenues associated with the transition and investment in just transition needs

To support public confidence in just transition planning and delivery, new revenue streams are needed to underpin investments to achieve a just transition. A clear fiscal and financial plan is required which is consistently implemented and widely understood. For example, the prominent auction of the seabed brought significant income in the Crown Estate with no link into a just transition plan for coastal and island communities. Greater clarity is needed on how these revenues are being used to achieve benefits for the Scottish people in line with just transition commitments.



Commissioners visiting a retrofit programme in Coatbridge North Lanarkshire

Investment for Scotland's just transition

Background

Investment is essential to make the just transition real across every community and sector in Scotland. As a result, the Commission identified investment as the cross-cutting theme for 2023 and convened a roundtable in Edinburgh on 27th September. The roundtable brought together key actors, organisations and decision-makers from the worlds of finance, policy, labour and civil society, communities that rarely meet in the same room. The objective was to define the core elements of the investment needs for Scotland's just transition, take stock of existing investment models, and identify key challenges and opportunities.

A full standalone briefing will follow in early 2024 and provide a full record of the format and participants as well as the key findings and insights shared in these discussions. In this report, the Commission sets out the challenge ahead for policymakers and financial institutions as well as the Commission's key messages to the Scottish Government in developing plans to fund a just transition in Scotland.

The Challenge

The Commission has identified the need for high quality investment of at least 2 per cent of GDP per annum to make Scotland's just transition aspiration a reality. In total, there is at least an annual £35bn investment gap by 2040/45 (Making the Future, 27). This investment will be made by companies as well as financial institutions, by government bodies and agencies as well as by individuals and communities. From a just transition perspective, how this investment is delivered will be critical: quality is as important as quantity in terms of access to finance, the cost of capital, the geographical location of investment as well as the environmental and social performance of the investment. Furthermore, like other sectors of the Scottish economy, our financial industry will need to be transformed to help support the equitable delivery of climate targets and ensure sectoral and regional just transition plans are supported with investment. A critical step at this juncture is to establish a shared understanding of the current state of play in terms of existing investment models and the institutional landscape, to identify the changes that will be required, and the proper roles and responsibilities of public and private institutions if the policy priority of achieving a just transition is to be adequately funded.

Key messages

1. New and innovative investment models are needed

Scotland's just transition will not be funded by the current approach. The imperative of the just transition is being recognised by public and private financial institutions (for example in the Scottish National Investment Bank's mission). But if investment provision is left to the market alone, we will see an unjust transition. The just transition is fundamentally about place and a key insight at the roundtable was that "international finance doesn't care about place." A different set of models, regulations, conditionalities and incentives is therefore urgently required so that public and private finance can combine to achieve long-term social and economic value, value that is shared with communities and workers. Achieving a just transition will require the Scottish Government to take a proactive role as an investor in the economy, nurturing new and emerging industries and scalable propositions, as well as a critical role as the driving force in co-ordinating efforts with local government and investors. Scotland's financial sector could also develop distinctive capabilities in just transition investment, which could have international relevance.

2. Finance for net zero is not the same as investment for a just transition

Financial institutions in Scotland and across the world are making commitments to achieve net-zero portfolios. But work to get to this goal through a just transition is far less developed. The conflation of these related but separate goals risks obscuring the specific elements of Scotland's journey to a low carbon economy that will determine whether or not key changes are fair and equitable. Justice cannot be a second order consideration. To support public and private investment in just transition, the Scottish Government's plans for sectors and regions should set out a credible list of just transition investments. These should in turn help form the building blocks to establish robust just transition pathways, equivalent to (but clearly distinct from) net zero pathways that have shown effective cut-through with investors and companies.

3. It's time for strategic clarity on roles and responsibilities.

Action is required to define and map out strategic planning and delivery functions for just transition investment, including the Scottish Government (including its Just Transition Fund), COSLA and enterprise agencies, the Scottish National Investment Bank as well as the UK Government, the UK Infrastructure Bank and the British Business Bank. The Scottish Government must take on primary responsibility for driving this agenda, via regular meetings and progress updates to track performance, flag risks and communicate issues arising. This will help consolidate efforts that could otherwise be siloed, align expectations and support effective collaboration, communication of key decisions and progress reporting across different portfolios and levels of government as well as the private sector. Developing the appropriate investment plans for just transition will require extensive capacity and technical expertise. Just transition planning should therefore be established as a priority area of focus for the new Investment Strategy and Delivery Unit announced in this year's Programme for Government, to work closely with the Just Transition Unit as part of the whole-of-government approach to climate action and inclusive economic development.

4. Action is required to join up and leverage local capacity

The place and community based nature of the just transition means that a key risk in this area is a lack of local authority and public body capacity, after many years of hollowing out of public sector capacity and skills. There is a clear need for a central strategic co-ordination function to provide join-up, leadership and support to local government, leveraging and expanding existing capacity to promote local leadership. A key opportunity is the creation of coherent investment strategies for local government pension schemes geared towards just transition delivery. Alongside local authority and public body leadership, a key feature of a successful just transition will be a thriving community ownership and investment sector for a variety of sectors and assets.

5. The cost of failure is sky high, given the scale of the opportunity for Scotland.

The short- and medium-term capital figures associated with achieving a just transition may look daunting in the current fiscal context. But investment planning at all levels of government must also factor in the cost of failure, whether in terms of adverse health outcomes, loss of jobs, loss of supply chain and manufacturing opportunities with potential for many decades of growth, economic leakage and environmental degradation. Short term “savings” will be hugely costly to Scotland if these ultimately stymie sustainable economic development at this critical juncture. Attention needs to be placed on the just transition outcomes that can be generated from a long-term green industrial policy, combining public, private and community resources.



Information gathering at the “townhall” event in Glasgow

Year in review

This section provides an overview of the Commission's work during 2023, including engagement, information-gathering and outputs, including formal reporting and communications, governance and membership changes.

Overview

Throughout 2023, the Just Transition Commission has primarily focused on providing advice on the Scottish Government's Just Transition Plans. This has culminated in a number of briefings, letters and other publications.

In developing its advice, the Commission has undertaken extensive engagement activities. In total the Commission has engaged with 82 organisations, advisory groups and representative bodies in developing its advice. The Commission held three community events across Scotland, in Dundee, Glasgow and Grantown-on-Spey. The Commission also met frequently with Scottish Government Officials to understand policy development and provide direct feedback.

Energy strategy and just transition plan

In January 2023, the Scottish Government published a [draft Energy Strategy and Just Transition Plan](#).

In developing its advice on the draft ESJTP, the Commission convened three themed roundtable discussions on the following topics; equity; industry and business; and environment. The objective of these sessions was to deepen the Commission's understanding of key issues related to the draft ESJTP, as well as providing a useful forum for exchange to help support others in preparing responses to the formal consultation. Members were joined by a wide range of stakeholders, including but not limited to; Glasgow Disability Alliance, Oxfam, Community Energy Scotland, CEMVO, Equinor and Shell. A read-out of these discussions and a full list of attendees can be found in Annex C of the Commission's further advice. (see [Annex B](#))

The Commission has provided two pieces of advice in relation to the draft ESJTP:

- [Initial advice on the draft ESJTP](#): this included high-level considerations which should be applied to all just transition plans, for example, that all sectoral JTP's should begin with an assessment of the 'state of the sector', and document existing inequalities within a given sector.
- [Further advice on the draft ESJTP](#): this identified the strategic risks and recommended actions for the Scottish Government for developing the ESJTP. Recommendations are grouped under 12 key themes, including: monitoring and evaluation; co-design; skills & workforce planning; finance and investment; supply chain; fair work; cooperation with the UK Government and various areas of energy system policy such as offshore wind, hydrogen, and transport.

Grangemouth

In November, the Commission published a [statement](#) on the proposed closure of the refinery at Grangemouth, expressing deep concern that the abrupt nature of the announcement and lack of support for impacted workers risked repeating the harmful effects of previous unmanaged industrial transitions in coal and steel. The Commission called on Petroineos, the UK Government and the Scottish Government to:

- Engage fully and in good faith with workers and the community at Grangemouth and the surrounding area
- Create a credible just transition plan that ensures employment levels and economic activity within the community are protected.

Transport

In advance of the publication of the draft Transport Just Transition Plan, the Commission held a workshop in April in Dundee to investigate the justice considerations of car reduction policies.

Members met with regional and local partners, held a roundtable on health, mobility and accessibility and brought together international academics and policymakers to review models and best practices on car reduction. They also hosted an open event with Dundee Fighting for Fairness to hear from members of the local community about their experience of transport in and around the city.

The Commission published a [sector briefing](#) containing a record of the format and participants in the Commission's workshop as well as the key findings and insights shared in these sessions.

A key message is that reducing how much we drive can be part of a better and fairer transport system, as long as plans account for the needs of low paid and essential workers, disabled people and those with caring responsibilities. The Commission said Scotland's current transport system makes increased social isolation a risk.

Land use and agriculture

In advance of the publication of the draft Land Use and Agriculture Just Transition Plan, the Commission held a workshop in May in Grantown-on-Spey to investigate the way major changes are or aren't being communicated to land managers, communities and impacted groups whose way of life is going to change through land use changes as Scotland transitions to net zero.

The Commission met with National Farmers Union Scotland (NFUS), Food and Agriculture Stakeholders' Taskforce (FAST), the Scottish Tenant Farmer Association (STFA) and over 25 local farmers to discuss emissions reductions challenges, communication and engagement. The Commission also met with local partners, including Cairngorms National Park and Seafield and Strathspey Estate, and international stakeholders and academics.

The Commission published a [sector briefing](#) containing a record of the format and participants in the Commission's workshop as well as the key findings and insights shared in these sessions.

In summary, the Commission concluded that farmers need much more information about the changes that will be made to bring down carbon emissions and warned that unless difficult and honest conversations about the future of farming happen now there is a risk of slowing down Scotland's progress and making it harder for unavoidable changes to happen in a fair way.



Commissioners visiting a recent nature restoration site at Seafield & Strathspey Estate



Illustration by Dundee-based artist Kirsty Lockhart. Kirsty joined the Commission's 'town hall' event to discuss local transport issues. Her exhibition "Journeys on the 28 Bus" was on display at the Federation Gallery, Dundee, April-May 2023.

Built environment and construction

Ahead of the publication of the draft Built Environment and Construction Just Transition Plan, the Commission held a workshop in June in Glasgow and across the West of Scotland to investigate how a new workforce can be delivered to retrofit existing buildings as part of a just transition.

Members met with a number of business representatives, including AC Whyte, and visited the Morgan Sindall Riverbank Community Campus site where they met with representatives from Morgan Sindall, Tigers and North Lanarkshire Council. They also visited South Lanarkshire College and Scottish Gas to discuss training and skills challenges for the future workforce.

The Commission published a [sector briefing](#) containing a record of the format and participants in the Commission's workshop as well as the key findings and insights shared in these sessions.

The Commission's report sets out key steps for delivering the huge new workforce that will be required to deliver Scotland's ambitions to retrofit homes and buildings, including action to improve pay and conditions in the construction industry and changes to public procurement rules.



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A retrofitting programme in Coatbridge, North Lanarkshire

Building connections

This year members have participated in a number of Parliamentary hearings: including the Economy and Fair Work Committee inquiry into Grangemouth and the North East and Moray. The Committee's [inquiry into a Just Transition to net zero for the Grangemouth area](#) was published in June 2023. Commissioners also gave evidence to the Committee's inquiry into a Just Transition for the North East and Moray. The Commission looks forward to further collaboration and exchange with the Economy and Fair Work Committee in the coming years.

Commission members have also attended a number of events this year to increase awareness of just transition challenges and opportunities; they have presented at the Scottish Parliament's Futures Forum, the Scottish Policy Forum, Aberlour's ABJAM event for young people and CEMVO's first environmental conference highlighting the contribution that ethnic minority communities can make to the fight for climate justice.

The Commission has also engaged with international stakeholders to share experiences and shared challenges around just transition approaches. They have engaged with representatives from Taiwan, Presidential Climate Commission of South Africa and participated in an event organised by the Climate Group to discuss how to drive a just transition across economies and industries. This was attended by 48 participants spanning 20 different states across Africa, Asia, Europe, South America and North America.

Media

The Commission has engaged in extensive media activity this year, documenting the Commission's work via a range of news articles, opinion pieces, and broadcast interviews with local, regional and national media outlets including the Daily Record, BBC Radio Scotland, BBC Scotland, STV News, Farming North East, The Times, The Scotsman, and The Herald.

The Commission's media outputs and news releases are archived on our [website](#).

Governance

A [Memorandum of Understanding](#) was published in March. This agreement between the Commission and the Scottish Government outlines ways of working, information sharing and consultation with the Scottish Government.

Membership changes

During 2023, valued members of the Commission stepped down:

- Professor Jim Skea resigned as Chair of the Just Transition Commission on 27th September following his successful election to lead the IPCC.
- Colette Cohen
- Ronnie Quinn

We thank them for their service and valuable contributions and wish them well for the future.

New commissioners

- Professor Jillian Anable is Professor of Transport and Energy at the Institute for Transport Studies, University of Leeds having previously spent many years at the University of Aberdeen.
- Stephen Good has been CEO of BE-ST (Built Environment – Smarter Transformation) since its launch in 2014, growing the organisation from a business plan idea to Scotland’s national innovation centre for construction and the built environment, with a mission to accelerate the built environment’s transition to net zero.
- Deborah Long is Chief Officer at Scottish Environment LINK, the network for environmental non-governmental organisations in Scotland, whose aim is to be a strong coherent voice in pursuit of a sustainable Scotland.
- Professor Dave Reay has joined the Commission to jointly co-chair with Satwat Rehman. He is Chair in Carbon Management & Education at the University of Edinburgh and executive director of the Edinburgh Climate Change Institute (ECCI).
- Steven Thomson is a reader in agricultural economics and policy at Scotland’s Rural College (SRUC) where he has worked for over 30 years providing insights on agriculture, land use and the rural economy. He is embedded in the ongoing agricultural and land use policy reform process, providing analytical support and conceptual insights on opportunities to evolve agricultural support away from the EU’s Common Agricultural Policy to something more tailored for Scotland.

Member reflection: A transition “made in Scotland”

Reflecting on the Commission’s work this year, I’ve been struck by the interconnected nature of the challenges and opportunities we face as we try to ensure a just transition to net zero. In particular, the way one sector’s challenge could be another sector’s opportunity. For example, during the Commission’s engagement with the construction and built environment sector, the importance of better insulating our existing buildings came up time and time again. The business-as-usual mindset suggests that we will likely procure existing mass-market insulation products, probably from overseas, which are often high in embodied carbon, to undertake this work. However, with the right policy drivers in place, the opportunity to grow Scotland’s domestic insulation market would have significant social, environmental, and economic benefits, particularly if natural, low embodied carbon solutions were incentivised. A presumption in favour of products ‘Made in Scotland’ would secure green jobs for decades to come both in manufacturing and installation activities. However, we don’t currently manufacture enough insulation in Scotland, but have some of Europe’s leakiest buildings, so the domestic market opportunity is huge, never mind the international market.

Cue the Commissions visit to Grantown-on-Spey to engage with farmers, landowners, and rural communities to understand better the challenges facing land use and agriculture in the future. If there are to be substantial changes to land uses to tackle the climate crisis, and some of the activities we currently undertake change, freeing up land for alternative uses, might it present an opportunity to explore how this sector could literally grow the raw materials needed to support Scotland’s building insulation programme? Trees grown to support a woodfibre insulation market, or faster growing crops like Hemp, if licensed in Scotland, could help scale up the kind of work companies like Indinature in Jedburgh are pioneering. The challenge of what to do with Scotland’s fields and forests quickly turns into an opportunity that delivers solutions that are not just “Made in Scotland, but also “Made from Scotland”.

There are undoubtedly many barriers to realising the potential for the agriculture sector to transition into a key supply chain partner for the construction sector, but with the right joined-up-thinking across sectors, identifying complimentary needs and capabilities that, with the right interventions, create new, innovative opportunities, our transition to net zero has the potential to deliver the right blend of economic, social, and environmental impact for Scotland that’s just, fair, and equitable for all.

— Stephen Good

Member reflection: Taking inspiration on decarbonisation from the built environment

It is too easy to get overcome by the doom and gloom of the reality of the climate and nature emergency. Sometimes I admit the gloom gets the better of me and it takes something a bit different to inspire me out of it. A Just Transition site visit on housing did just that.

There is no doubt that we need to change radically how we live our lives in order to reach net zero and to halt the loss of biodiversity and restore it by 2045. That transition is non negotiable and it is urgent. It means we need to change practically every aspect of life. In my field of nature conservation and restoration, we see all too clearly, thanks to the regular State of Nature reports, that even in Scotland 15% of species are at threat of extinction and our ecosystems are amongst the least healthy and resilient in the world. The pressures of unsustainable land management as well as the pressures of climate change, bringing increased storminess, flooding, drought and wildfire affect wildlife just as much as it affects us as humans. However, while the transition to low carbon and high nature is urgent and wide reaching, it must also be just and fair. We are all in this together and we must all, industry, business and individuals, stop spewing out carbon and damaging nature. To make it fair, those who can pay more, should do that in order to protect those who do not have the resources to even respond to the damage being wrought right now by our changing climate and dysfunctional biodiversity, through floods, fire and crop failure for example.

Acting together, was what made the Just Transition Commission visit to Glasgow really inspiring. There we met house builders, further education colleges, local businesses and local people who between them showed us that we really can make Scotland's housing stock more resilient and more efficient. We saw that with investment, we can already help householders use less energy, saving them money, and move away from oil and gas heating towards sustainable alternatives in green electricity and solar.

We learnt that the technology is there: Built Environment – Smarter Transformation showed us that. While the skills base isn't there yet, North Lanarkshire college and local business supported apprentices are building it. What isn't there in the quantity needed is investment. We saw North Lanarkshire Council supporting council house refits, working with a local building company, and making significant investments. It's not enough and they can't afford to retrofit all the houses they need to, but what they are doing is showing it can be done. That's where it was inspiring: the answers are already here. We just need the political will to invest now, take a lead and empower business and individuals to play their part.

It's the same I realised in my world too. The answers are there: we know how to make land management sustainable for the future. It just needs investment in new skills, new business infrastructure, supporting those land managers keen to lead the way and who show what can be done. But most importantly, it needs leadership and conviction from Government to set business on track with incentives and regulation. It also needs massive investment. Investing now saves a much bigger sum in the future, it builds resilience and healthier communities and it gives Scotland's younger generations a sense of hope for their future.

— Deborah Long



Ameena Camps discussing skills for the built environment at the "townhall" event in Glasgow



Deborah Long visiting Dundee's EV infrastructure

Member reflection: Building an accessible future

I'm extremely grateful to everyone who has given their time to share experiences with us this year. In Dundee we heard about challenges navigating the transition as a blind person, and how frequently rapid developments fail to engage people with disabilities effectively, which means their needs can be overlooked. We heard about cycles lane being designed and constructed without a clear separation from pedestrians, such as a raised kerb to help navigate the new infrastructure, risking the safety of blind and partially sighted people. We also heard about challenges of navigating rapid changes to infrastructure without clear accessible communication, even for those who can afford new technologies such as smart canes. It highlights how proactive accessible inclusive engagement throughout development and construction is crucial for a just transition. When my Mom lost her ability to walk on our final holiday together, in Scotland, as a family, we did our research to find accessible locations and tried to enjoy new places and experiences; however, we were constantly disappointed and frustrated realising that places that cater for wheelchair users was a rarity. I cannot imagine how exhausting it must be dealing with such challenges and frustrations each and every day. I've been fortunate to work in the charitable sector and with those who automatically think about the needs of all their users in infrastructure changes and developments, showing us what can be achieved. This way of thinking should be the norm.

In the evening we met a variety of people from the local community, and we heard how active transport investment had taken place in a more affluent part of Dundee, while bus routes have been removed from more deprived areas of Dundee. We heard from a local resident who said her neighbour couldn't walk very far and could no longer catch the bus to get her shopping, because the nearest bus stop was too far away. Though it is challenging to think holistically and connect all the various different strands that need to come together for a future just Scotland, it is imperative we do so. To be more strategic with both planning and investment. To connect the dots, eradicate marginalisation and improve the lives of those that are currently most marginalised. We need to do better. We can do better.”

— Ameena Camps

Forward look to 2024

The coming year is already shaping up to be even busier than 2023. The strong sectoral focus of the Commission's engagement, evidence-gathering and reporting so far means members are well-positioned to provide scrutiny and advice on the draft plans we expect the Scottish Government to publish for critical economic sectors, as well as the revised Energy Strategy and Just Transition Plan.

Questions of how adaptation measures can be aligned with just transition outcomes will come into strong focus with the drafting of the Scottish Government's new National Adaptation Plan, a topic that is only likely to increase in significance over the coming years. A new draft Climate Change Plan is also expected, and this should help to establish greater clarity in terms of the specific parameters of climate policy and its fairness implications. Finally, the production of a Green Industrial Strategy should bring welcome clarity on the big picture and help establish the critical role of government in driving Scotland's transformation to a low carbon economy through a range of industrial policy levers.

The Commission looks forward to engaging constructively and collaboratively with the Scottish Government across these programmes of work in order to provide robust, independent scrutiny and advice, and to build consensus on challenging issues that need to be confronted.

The Commission will now shift to a place and community based approach, seeking to develop insights regarding the risks and opportunities attached to the transition by considering the particularities of specific places and communities. This approach will also look to bring together communities of interest and marginalized voices, and the Commission will look to do much more engagement with young people and workers. Short, focused briefings will be published following each Commission visit, starting with Grangemouth in March.

A priority for the remaining time of this Commission is to play an important and pro-active role in making monitoring and evaluation (M&E) a central part of all just transition planning. The Commission expects to publish research and advice on M&E to support practical next steps for government in operationalising just transition M&E in a way that is tangible, human and impactful. This work should also help deepen understanding of what will be required for the mid to long term in terms of governance arrangements and the institutional landscape to ensure effective monitoring of progress towards a just transition in Scotland.

The Commission will continue to build links with peer bodies and initiatives around the world and with partners across the UK, sharing learnings and collaborating towards best practice. There will also be a renewed focus on collaboration with other organisations within Scotland that have a role to play in embedding a just transition approach within their area of focus.

You can keep up to date with all of the Commission's work through our [website](#), and by signing up to our new Just Transition newsletter.



Grangemouth oil refinery

Membership

Co-Chairs



Satwat Rehman is the Chief Executive of One Parent Families Scotland (OPFS). OPFS is the leading charity working with single parent families in Scotland providing expert advice, practical support and campaigning with parents to make their voices heard to change the systems, policies and attitudes that disadvantage single parent families. She has more than 30 years' experience in the voluntary and public sector in Scotland and England, working in the fields of equalities, education, employability, economic development/regeneration and early years and childcare. Since joining OPFS in 2011, Satwat has been a member of several commissions and advisory groups including the First Minister's National Advisory Council on Women and Girls and the Scottish Government's Social Renewal Advisory Board. She is on the boards of Wellbeing Economy Alliance Scotland, Child Poverty Action Group (UK), Children in Scotland and is Chair of Intercultural Youth Scotland.



Prof Dave Reay is Chair in Carbon Management & Education at the University of Edinburgh and executive director of the Edinburgh Climate Change Institute (ECCI). He is also policy director of Scotland's Centre of Expertise on Climate Change ('ClimateXChange') and is an advisor on climate action for a range of governmental and non-governmental organisations. Dave has worked on climate change for almost 30 years, with much of his research focusing on climate change mitigation in land use and agriculture. He is especially active in efforts to enhance the provision and accessibility of climate education. Dave chaired the Climate Emergency Skills Action Plan (CESAP) steering group in Scotland, the UK Climate Change Committee's workforce & skills expert advisory group, and was part of the Green Jobs Taskforce for the UK government

Commissioners



Jillian Anable is Professor of Transport and Energy at the Institute for Transport Studies, University of Leeds having previously spent many years at the University of Aberdeen. She leads programmes of research in the UK Energy Research Centre (UKERC) and the Centre for Research on Energy Demand Solutions (CREDS), focussing on the potential for whole system (demand- and supply-side) solutions to reduce carbon, local emissions and energy from transport. She has influenced thinking on how to meaningfully segment society design and communicate targeted interventions that are both equitable and effective. She has authored or co-authored over 100 academic peer-reviewed journal articles and reports with projects mainly funded by UK Research and Innovation (UKRI), the Energy Technologies Institute, the UK Department for Transport, Scottish Government and the European Union. She has sat on a number of advisory boards and strategy panels for UK Government Departments, National Research Councils and NGOs, including the UK Electric Vehicles and Energy Taskforce, Chair to the Research and Evidence Group for the Scottish National Transport Strategy (NTS) Review and NTS Delivery Board member.



Lang Banks is one of Scotland's leading environmentalists. He has worked for global conservation organisation WWF for over a decade and has been integral in their work addressing issues relating to climate change, clean energy, and marine protection. Lang was appointed Director of WWF Scotland in 2013. Since 2019, he has also held the position of Deputy Executive Director Advocacy and Campaigns at WWF-UK. A biologist by study, his interest in the natural world stems from childhood and has led to him becoming an influential and dedicated environmentalist. Lang served as a member of the original Just Transition Commission, between 2019 and 2021. In a voluntary capacity, Lang is Chair of the Postcode Innovation Trust, which provides grants and loans to support social enterprises as well as innovative funding for charities. Lang regularly tweets and blogs about these and other subjects.



Ameena Camps is a project and research professional with a PhD in carbon capture and storage, and over 15 years' experience in energy, climate change mitigation and local development working across a variety of sectors such as government, community, and academia, both locally and internationally. One of Ameena's recent accomplishments includes the delivery of Uist Wind: a challenging, community-owned wind farm which aims to generate over £2 million in community benefit over the lifetime of the project and was presented with the Best Engagement Award at the Scottish Green Energy Awards in 2020. Ameena is a Research Analyst at Zero Waste Scotland, Manager of UistWind, a voluntary Director of Community Energy Scotland and volunteers as a member of the Scottish Islands Federation Island Decarbonisation Working Group. She lives and works in Uist, Outer Hebrides.



Elaine Dougall is Regional Co-ordinating Officer at Unite the Union and Lead Officer for Energy and Utilities for Unite Scotland. She has worked for Unite for 16 years originally as Unite Equality Officer and has worked across various sectors during that period including Not for Profit, Food and Drink, and Local Government. Elaine is a Member of the STUC General Council and STUC Women's Committee. She has been an active member of the union for 30 years and worked in Glasgow City Council for 20 years, representing members across Glasgow City Council as a workplace representative and latterly Convenor.



Stephen Good has been CEO of BE-ST (Built Environment – Smarter Transformation) since its launch in 2014, growing the organisation from a business plan idea to Scotland's national innovation centre for construction and the built environment, with a mission to accelerate the built environment's transition to net zero. A chartered architect to training, Stephen has 25 years' experience working across the built environment, initially designing and delivering award winning community regeneration, affordable housing, education and healthcare projects with Anderson, Bell and Christie Architects, before joining construction firm CCG in 2007 to lead the technical delivery of what is now one of the UK's most advanced offsite manufacturing facilities. In 2010, Stephen added responsibility for sustainability, research and development and innovation activities across the CCG group by establishing the Building Futures Lab. Stephen is a board member of the Construction Leadership Forum, a strategic partnership between Scottish Government and the Scottish Construction industry. He is an advisor on Scottish Water's Net Zero Expert Panel, a board member of our Building Standards Futures Board, a member of the UK Construction Leadership Council's Construct Zero Steering Group, and he recently chaired the panel overseeing the Section 6 Energy Standards review of the 2022 Scottish Building Regulations for Scottish Government



Richard Hardy is the National Secretary for Scotland and Ireland at the trade union Prospect, representing members in Government, Energy, Defence, Nuclear, Creative, Technology, Science and Heritage Sectors. He is a member of the STUC's General Council, and has worked on Scottish Government stakeholder bodies including the Longannet Taskforce, the Sustainable Renewal Advisory Group and the Tourism Taskforce. He was a Commissioner on the first Just Transition Commission. Richard is an experienced Senior Trade Union Official having been a full time officer or lay activist for over 30 years, working across a variety of employment sectors. He was previously a Negotiations Officer with Prospect/IPMS for over 16 years in the NW, Midlands and London. Richard has been based in the Edinburgh office since 2014, becoming the National Secretary in 2016. Prior to joining Prospect, Richard worked in Government IT.



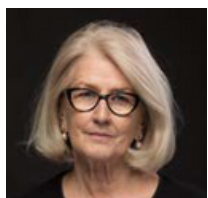
Deborah Long is Chief Officer at Scottish Environment LINK, the network for environmental non-governmental organisations in Scotland, whose aim is to be a strong coherent voice in pursuit of a sustainable Scotland. With a PhD in Palaeoecology, Deborah makes connections between specialists and policy makers, prehistory and today. She brings the long eye of history and the distance of the horizon to bear on policy development, focussing on using policy to build resilience of Scotland, especially its habitats and species, and to build a future for Scotland's nature and Scotland's people. Deborah has extensive senior leadership experience in natural and cultural heritage in Scotland. Between 2016 and 2019, she led a multi-partner international consortium working with citizens, climate and soil scientists and policy makers across Europe. She is a Fellow of the Royal Scottish Geographical Society and an active board member of a number of charities in Scotland, who work on conservation, environmental rights and third-sector leadership.



Rachel McEwen is Chief Sustainability Officer at SSE. Rachel joined SSE in 2007 and has been responsible for sustainability, including its climate change strategy, since 2013. Since being a member of the original Just Transition Commission, Rachel has engaged extensively with SSE's shareholders and stakeholders on strategies and actions the company must take to deliver fairness as the company continues its transition to net zero. As a result, SSE became the first company in the world to publish a Just Transition Strategy outlining 20 principles to support people and communities in the decarbonisation journey and latterly published a Just Transition: From Principles to Action report. SSE was assessed in the World Benchmarking Alliance Just Transition report in November 2021 as being the most developed high emitting company in the world according to its Just Transition indicators. Rachel is also a non-Executive Director of Scottish and Southern Electricity Networks, the SSE subsidiary that owns and operates the electricity distribution and transmission networks in the north of Scotland. External to SSE, Rachel pursues a series of social justice issues and was Chair of the Leadership Group of Living Wage Scotland between 2014 and 2018 and is a Board member of both the Fair Tax Foundation and the Poverty Alliance. She has a first degree in Applied Economics and a Masters in International Political Thought.



Jake Molloy worked offshore in the oil and gas sector for 17-years before being elected as the General Secretary of the independent oil workers union OILC in 1997. After merging with RMT in 2008 he became the RMT Regional Organiser with responsibility for all offshore energy activity which includes engaging and organising divers, seafarers, catering, engineering, drilling and now renewables sector workers. Jake has participated in a number of industry forums including Oil Spill Prevention Recovery Advisory Group (OSPRAG) dealing with the impact of the Deepwater Horizon environmental disaster, the Helicopter Safety Steering Group (HSSG) looking at helicopter safety in the sector after a number of fatal accidents, the Step Change Leadership Group which engages workers in offshore health, safety and environmental matters, and more recently the Scottish Government (SG) Energy Jobs Task Force, the SG Strategic Leadership Group and the UK Government North Sea Transition group.



Ann Pettifor is an economist and Director of Policy Research in Macroeconomics (PRIME). She is the author of *The Case for The Green New Deal* (Verso, 2019). In 2008 she jointly co-authored the original *The Green New Deal* (New Economics Foundation), which was later taken up by Alexandria Ocasio-Cortez in the US Congress. In 2017 she published *The Production of Money* (Verso) on the nature of money, debt and banking. In 2020 accepted an invitation to chair the board of directors of A-Deus, an innovative, community-based clean energy company, based in Edinburgh.



Nick Robins is Professor in Practice for Sustainable Finance with the Grantham Research Institute at the London School of Economics and Political Science. Nick has over 20 years' experience in sustainable finance in banking, investment and financial regulation. A core focus of his work is how to mobilise investment for a just transition, and he is the founder of the UK's Financing a Just Transition Alliance. Nick is author of *The Road to Net Zero Finance* for the UK's Climate Change Committee and leads the finance platform for the Place-based Climate Action Network working with Climate Commissions in Belfast, Edinburgh and Leeds. He is also co-chair of the International Network for Sustainable Finance Policy Insights, Research and Exchange (INSPIRE).



Katie Swan-Nelson is the Policy Coordinator for the joint project between the Boston University Global Development Policy Centre and the United Nations Conference on Trade and Development (UNCTAD) on supporting a green and just transition of the world economy. Prior to joining the team, Katie worked at Oxfam and ActionAid as well as a range of grassroots organizations in Scotland focusing on economic, climate and gender justice. She is Convenor of the Scottish Women's Budget Group and sits on the Programme Advisory Group for the MSc in Climate Justice at Caledonian University. Katie holds a BA in Social Anthropology from Harvard University, where she won the Hoopes Prize for exceptional research, and a Master's in Development Studies from the SOAS University of London, where she won the Development Studies Postgraduate Prize.

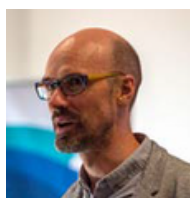


Steven Thomson is a reader in agricultural economics and policy at Scotland's Rural College (SRUC) where he has worked for over 30 years providing insights on agriculture, land use and the rural economy. He is embedded in the ongoing agricultural and land use policy reform process, providing analytical support and conceptual insights on opportunities to evolve agricultural support away from the EU's Common Agricultural Policy to something more tailored for Scotland. His research contributes to the evidence base on the potential opportunities, challenges and consequences (e.g. food production, rural economy, socio-cultural aspects) in achieving the climate change and nature restoration targets for the agriculture and land use sectors across the length and breadth of Scotland. Steven sits on our Academic Advisory Panel that supports the Agricultural Reform Implementation Oversight Board and previously provided academic support for Brian Pack's Doing Better Initiative to Reduce Red Tape for Farmers and Rural Land Managers, and was a member of the independent Farming for 1.5 Degrees inquiry panel, the Hill, Upland and Crofting Group and the Suckler Beef Climate Group Programme Board. He maintains close links to the industry through stakeholder and industry engagement, support of Scotland's Farm Advisory Service particularly through his SEFARI Gateway knowledge broker role.

Working Group Members



Rajiv Joshi is an economist, community organiser and entrepreneur currently leading Bridging Ventures, a global effort working to accelerate a just transition to a thriving and regenerative future through catalytic collaboration and systems change. He serves as an Advisor to Columbia Climate School and convened the Climate Action Lab in Glasgow at COP 26. Raj is a lead author of the Decisive Decade Inquiry into the Future of Climate Action – commissioned by Chief Architect of the Paris Agreement, Christiana Figueres, and Oxford Saïd Business School where he was an Executive in Residence. He was the first Managing Director of The B Team, where he served from inception in 2012 until 2019, working with eminent leaders to redefine the role of business in society. Raj was instrumental in galvanising adoption of a Net-Zero emissions goal, as a Founding Board Member of the We Mean Business Coalition and the Net Zero Asset Owner Alliance



Mark Reed is a Professor of Rural Entrepreneurship and co-Director of the Thriving Natural Capital Challenge Centre at SRUC. One of the original architects of the Peatland Code, he is now helping develop carbon codes for other habitats and advising UK governments and the United Nations on the development of high integrity ecosystem markets. Professor Reed is chairing a SEFARI Strategic Advisory Group with representatives from across the UK policy, investor and landowning communities, to understand opportunities and threats from “green lairds” and investment funds that want to rewild Scotland to help reach net zero targets. He advises the Scottish Government on natural capital and ecosystem markets as a member of the Agricultural Reform Implementation Oversight Board, which is helping shape the Agriculture Bill, to be introduced to the Scottish Parliament next year.

The Secretariat



Elliot Ross is the Commission's Executive Director and has run the Commission's secretariat since 2021. He led communications and engagement work for Scotland's Climate Assembly and the Citizens' Assembly of Scotland. Previously Elliot's writing had appeared in leading publications including The Guardian, The Atlantic and The Nation. He holds advanced degrees from Columbia and Cambridge.

Lauren Begbie is the Commission's Head of Engagement and has been a member of the Secretariat since 2022. She has been in the Civil Service for 8 years and served on the first Just Transition Commission Secretariat. Lauren has a degree in Environmental Geography the University of Stirling.

Shona Ann Kinnear is the Commission's Head of Operations and has been a member of the Civil Service for 22 years. She joined the Secretariat in 2022 after transferring to the Scottish Government from the UK Government. Shona Ann has a background in human resources, workforce planning, operations and business management.

Annexes

Annex A: [Initial Advice on the draft Energy Strategy and Just Transition Plan](#)

Annex B: [Further Advice on the draft Energy Strategy and Just Transition Plan](#)

Annex C: [Can We Reduce Car Use Fairly: A Briefing on Transport](#)

Annex D: [Communicating Change: A Briefing on Land Use and Agriculture](#)

Annex E: [Scotland's Retrofit Workforce: A Briefing on the Built Environment and Construction](#)



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