

Scottish Government Just Transition Policy

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Just Transition

- A Just Transition was originally a concept used by US trade unions to campaign for protection for workers against regulations that threatened their jobs – but has now grown to represent the concept of a just and fair approach to reaching net zero.
- For the Scottish Government, a Just Transition is both the outcome – **a fairer, greener future for all – and the process that must be undertaken in partnership with those impacted by the transition to net zero.** It supports a net zero and climate resilient economy in a way that delivers fairness and tackles inequality and injustice.



Just Transition – Vision



Net zero will bring new opportunities, transform our economy and our society. The journey to create a better future for everyone is known as a **just transition** and will **bring people along and ensure that no one is left behind**.



A just transition must also mitigate any possible risks. We have seen the damage caused by rapid structural change in the past in our coal mining communities, the effects of which are still felt today.



The transition to a fairer greener Scotland will help build infrastructure for things like electric vehicles, heating, aviation, marine and renewables.



We're building resilience to the impacts of climate change by investing in flood risk management to protecting our coastlines.



The opportunities for innovative net zero solutions, products and services is enormous and will provide opportunities for national economic growth.



Programme Overview

- On 20 June 2023, we published discussion papers for three sectors: including for built environment and construction as it is one of the highest emitting sectors in Scotland – 23% of total GHG emissions in 2021, and in response to the JTC's recommendation.
- These sectors contribute significantly to the Scottish economy – and our goal is to make sure that as we decarbonise, the opportunities and benefits of the transition are shared fairly - and that workers and businesses in these sectors can flourish
- Engagement undertaken across society – from vulnerable groups, businesses, trade unions and public sector – will be used to inform the draft JTPs
- A draft Just Transition Plan will be published this year, followed by more formal consultation



Built Environment and Construction – Emerging Key themes



1 Procurement as a Lever

- Spending Better for Better Outcomes

2 Building a skilled workforce

- Upskilling existing workforce
- Attracting new, diverse talent into the sector
- A fair and equitable sector

3 An Innovative, internationally competitive industry

- Supporting Innovation to drive growth
- Delivering climate ready and sustainable buildings
- Accounting for embodied carbon

- Enhancing Practice in Design and Planning
- Accounting for Embodied Carbon

Delivering consistent and sustainable standards

4

- A sequenced supply chain

Maximising the manufacturing base in Scotland

5



Identified issues

Structural

Aging workforce

Increased competition between sectors (and internationally)

Tight labour market

Controls over immigration

Skills-based

'Cluttered landscape'

Lack of clarity on skills required for roles (skills matrix)

Difficulty in assessing upskilling/reskilling potential (passporting)

Diversification of the workforce



Next Steps

- We are interested in hearing what issues are raised during this session – this feedback will be incorporated into wider evidence gathering which will then be used to inform policy in our drafts.
- Your views will support co-design of draft Just Transition Plans for the three sectoral plans.
- Over the next weeks, we will be working on the policies that should underpin a Just Transition Plan, focussed on the skills interventions needed to support a consistent pipeline of skilled labour into the built environment and construction sector.

