

Making the Future

Initial Report of the 2nd Just Transition Commission



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An apprentice working at Peterhead
Power Station

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Cover image: large-scale water pumps at the river water intake station at the Queens Quay Energy Centre, Clydebank, which pump around 160 litres of water per second into the energy centre.

Foreword

I am flattered to have been asked to take on a second stint as Chair of Scotland's Just Transition Commission. The first Commission, which reported in March 2021, made its mark. Twenty four recommendations, all accepted by the Scottish Government and, in a global first, a Minister for Just Transition, Employment and Fair Work.

But this is not the time to rest on our laurels. We may have a longer run than the first Commission – through to the end of the current Parliament – but the just transition challenge has become even more urgent. The perfect storm of COVID and the war in Ukraine has widened inequalities through impacts on food and energy prices. The energy crisis has upped pressure to exploit fossil fuel resources with implications for net zero emissions. And the financial situation is putting pressure on public sector budgets, just as resources are desperately needed to support a transition that is fair for all. How the Scottish Government responds to these challenges and builds long-term perspectives into its immediate actions will be a marker of its commitment to a just transition.

Scotland is not short of the talent, and the will, to address these headwinds. The membership of the new Commission is perhaps even more diverse than previously. We have 16 Commissioners representing a wide range of interests. While employment and fair work remains a core concern, we are now even better placed to cover the wider social dimensions of the transition to net zero emissions, and the implications for people's well-being.

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This report sets out our initial thinking on the challenges ahead. It will be followed by the first of our regular annual reports in a year's time. We have met five times since the start of 2022 to get to know each other, understand each other's perspectives and get a grip on the big issues facing us. As the Scottish Government works up the first Just Transition Sectoral Plans, starting with energy, we are rolling up our sleeves to fulfil the first part of our mission, that is to provide advice and scrutiny. Accordingly, a big chunk of this report is devoted to four sectors: energy; buildings and construction; transport and agriculture and land use. Here we set out our initial thinking and suggest some strategic priorities for consideration by the Government. We also cover cross-cutting themes: finance; Scotland's role internationally; and underpinning social infrastructure.

Our other two tasks are to continue the pattern of engagement established by the first Commission and to provide advice on monitoring and evaluation of transition progress. Already at our first meetings we have engaged with those working on carbon capture and storage projects as well as leaders from the building and construction sector. We will engage with other sectors at future meetings. We have just started to get our heads round the monitoring and evaluation challenge.

These are still early days, but all Commissioners felt it was vital that we set out our stall and communicate how we will approach the remit set for us by the Scottish Government. I commend this report to you and thank all the Commissioners for their efforts and for bringing it together in a timely manner.

Professor Jim Skea





Introduction and overview

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The Commission tours the gas turbine room
at Peterhead Power Station

Scotland's renewed Just Transition Commission (JTC) will sit for the duration of this Scottish Parliament. As with the first JTC, it operates independently, drawing on expertise and experience from leading figures in industry, business, trade unions, academia, and environmental and community groups. It works alongside bodies with related remits such as the Fair Work Convention and Poverty and Inequality Commission. The overall mission remains the same – a fair transition to net zero emissions in Scotland, undertaken in partnership with those impacted by the transition.

The Scottish Government accepted and committed to act on all of the recommendations made by the first JTC, including the establishment of a Ministerial Just Transition post. The Scottish Government's response to the first JTC's report published in March 2021 showed admirable ambition. This ambition now needs to be matched with action from Government, and across society, that materially enhances the livelihoods and well-being of people across Scotland as we decarbonise rapidly and at scale.

The new Commission has been tasked with providing scrutiny and advice on Scottish Government-led Just Transition Plans, advising on the most suitable approaches to monitoring and evaluation and engaging with those most likely to be impacted by the transition. We need to focus on the practicalities of delivering a just transition, identifying strategic opportunities, risks and roadblocks, and the actions required to address these.

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The renewed Commission has met five times since January 2022, and this is our first report. Annual reports will follow from 2023 onwards. This report reflects recent progress in embedding the principle of a just transition into the reality of policy planning and delivery. Just transition as a framing policy concept now enjoys wide-ranging support in Scotland, and our approach has attracted considerable interest among international partners.

The Scottish Government's Energy Strategy and Just Transition Plan (ESJTP) will be published later this year. This will be followed by other sectoral Just Transition Plans in 2023, which will feed into the next Climate Change Plan, expected in draft form by late 2023. This report therefore comes at a critical moment, with the capacity to influence policy developments that will shape decisively the path we in Scotland take towards a net zero economy.

To that end, this Initial report sets out the priorities which, in the view of the Commission, are of primary importance in delivering a just transition for Scotland. It is intended as a resource, first and foremost for policymakers, but also for industry, businesses, workers, communities, researchers and practitioners – to everyone taking an active part in helping shape a just transition.

A crucial aspect of the JTC’s new remit calls for advice on how best to monitor and evaluate Scotland’s progress towards a just transition. The Scottish Government’s Just Transition Outcomes offer a starting point for the development, now underway, of a robust set of key performance indicators, based on in-depth quantitative and qualitative analysis. Progress should be assessed in an accurate and timely manner, enabling success by locating areas of risk and helping to prevent unjust outcomes. This report establishes some important principles for effective monitoring and evaluation to support a just transition. More detailed advice on this topic will follow in our annual reports.



Commissioners learn about innovations in robotics at Built Environment-Smarter Transformation (BE-ST), Blantyre

Guiding principles

In setting out priorities, Commissioners were guided by five principles:

- **Urgency** – The cost-of-living emergency means that ensuring fairness in the delivery of decarbonisation is more urgent than ever. The current economic and social situation highlights the lack of resilience in our system. The need to create a new infrastructure to support our energy transition and delivery of our net zero goals is a huge opportunity for Scotland. If we create policy to achieve high economic, climate and social returns, driving investment in industry, innovation, skills creation and regional development, we can build a clean, value-generating economy for the future. But we need to deliver at pace. The Commission is looking for early indicators of serious ambition to show that transformational change will be achieved.
- **Clarity** – Government must be clear and up-front about its strategic decisions on just transition delivery, including investment and regulation. Clarity will catalyse effective action and benefit industry, business, workers and impacted communities.
- **Credibility** – Plans and targets must be deliverable and supported by adequate funding. Investment now will avoid opportunities going elsewhere. As pointed out by the UK's Committee on Climate Change, over-ambitious targets, or plans that dodge tough questions rather than confronting them, risk a disorderly, and hence unjust, transition.
- **Co-ordination** – Sectoral and regional planning need to be joined-up, with annual targets, delivery and investment plans and clear shared strategic objectives, including the Scottish Government's Just Transition Outcomes.
- **Justice** – Scotland's decarbonisation transition is already underway, in the context of widening inequalities post-pandemic and a growing cost-of-living emergency. Government policy needs to redress these inequalities, not widen them.

Key messages

The body of the report sets out what we see as priorities, both of a cross-cutting nature and for individual sectors. From these we distil a set of key, high-level messages:

- **Close the investment gap** – The success of a just transition depends critically on delivering high quality investment of at least two per cent of GDP to create highly skilled, secure, well-paid jobs, tackle inequality, and to build an innovative industrial base and more resilient social and physical infrastructure. These are essential if we want to build a net zero economy ready for a climate-challenged world. While we recognise the constraints under which the Scottish Government operates, increased investment will ultimately stabilise the public finances in the long term and build a nation fit for the 21st century. It will be an unjust transition if it is not an investment-led recovery. Where possible, planned actions associated with 2030 and 2045 timescales should be brought forward.
- **Establish industrial planning for the economy of the future** - The challenges of large-scale decarbonisation, the cost-of-living emergency and the climate emergency demand a whole system transformation which requires a new approach to industrial planning. This means moving from far-off targets to tangible, annual milestones, to lock in progress and set the direction for public and private stakeholders. This goes beyond a narrow focus on “green jobs”. Serious workforce planning is needed to support workers, communities, industry and business through the transition and to create the diversified economy Scotland needs to thrive.
- **Deliver a better deal for workers** – Job creation alone will not safeguard a just transition, and plans must be geared to delivering meaningful, well paid and secure employment at scale, recognising that how we work and where we work will also change through the transition. Significant support is needed now for the most marginalised groups, addressing both immediate needs and longer-term challenges. But however carefully planned the transition, we must anticipate negative shocks. Meaningful protection from these impacts demands a major renewal of Scotland’s approach to social infrastructure to enhance resilience and adapt to a climate-changed world.
- **Tackle inequalities at every level** – Just transition considerations must be one of the foundations of decarbonisation policy at every scale. Spending on decarbonisation should be rigorously assessed to ensure maximum positive social and economic impact and a fair distribution of benefits. This should also mean considerations of new, progressive revenue streams to rebalance economic inequities. Policy development should prioritise engagement with the most marginalised groups. Beyond our borders, we are well-placed to enhance and accelerate international progress towards a just transition by building on Scotland’s co-operation between states, cities and related climate initiatives. This must include preventing negative ‘spillover effects’ of domestic decarbonisation, whether in the form of offshored carbon emissions or economic and social harms.

- **Measure progress to secure implementation** – The Scottish Government must develop and rapidly deploy a robust monitoring and evaluation framework for assessing progress on Just Transition Outcomes. It should target clear deliverables and annual milestones through to 2045 to drive delivery. And it should include early identification of opportunities, as well as risks and roadblocks, to effective delivery. This framework should be determined by engagement with hard-to-reach groups likely to be significantly impacted, and other key stakeholders. It will necessarily be adapted and refined over time. Establishing an initial framework early is critical.

While the Commission intends this report to stand as a reference point for the work ahead, it is by no means our final word on any of the issues addressed. It does not represent an exhaustive analysis of the critical questions at hand. There are a great many matters of direct concern to the Commission which will require careful information-gathering, engagement and deliberation before we make robust recommendations.

Structure of the report

The report first focuses on those economic sectors which are due to be addressed by Just Transition Plans from the Scottish Government over the next 12-18 months.

These are:

- Energy
- Buildings and construction
- Transport
- Land use and agriculture

We then turn attention to a set of cross-cutting topics:

- Finance
- International
- Social infrastructure

After which we focus on specific responsibilities of the Just Transition Commission:

- Engagement, participation and equalities
- Monitoring and evaluation



Commissioners at Queens Quay Energy Centre, Clydebank, in the shadow of the Titan Crane, once the largest crane of its kind in the world

Sectoral planning

Energy

Context

Delivering an energy transition that meets our national emissions targets has consequences for the future for thousands of workers who aspire to high quality, secure employment within the new green economy. The development of a new energy system, with associated manufacturing, design, installation, operation and maintenance activities and jobs may entail initial disruption and costs. But it will ultimately provide a sustainable, resilient, exportable capability which will generate value for future generations.

The first Just Transition Commission concluded that: “A key challenge to energy transition is the need to retain and decarbonise our existing industry, while creating policy that allows for new opportunities to grow. This will involve mobilising investment, changing regulation, stimulating innovation and creating a holistic plan and vision that enables new industries to flourish.”

The current cost-of-living crisis, exacerbated by rising energy costs, highlights that a just energy sector transition, provides an opportunity to deliver a fairer energy system for all. This must be a key outcome of a just transition. Low carbon renewable energy production and/or export must benefit local communities as well as the supply chain, government or industry.

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The strategic priorities set out below reflect the continuing relevance of these challenges. The Commission will share further advice upon review of the Scottish Government’s draft Energy Strategy and Just Transition Plan. We hope this will spell out plainly what the Scottish Government expects to happen in this sector to enable industry and wider society to prepare.

Strategic priorities

An Energy Road Map: The Energy Strategy and Just Transition Plan should have embedded within it an Energy Roadmap to Net Zero, with an associated Investment Plan. This needs to contain annual milestones through to 2045 specifying emissions reductions and quantities of CO₂ to be sequestered to compensate for hard-to-abate sectors. An Energy Roadmap should provide clarity on demand so that the supply chain can invest for the future. Clear statements of intent on energy usage, activity level and the fiscal landscape are needed. Without anticipatory investment, solutions will remain costly, the transition will be delayed, and generation projects and equipment manufacture will go elsewhere. Contingency plans should be developed in case preferred solutions turn out not to be feasible.

Transmission and distribution: Rapid and substantial investment is required in transmission and distribution infrastructure across the country. Both industry-led and community-led renewable energy projects are being held back by infrastructure constraints and energy market design. However, investments that provide privileged access and duplicate existing capacity should be avoided.

Workforce planning: We need a clear picture of what the new energy economy will look like. The Energy Roadmap to Net Zero needs to be supported by a Plan on the future of energy sector jobs. This will help identify future opportunities, what skills will be prized, and where jobs will be located. It will allow us to build the workforce required for the new economy, through upskilling and cross-skilling, in a fair and effective way. Targeting locations where there is the greatest need could help in planning and developing the next generation of training facilities and outreach programmes from universities.

Maximising benefits of innovation: The Government must clarify how it sees research and innovation delivering supply chain diversification, and hence domestic job content. Clusters of test and demonstration sites that build on existing capabilities and deliver supply chain diversification should be established to accelerate innovation and develop affordable, job-creating solutions, fit for design, manufacture and installation in Scotland. An updated Industrial Strategy for Scotland should ensure clarity on this.

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Enabling delivery: Staffing levels need to be adequate for the delivery of low carbon projects that involve meaningful participation of communities, speedy resolution of issues, and the acceleration of planning processes. Dedicated energy development officers within government and local authorities could help address engagement and development while increasing the speed of delivery and maximising benefits.

Effective planning: The Government needs to provide clarity on the utilisation of land and sea and establish clear processes to resolve any conflicts that may arise. Local government needs sufficient resources to implement and accelerate planning processes.

Tackling fuel poverty: Action on energy efficiency is urgently needed. For low-income households to switch from fossil fuels to clean energy requires both supply and demand measures – addressing pricing barriers for renewable sources, and reducing energy consumption through increased efficiency. Affordable clean energy must be available to all, and government needs to consider how community-led clean energy solutions can build resilience and distribute wealth into the areas that need it most.

Recommendations

- An Energy Roadmap to Net Zero, with an associated Investment Plan, should be embedded within the Energy Strategy and Just Transition Plan to enable workforce planning, supply chain investment and diversification, infrastructure planning and planning at the regional level.
- A plan on the future of energy sector jobs must provide a clear picture of what the new energy economy will look like. This will help identify future opportunities, what skills will be prized, and where jobs will be located.
- The Energy Strategy and Just Transition Plan should identify actions to test and deploy innovative solutions that make the transition more affordable. Clusters of test and demonstration sites that build on existing capabilities and deliver supply chain diversification should be established to accelerate innovation, and develop affordable solutions fit for design, manufacture and installation in Scotland.
- The current transmission charging scheme militates against investment in Scottish solutions and inflates costs for Scottish communities. It needs urgent reform. The Scottish Government should bring the full weight of its influence to bear on this matter, which remains reserved to Westminster.

Buildings and construction

Context

In 2015, Scottish Ministers rightly acknowledged the need to ramp up long-term action to combat fuel poverty and reduce carbon emissions from our homes and buildings, by designating energy efficiency as a national infrastructure priority.

Since that time, the Scottish Government has committed increasing amounts of multi-year funding to address fuel poverty, reduce the energy demand of, and decarbonise the heat supply to, our residential, services and industrial sectors.

This investment has helped; however even with this increased investment, the pace of delivery is not yet commensurate with the action needed. Worse still, the current rise in energy prices and cost-of-living crisis is already massively increasing the number of those in fuel poverty.

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An independent panel has recently been established to advise Ministers on the steps needed to ensure a fair heat transition throughout Scotland. The Commission looks forward to engaging with this group.



Commissioners examine insulation materials at Built Environment - Smarter Transformation (BE-ST), Blantyre

Strategic priorities

Tackling fuel poverty: With the number of households living in fuel poverty dramatically increasing, there is a need to ramp up further schemes to tackle fuel poverty. There needs to be a continued focus on targeting support at those most in need, both in the immediate term and the longer-term, by improving the energy efficiency of homes and replacing fossil fuel heating systems with renewable alternatives where this directly benefits those in fuel poverty by reducing energy costs. Enhanced investment at scale is required for 'fabric first' approaches to meet the scale of the energy efficiency challenge, including investment for increased staff resource to reach those in most need, which will have far reaching benefits in the shorter and longer term.

Supporting those who can contribute: Those who can afford to contribute something toward decarbonisation of their homes and buildings should be eligible for improved support programmes (not dissimilar to those offered by existing Scottish Government fuel poverty alleviation schemes) to enable them to navigate their way through the issues, receive bespoke advice, and give them certainty that they are dealing with reputable and accredited suppliers and installers. More broadly, scaling up of the retrofit industry is required to enable workforce planning and the development of appropriate financing products.

Addressing barriers to low-carbon heat: Heat pumps will be an essential technology to decarbonise most homes, as well as enabling low-carbon heat networks. The latter are likely to be the only viable solution for flats tenements and large buildings and there is an urgent need to accelerate heat network development to avoid such buildings being left behind. In all cases, market and policy distortions that increase the price of electricity (and therefore heat pumps) must urgently be addressed by UK Government.

Bringing clarity of the direction of travel: Households, landlords and businesses want to know what they must do to reduce the climate impact of their homes and buildings. The best way to do this is through minimum standards (such as those set out in the Scottish Government's Heat in Buildings Strategy), instructing and requiring building owners to make improvements to insulation and replace fossil fuel heating systems; but ensuring these minimum standards are place-based and fit for purpose. Similar levels of clarity are needed on the role and timeframes in which hydrogen can be expected to play, if any, in decarbonising domestic heating systems. The current situation, in which too many new homes continue to be built to the very minimum level of energy efficiency, needs to end. These homes will need to be retrofitted within the next decade.

Creating good jobs: Addressing fuel poverty and cutting carbon in our homes and buildings provides a fantastic opportunity to sustain existing jobs as well as create tens of thousands of new jobs right across the country. However, in addition to investing in domestic supply chains and the necessary skilling-up of those who could be employed, there is a need to make sure the work they do is fair and rewarding. A recent independent review of working practices in Scotland's construction industry by the Fair Work Convention found that while many employers' have taken steps to embed fair work in their business, the construction industry is not consistently delivering fair work.

Recommendations

- Access to fuel poverty schemes should be broadened. More homes are in fuel poverty but their entitlement to benefits may not have changed, so eligibility criteria should be less strict to help more homes. This can only be achieved with increased public funding, including for energy efficiency grant based schemes.
- Minimum energy efficiency and zero emission heat standards should be applied to all homes, ensuring that grants and other support is available for those unable to afford improvements. We urgently need to develop and implement similar standards for publicly and privately owned non-domestic buildings, with a focus on driving heat network development. Investment is needed in engagement at the street, community, neighbourhood level to enable these initiatives to be designed with citizens at their heart.
- The Scottish Government should engage with the UK Government as it considers reforming the UK's electricity market to decouple energy bills from wholesale gas and electricity prices, and support other reforms to enable all forms of efficient electric heat to compete fairly with natural gas.
- To help embed fair work into Scotland's construction industry, the recommendations of the Fair Work Convention's independent review of working practices must be adopted in full.

Transport

Context

Transport is the largest contributor to climate emissions in Scotland; therefore, to achieve net zero there must be a wholesale renewal of Scotland's transport system, with significant, focused investment where it is needed most. The major opportunity before us now, as we rebuild our broken transport system, is to deliver a decarbonised transport network that supports and promotes equality, opening up a host of economic opportunities for businesses and consumers and improvements to lifestyle and wellbeing. This will require significant investment from government and re-prioritisation of funds to where they are needed most, in order to deliver a fair and just transition.

Strategic priorities

High quality, affordable public transportation: Scotland's public transport network requires vast improvement and must be made more affordable. The rapid improvement and broadening of mass public transport must be a priority for government, in order to deliver a much higher quality of service and well-paid, secure employment for transit workers. If done right, a public transport system fit for the new green economy will deliver major benefits in terms of access, fairness, well-being and social inclusion, as well as the expansion of local supply chains in low carbon transport technologies. Continued failure here guarantees locking-in and worsening existing inequalities as we decarbonise.

Targeting investment: Public investment in transport must be geared to deliver clear benefits for those most at risk of being negatively impacted by the transition to net zero, primarily those in lower household income brackets who rely most heavily on public transport. The systemic change required will be underpinned by prioritising buses and trains, with some parallel investment in active travel and electric vehicles to ensure a fair transition of domestic transportation is available to everyone.

A transport system that meets remote and rural needs: Remote and rural areas are particularly underserved by Scotland's existing transport infrastructure (highlighted by chronic ongoing problems with ferry services), and this poses major barriers to investment and workforce mobility, risking depopulation, isolation, additional costs borne disproportionately by local communities, and failure across a host of Just Transition Outcomes. Expansion of electric vehicle ownership will not suffice, given the limitations of car infrastructure in serving all parts of our communities. This will require an overhaul of regional and local public transport provision and infrastructure and significant investment to make these more affordable, higher quality and better designed for citizens.

Recommendations

- ScotRail capacity must be expanded, not diminished, in order to provide a quality service for the whole country, avoid widening inequalities and share social and economic benefits of high-quality, low-carbon transit.
- Low-emissions transport infrastructure for underserved regions with critical roles to play in Scotland's net zero must be invested in as a priority. The lack of quality transport infrastructure in the North East poses a significant risk to investment in the region. Peterhead is the hub of Scotland's energy generation network and remains a key site within the future landscape. However, it is also the largest town in Scotland without a rail link, meaning construction of new energy infrastructure will currently rely heavily on road haulage. Transport links, especially rail, should be extended and restored to the region in order to minimise risks to investment and deliver the benefits of clean energy technologies.
- While recognising the limitations of an EV-focused strategy to decarbonise Scottish transport fairly, we nonetheless need robust and comprehensive infrastructure across Scotland to support electric vehicles, and a fair funding model for delivery. The lack of such infrastructure currently prohibits widespread uptake by the public.

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Land use and agriculture

Context

The previous Commission noted that “our land will be vital in delivering our climate change ambition, providing us with sustainably farmed local produce, vastly increased woodland cover, and restored peatlands, which in turn will all improve biodiversity.”

In Scotland, agriculture is the dominant land use and is responsible for almost a fifth of the country’s greenhouse gas emissions. Farmers and crofters are impacted by climate change but also have a huge role to play in reducing emissions, storing carbon, and restoring nature.

The current pressures faced by many in the sector, because of rising costs of inputs, go to underline the urgent need to transform how we produce food for a fairer deal for producers, consumers, and the planet.

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However, Scotland’s land use is also defined by extreme asymmetries in ownership which presents a major barrier to a just transition where the costs and benefits of climate action are fairly distributed. In delivering a just transition, the Scottish Government must aim to tackle the root causes of these severe inequalities in land ownership and governance, which are fundamental to issues facing nature, economic development, housing, and food systems.

Strategic priorities

Delivering robust land reform: Expected rises in prices in the voluntary carbon market in the coming decades will deepen inequalities in the absence of policy intervention, with potentially large financial rewards for landowners from the generation of carbon credits and upwards pressure on land values. To this end, we welcome the Scottish Government’s consultation on land reform proposals ahead of a new Bill in 2023.

Enabling community leadership: Community ownership of environmentally beneficial land use activities can deliver the strongest alignment with just transition and community wealth building principles, thanks to being rooted in place; generating positive local multiplier effects; embedding collaboration into decision making; and delivering inclusive, well-paid jobs. Community-led land management therefore provides an effective means of ensuring that the wealth generated by Scotland’s natural assets are retained and redirected back into local communities in contrast to absentee corporate and individual ownership.

Supporting greater climate action today: Even though methods already exist that would increase production efficiency whilst reducing inputs and emissions, greenhouse gas emissions from agriculture have, until this year, not fallen in the last decade. Several welcome initiatives have been launched recently, but more is needed to engage with and support farmers and crofters to reduce these emissions, secure low-carbon investment, and generate new income streams while creating high-quality rural jobs and fairly distributing benefits. As the previous Commission noted: “We need a new model of farm advice, with advisory services upscaled and upskilled to help farmers and land managers identify suitable climate action for their land holdings and the funding streams to deliver them.”

Reforming future farm support: Over £600m of public money annually is spent on supporting farmers and crofters, but payments currently favour the most agriculturally productive and intensively farmed areas. To achieve a just transition, an ambitious future farm support regime should ensure businesses and communities remain viable while carrying out actions to reduce emissions, protect and restore nature, as well as supporting producers to diversify their incomes while ensuring benefits do not simply accrue to wealthy landowners.

Restoring nature: The Scottish Government is rightly investing in restoring peatlands, tree planting and woodland management. However, the Committee on Climate Change has urged greater ambition. Given the opportunity costs of moving away from existing crops, support will be needed to scale up these initiatives. While these restoration activities have the potential to create jobs in rural and island areas, further work should ensure benefits genuinely flow to local communities, and that communities who have a strong cultural connection to peat can build a new relationship with it as a carbon sink.

Recommendations

- An ambitious Land Reform Bill should tackle concentrations in ownership and enshrine transparency, equality, and public good into the future of Scotland's land use.
- Community Right to Buy powers need to be strengthened, including removing barriers to financing and increasing technical support, throughout both the purchase phase and during the management of the land.
- Delivery of a just transition should be a central priority in the forthcoming reform of future farm support, and an Agriculture Just Transition Plan needs to be developed at the same time as the Agriculture Bill progresses.
- Scottish Government must ensure farmers and crofters are prepared and supported well in advance of changes to future farm support, by increasing public investment in technology and training, including expanded capacity for rural advisory services and training for advisors.
- The public spending commitment to peatland restoration must be retained, and drive further investment from large landowners by strengthening regulation of peat management to create jobs and increase climate ambition while considering place-based, community, cultural and socio-economic needs.
- A mandatory system of certification for carbon credits needs to be established to provide credible scrutiny of sellers and buyers.





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Cross-cutting themes

Finance

Context

Finance is both a sector in itself as well as a vital enabler of action across the whole of the economy. It is crucially important for realising Scotland's national Just Transition Outcomes, notably around business and the economy as well as a fair distribution of costs and benefits. For Scotland to deliver a fairer, greener future for all, there needs to be a transformation of the financial system so that it simultaneously serves the country's climate goals and tackles inequality and injustice. This means mobilising public, private and community finance in new and ambitious ways.

Strategic priorities

Closing the strategic investment gap: The long-term success of a just transition will critically depend on delivering high quality investment of at least 2 per cent of GDP per annum to create jobs, tackle inequality, and build the resilient social and physical infrastructure needed for a net zero economy in a climate-changed world. As it stands, we are not meeting this target and annual net zero investment needs to grow more than five-fold by 2030. In total, there is at least a £35bn investment gap by 2040/45. We recognise the real limitations of reserved policy levers on financing the just transition, and encourage the Scottish Government to propose an expansion of fiscal and monetary levers in its review of the Smith Commission with the UK Government. At the same time, the Scottish Government should fully exercise what powers it does have now to set the foundations for a transformative just transition.

Delivering an immediate investment-led recovery: In the wake of the pandemic and in the midst of the global crises triggered by Russia's invasion of Ukraine, it is critically important that governments take an ambitious investment-led approach to a sustainable and inclusive recovery in the year ahead. At a time of rising interest rates and falling investment confidence, one of the biggest risks to national and global climate action is austerity, which will cut off routes to a more stable, equal and ecologically sustainable future.

Exercising public financial leadership: Public financing needs to play a leadership role. The economy-wide priority of just transition should be embedded across all public finance spending in Scotland. The Scottish Government have already allocated funding for buildings, transport, clean technology and nature as well as the Green Investment Portfolio and the Just Transition Fund. There is the risk, however, that the full potential of Fair Work standards for public spending are not being realised. In addition, more is needed to maximise the anchor potential of the Scottish National Investment Bank, to set market standards and develop real world applications for communities, households and business

Mobilising private investment: Scotland has the potential to become a globally recognised hub for financing net zero through a just transition. Many of the largest financial institutions operating in Scotland, including banks, fund managers and pension funds, have adopted voluntary commitment to net zero (for example through the Glasgow Finance Alliance for Net Zero). A growing number are also pledging to support the just transition, but they lack operational guidance and metrics. There is a wider risk that these commitments and pledges will not be followed up with credible plans with clear short-, medium- and long-term actions. Publication of net zero plans will become mandatory in the UK for major businesses and financial institutions, creating an opportunity for embedding just transition principles.

Responding to local needs: One of the weaknesses of the current financial system is its lack of responsiveness to local needs and priorities. The place-based nature of the just transition makes it essential that public and private finance become more attuned to local needs across the country. At the local and regional level, there is a lack of capacity to develop bankable pipelines of climate investments that could deliver a just transition. Tackling this means promoting community-based financial initiatives and institutions to ensure local ownership, voice and accountability and to enable SMEs to flourish. This includes increasing community energy investment as well as increasing financing for a locally-led restoration of nature. Here, the Government's interim principles for responsible investment in natural capital provide a starting point.

Recommendations

- A clear capital raising plan is needed that sets out how the investment gap will be closed, proactively mapping out the direction of public and private investment to ensure a just transition for the future Scottish economy.
- The Scottish Government should identify immediate opportunities in 2022 and 2023 to prioritise, bring forward and potentially increase climate and just transition financing to sustain investment by business and citizens, as well as reversing spending cuts where possible.
- The application of Fair Work provisions to public spending in Scotland and the catalytic effect on the wider economy needs to be reviewed as a key lever for the just transition. The Scottish Government should also review the Scottish National Investment Bank's first 18 months of operation to understand progress, shortcomings and ways forward to realise its mission to support the just transition.
- The Scottish Government should ensure that financial institutions operating in Scotland are embedding just transition principles into their net zero and resilience plans. This could include sector-specific goals to address social priorities across agriculture, buildings, energy, industry and transport. The Scottish Government could also initiate the development of just transition metrics for financial institutions, bringing together the work of the Just Transition Commission and the Scottish Taskforce for Green and Sustainable Financial Services.
- The Scottish Government should develop a place-based strategy for financing the just transition, including targets for financial inclusion as well as for promoting community-based initiatives across all sectors.

International dimensions

Context

As a global challenge that knows no borders, responding to climate change requires a globally coordinated and cooperative approach. However, climate change is not the only challenge facing global governance; after decades of persistent underdevelopment in the Global South and economic stagnation and instability across the hyper-globalised world, the unprecedented shock of the pandemic and now the fallout of conflict threaten to completely derail economic, social and climate ambitions. Multilateralism has rarely faced more challenging circumstances.

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In this context and in the aftermath of the commitments made towards a just transition at COP26 in Glasgow, Scotland can be a voice for multilateralism, internationalism, and climate justice, at home and abroad. As geopolitical strains risk governments and private actors backsliding on their commitments, the Scottish Government can be a voice for raising ambition domestically, at COP27 and beyond.



Commissioners tour the pump system at Queens Quay Energy Centre, Clydebank

Strategic priorities

Do no harm: Commitment to an international just transition means that Scotland's just transition should not be a trigger for negative economic, climate or social outcomes in other parts of the world, particularly in the Global South where people are already bearing the disproportionate burden of a crisis they did not create. Scotland's national just transition strategy must ensure that objectives are not met by transferring carbon emissions, exploitation, human rights abuses or economic precarity to other jurisdictions.

Voice and diplomacy: The Scottish Government has already shown leadership on an international just transition, for example in championing a Loss and Damage Finance Facility at COP26 and establishing an international Just Transition Taskforce with members of the Under 2 Coalition. As well as expanding these diplomatic efforts, Scotland can become a champion of just transition solidarity, working through the tensions and contradictions that emerge in forging different climate strategies in an interdependent world, to arrive at outcomes that maximise mutual prosperity. This should include working to transform global governance in different arenas to deliver on collective goals. In committing to an international just transition, the Scottish Government can champion a renewed multilateralism with core principles of interdependence, sustainable development, and climate justice. As a constituent nation of the United Kingdom, Scotland can use its voice to promote reforms of international economic and climate governance which facilitate the necessary policy and fiscal space for respective just transitions.

Material Support: Scotland's current position as an advanced economy was gained through the historic exploitation of fossil fuels, and indeed the natural resources of formerly colonised regions. In line with the UNFCCC principle of Common but Differentiated Responsibilities and Respective Capabilities, there is a duty for Scotland to move faster in cutting emissions and to use our voice and resources to create an enabling environment for every region and nation to achieve a just transition. As well as releasing budgetary support for climate and development goals, the Scottish Government can continue to advocate for the UK government and other advanced economies to meet climate financing needs of developing countries.

Sharing Scottish expertise: Investing in green industries and technologies will open doors to Scottish businesses and institutions to export expertise, knowledge and goods to other jurisdictions. Domestically, these exports can enhance collective prosperity through job creation and tax revenue in support of a just transition. Internationally, low-carbon exports can help to address global mitigation and adaptation challenges by leveraging Scottish expertise and industry to the benefit of other jurisdictions. In line with the UNFCCC technology mechanism, this could also include technology transfer and partnerships with developing countries, to build their own domestic industries and regional resilience.

Recommendations

- An international just transition impact assessment must be integrated into policy-making to test domestic strategies for unintended spill-over effects.
- Diplomatic activity in multilateral and plurilateral arenas on key strategic issues, including the Just Transition Taskforce, should be bolstered, raising ambition on different kinds of climate finance, and reforming global governance to unlock equitable transitions.
- Existing international development strategies must be reviewed to ensure they maximise just transition potential, including poverty eradication and climate action.
- Efforts to disseminate and exchange climate technologies and expertise must be enhanced, for example through the Strathclyde Global Renewables Centre and sector-specific initiatives.

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Commissioners tour Queens Quay Energy Centre, Clydebank

Social infrastructure

Context

The Scottish Government's response to the report of the first Just Transition Commission established the scope for the National Just Transition Planning Framework, noting that "planning can and must go beyond high-emitting industrial sectors to consider all sectors of our economy that will have an important role to play in a transformed, net zero economy." Scotland's social infrastructure primarily includes the care, health and education services that underpin economic performance and sustain the entire workforce. These will be critical for delivery of the Scottish Government's Just Transition Outcomes across the board, and most obviously on adaptation and resilience. Achieving the transformation in a just manner requires that we significantly expand the number of jobs, skills and pay in the low-emitting social infrastructure sector.

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Strategic priorities

Investment to build resilience: Meaningful protection for the most vulnerable through a major renewal of Scotland's social infrastructure will be key to resilience and adaptation to the inevitable impacts of climate change. The pandemic and cost-of-living emergencies show disadvantaged groups are disproportionately affected by major shocks and are least able to sustain adverse impacts. A high-quality social infrastructure with strong, durable capacity is essential in order to cushion the inevitable social and economic harms of the major changes ahead. Investment in the creation of skilled and well-paid jobs in social infrastructure will effectively pay for itself, helping to stabilise public finances as expanded employment in this sector increases household and corporate income and tax revenues. Investment here will create a healthier, better educated and more productive population.

Retraining and up-skilling: Decarbonisation means transitioning to a new green economy in which fossil fuel-intensive employment will shrink and economic activity, investment and employment in low- or zero-emitting economic activity such as social infrastructure must expand. Investment in social infrastructure therefore needs to include training, upskilling of the sector and improvements in financial compensation to a level that reflects the complex skills and high demands of employment in the sector.

Tackling systemic inequalities: Ensuring a just transition isn't just about identifying and addressing issues in directly-affected sectors, but considering our economy in the round, including structural weaknesses that can be addressed to boost Just Transition Outcomes. Workers in social infrastructure jobs are critically undervalued, and tend to be women, migrants and ethnic minorities. People more dependent on social infrastructure include women, children, people with disabilities, and the elderly. Investment in social infrastructure has many positive multiplier effects, not least in tackling systemic inequality.

Recommendations

- A New Deal for Social Infrastructure Workers that delivers a package of condition-enhancing measures to demonstrate the value of social infrastructure to the economy and to begin the longer journey of ensuring we have a world-leading social infrastructure labour force.
- A social infrastructure indicator should be included on the National Performance Framework to enhance alignment with Just Transition Outcomes.
- The National Care Service Bill must place caring infrastructure firmly in the public sphere, with a robust public investment plan and a human-rights-based delivery approach at the local, regional and national level.
- Social infrastructure must be a critical pillar of the National Strategy for Economic Transformation, to better mainstream just transition and reflect the fundamental role of social infrastructure in enabling all other economic activities.



An apprentice working at Peterhead Power Station

Engagement, participation and equalities

Context

Effective engagement, participation and feedback are integral to the processes of developing plans and activities to achieve a just transition. The consideration of potential differing and disproportionate impacts on different communities (of interest and place) needs to be central to the work to ensure effective mitigation. Policies related to the transition are now a very live political issue, so there is an opportunity for active engagement to identify challenges and opportunities to advance the 'just' element of the transition. However, such engagement will need to consider planning around sensitivities to reach those communities who are struggling as a result of austerity and the cost-of-living crisis, and who may find it difficult to engage in such a process.

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Commissioners visit the proposed site for a major carbon capture and storage facility adjacent to the existing Peterhead Power Station

Strategic priorities

The following strategic priorities are designed to ensure inclusive engagement by Scottish Government to achieve a just transition to net zero:

Reaching the most marginalised: Marginalised and hard-to-reach groups for priority engagement should be systematically identified. For example, stakeholder analysis techniques could consider the relative influence and interest of stakeholders in the transition to net zero, the likely impact (whether positive or negative) of the transition, and the concrete steps for how to engage different groups meaningfully. Sufficient time and resources will be needed to use systematic stakeholder analysis tools that are designed to identify hard-to-reach and marginalised groups as well as other stakeholders, and provide information about their needs, interests and preferences to inform engagement strategies.

Systematic and inclusive stakeholder engagement: Relevant tools and networks to engage stakeholders should be identified and used by building on the work of grass roots community organisations and intermediary organisations that provide support. Depending on the nature of the engagement strategies emerging from stakeholder analysis, capacity and resources may be prioritised to ensure that the most marginalised groups are engaged with, even if this is more resource-intensive.

Clarity on scope and definitions: By placing boundaries around the just transition there is a risk we miss key challenges that are directly or indirectly associated with the transition, such as mental health, equality and diversity and education and tenants' rights. Hence, it is imperative to align with other groups working across Scottish Government priorities and to listen to a variety of voices to identify such challenges and seek solutions. In order for effective and meaningful engagement, the Scottish Government needs to be very clear in the definitions, terminology and accessibility of language used to communicate changes needed as part of the transition. This will assist in the alignment of Scottish Government, and other stakeholders' understanding, and increase the likelihood of ensuring a just transition.

Properly resourcing engagement: Expertise and resources are needed to tailor engagement approaches to the needs of different groups, manage power dynamics and give voice to and empower everyone to engage as equals. Those who engage need to be given opportunities to feed back on the process to further enhance engagement and see how their inputs are shaping just transition policy. To avoid consultation and engagement fatigue, the Scottish Government should streamline processes to bring together engagement activities across sectors and departments. While tailoring engagement to the needs of different groups may be resource-intensive, poor engagement can have knock-on effects, including disengagement and policies that do not work for the people they serve.

Recommendations

- Each Just Transition Plan for sectors and regions should be supported by an engagement plan that specifies the concrete steps that will be taken to ensure critical hard-to-reach groups are productively engaged (e.g. low interest/low influence/high impact).
- Stakeholder analysis should be conducted to identify, categorise and tailor engagement with different publics and stakeholders around each of the Just Transition Outcomes, to consider interest, influence and impact and ensure both key players and hard-to-reach groups are identified effectively. Use the information from the analysis to develop an engagement and impact strategy.
- A capacity building programme should be developed, tailored to the needs of each group, based on the stakeholder analysis, to ensure marginalised and hard-to-reach groups have the voice and power necessary to engage as equals. As part of this, provide guidance and tools for developing tailored, appropriate and accessible communication, with plain English definitions of key terms for agencies that will be involved in the programme.
- A participatory monitoring and evaluation framework for the Just Transition Outcomes should be created, adapting outcomes as necessary to ensure these meet the needs of all stakeholders, identifying relevant milestones and indicators (and means of verification) against which progress may be measured, where possible in collaboration with stakeholders, including stakeholder engagement with the analysis and interpretation of monitoring and evaluation data, and the co-production of any actions or recommendations emerging from this analysis. Integrate the engagement and impact strategy with the participatory monitoring and evaluation framework.

Monitoring and evaluation

Context

The remit of the JTC calls for advice on how best to monitor and evaluate progress towards achieving a just transition in Scotland. In this first report, we set out some key priorities as the Scottish Government progresses work to establish a robust monitoring and evaluation framework, that enables just transition delivery and helps to prevent unjust outcomes. Further, more detailed advice on effective monitoring and evaluation and concrete recommendations will follow in subsequent reporting from the Commission.

Strategic priorities

Effective engagement on measuring progress: Design monitoring and evaluation of the transition on the basis of findings from engagement work, identifying risks, roadblocks and meaningful monitoring and evaluation methodologies, to ensure outcomes meet the needs and expectations of all within society. Engagement should ensure a participatory and just process in the collection and interpretation of evaluation data to hold government to account for delivery of just transition outcomes. Systematic and targeted engagement, covering hard-to-reach and marginalised groups, should ensure that their perspectives are incorporated into monitoring and evaluation plans. Open and honest engagement is required to recognise current failures and accept suggestions on how to do this better

Inclusivity tools: A social inclusivity tool systematically assesses how and to what extent a project or programme meets a range of social requirements such as health and wellbeing and equality and diversity; monitoring inclusion and equitable delivery through an iterative process; as well as ensuring multiple stakeholders' experience and participation has been considered throughout. An inclusivity tool approach to delivery will assist in the identification of areas for improvement in projects and programmes across the Scottish Government and guide monitoring and evaluation of a just transition.

Drawing on best practices: Governments, agencies and organisations across the world are currently working with and developing effective monitoring and evaluation just transition methodologies. To avoid “reinventing the wheel” it is important to share knowledge and experience to ensure best practice informs the approach to monitoring and evaluating Scotland's progress.

Keeping an open dialogue: Authenticity is key to an inclusive transition, nurturing full participatory processes for the identification, monitoring and mitigation of risks. Case studies can provide a holistic view of a stakeholder's journey in the transition, and can strengthen relationships by recognising these stories as valuable contributions. The development of case studies to highlight a range of transition experiences to-date, including both negative and positive experiences, is important to recognise risks and challenges while developing an open, authentic and holistic dialogue.

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Commissioners stand between the Titan shipyard crane and Queens Quay Energy Centre, Clydebank

Membership

Chair



Jim Skea

Professor Skea was appointed Chair of the first Just Transition Commission in September 2018 and was re-appointed Chair for the second phase in 2021. He is Professor of Sustainable Energy at Imperial College London with research interests in energy, climate change and technological innovation. He is currently Co-Chair of Working Group III (Mitigation) of the Intergovernmental Panel on Climate Change and was the Scottish

Champion for the UK's Committee on Climate Change until December 2018. Between 2012 and 2017 he was UK Research Council's Energy Strategy Fellow. He was President of the UK Energy Institute between 2015 and 2017. He is internationally recognised as a leading climate scientist. In 2004 he was awarded an OBE for services to sustainable transport and in 2013 he was awarded a CBE for services to sustainable energy.

Commissioners



Lang Banks

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

Ameena Camps is a Research Analyst at Zero Waste Scotland, with over 15 years of experience in energy, climate change mitigation and local development, working across a variety of sectors such as government, community and academic sectors, 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. A geoscientist by training, Ameena holds a PhD in carbon capture and storage. Ameena is a voluntary Director of Community Energy Scotland and volunteers as a member of the Scottish Islands Federation Island Decarbonisation Working Group.



Colette Cohen

Colette Cohen is the Chief Executive Officer for the Net Zero Technology Centre, an organisation committed to the research and development of technology to accelerate the Oil and Gas industry's transition to an affordable net zero future. Colette has worked in the industry for more than 25 years, both in the UK and Internationally for BP, ConocoPhillips and Centrica E&P, where she was the regional VP for the UK and the Netherlands. Colette has a degree in Chemistry from Queens in Belfast, a masters in Project Management and Economics from CERAM in France and an honorary PhD from Aberdeen University. Colette was also awarded the Order of the British Empire by the Queen for services to the Oil and Gas industry. Colette is the Chair of the National Composites Centre and sits on the boards of Technip Energies, NORECO and DeepOcean. Colette is an active champion for the industrial transition of the oil and gas industry to a net zero future and a committed role model for women in industry.



Elaine Dougall

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.



Richard Hardy

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. Richard holds a degree in Modern History from the University of London, and is a graduate of the TUC/ Harvard Law School Leading Change Programme.



Katie Gallogly-Swan

Katie Gallogly-Swan works on advancing a global just transition at the United Nations Conference on Trade and Development (UNCTAD). 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.



Rajiv Joshi

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.



Jake Molloy

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.



Rachel McEwen

Rachel joined SSE in 2007 and has been responsible for sustainability, including SSE's climate change strategy, since 2013. 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.



Ann Pettifor

Ann Pettifor 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). In 2017 she published *The Production of Money* (Verso) on the nature of money, debt and banking. She is best known for predicting the Global Financial Crisis of 2007-9 with her book: *The Coming First World Debt Crisis* (Palgrave, 2006). In 2020

she accepted an invitation to chair the board of directors of the Edinburgh-based company A-Deus, an innovative, community-based clean energy company for delivering clean energy in Africa and elsewhere. She is the 2018 recipient of the Heinrich Boll Foundation's Hannah Arendt Prize and in 2022 was awarded an honorary doctorate by the University of Helsinki for her work on the international financial system.

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Ronnie Quinn

Ronnie Quinn is Chief Executive of NECCUS, the membership organisation supporting and representing members through the challenge of industrial decarbonisation primarily through Carbon Capture and Hydrogen. He has over 30 years' experience in general management, with specific experience in the renewables and electricity industries. Ronnie's professional career began as a solicitor where he worked both in private

practice and in local government. He then moved into the electricity markets' sector where he was Managing Director of the company administering the market in Scotland. Ronnie has worked for The Crown Estate where he led the transfer of its functions in Scotland to Scottish Ministers, being Crown Estate Scotland's first Chief Executive. More recently he has been the Interim Chief Executive for the Scottish Council for Development and Industry. Ronnie also sits on the Board of Management of City of Glasgow College.



Mark Reed

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.



Satwat Rehman

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.

Ray Riddoch

Ray Riddoch is an established energy industry leader with a career spanning 40 years both in the UK and overseas in the oil and gas industry. During this period Ray worked for several international E&P operators. Ray has significant experience in Operations Management, and Projects Management. Also held senior roles for extended periods in HS&E, Business Development, Human Resources and Technical Audit. Over the years he has held several board positions in industry organisations and served as HRH Prince of Wales, Ambassador for his charity, Business in The Community [BITC] in Scotland for three years. He was appointed a Fellow of the Energy Institute in 2017, awarded the OBE for services to the oil and gas industry in 2019, and awarded a Doctorate in Technology from RGU in the same year. Ray retired as CNOOC International MD in May 2020 and has taken up a patron position with the charity ARCHIE.



Nick Robins

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).



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