Welsh Government

Consultation – summary of responses

Just Transition Framework

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Title:
Just Transition Framework –
summary of consultation responses

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Views expressed in this report are those of the researcher and not
necessarily those of the Welsh Government

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Glossary

Acronym/Key word	Definition
CJC	Corporate Joint Committees
EIA	Equality Impact Assessments
NRW	Natural Resources Wales
PSB	Public Service Board
S4C	Sianel Pedwar Cymru
SDG	Sustainable Development Goals
SFS	Sustainable Farming Scheme
Urdd	Urdd Gobaith Cymru
WFGA	Well-being of Future Generations Act

1. Executive Summary

1.1 Background

1.1.1 The Welsh Government's Just Transition Framework for Wales aims to implement actions to tackle climate change while also considering social equity. A consultation on the proposed framework, held from 4 December 2023 to 11 March 2024 featured 12 open-format questions covering eight key areas: integration, vision, guiding principles, evidence base, mobilising stakeholders and engagement, toolkit, planning and effects on the Welsh language. This consultation received 106 responses, with 59 per cent submitted online and 41 per cent via email. The respondents included 49 individuals and 57 organisations, with 82 per cent of individual respondents being over 50 years old and 17 per cent identifying as Welsh speaking. Alongside the consultation, the Welsh Government held 'Climate Conversations' events, attracting nearly 2,000 attendees. These events were of various sizes, primarily hosted by communities and offering further insights into how to achieve a fair transition to net zero in Wales. The organisers of the events submitted 37 reports summarising the discussions during the Climate Conversations.

1.2 Findings of analysis of Just Transition Framework Consultation

1.2.1 The consultation revealed three overarching themes: Inclusion and engagement of stakeholders, general disagreement with the transition to net zero, and ensuring equity in the just transition. Respondents broadly supported the Vision for a Fairer, Greener Wales by 2050 but suggested a greater focus on specific areas, especially nature preservation. This was an area that both individual and organisational respondents raised, with the majority of the organisations raising this area of focus representing environmental issues. In terms of the proposed approach to a just transition, respondents welcomed the role of the Well-being of Future Generations Act, finding it suitable for the holistic and inclusive principles it embodies. The overarching structure received positive feedback, but some criticised its lack of specificity and called for clearer guidance.

1.2.2 The guiding principles for a just transition faced criticism for being too ambiguous, with calls for more concrete examples and guidelines. Respondents also emphasised the importance of including all relevant stakeholders when planning transitions, suggesting case studies and examples to guide these discussions.

1.2.3　The proposed lenses to explore the economic, cultural, and environmental impacts of a just transition were generally welcomed, particularly the spatial lens. However, respondents called for a stronger focus on specific areas like nature preservation and its impact on ecosystems and biodiversity, a theme raised by both individual and organisational respondents, with the majority of organisations raising nature preservation as an area of focus representing environmental issues.

1.2.4　Respondents highlighted the need to engage all stakeholders in planning and delivering a just transition. Suggestions included embedding the process within existing partnerships, such as Public Service Boards, and utilising current organisations to promote community involvement and raise awareness.

1.2.5　Most respondents supported the proposed toolkit but recommended simplifying and making it more accessible, with different formats like offline or easy-read versions. They also suggested including case studies to illustrate best practices.

1.2.6　Respondents had mixed opinions on the Just Transition Framework's impact on the Welsh language, with some suggesting it could support the language by providing job opportunities in Welsh-speaking communities. Other respondents proposed broader policies to strengthen the Welsh language through economic and legislative means, emphasising the importance of Welsh-medium education and community protections.

1.3　Findings of analysis of Climate Conversations

1.3.1　The Climate Conversation events were centred around the overarching theme, 'How do we tackle climate change in a fair way?' For Question 1, organisers were asked to consider the following with attendees: how emissions can be reduced while considering fairness, along with ensuring better places to live and work.

1.3.2　It must be noted that many reports did not fully explore the 'fairness' aspect of the overarching question of the event and instead used the opportunity to discuss general ways to tackle climate change, including the reduction of emissions, better places to live and work and involvement in decisions about climate change.

1.3.3　The top four themes were: (i) community-level solutions, with reports suggesting that to ensure actions were fairer, the Welsh Government should support local communities to design and implement their own approaches for emissions reduction; (ii) financial support and incentives, ensuring equal opportunities for all individuals to access and adopt sustainable practices, (iii) enhanced investment in transport infrastructure; and (iv) investment in education and training, underscoring

the importance of incorporating green education into school curriculums and providing job and skills training to assist workers transitioning to greener industries.

1.3.4　The discussion for Question 2 centred on involving people fairly in climate change action and identifying key decision-makers. The most common suggestions on who should be involved were (i) vulnerable groups that would be adversely impacted by a transition and (ii) all relevant stakeholders under a holistic approach plan. The most frequent recommendations on how to involve different groups in the decision-making were (i) community involvement and collaboration, including suggestions such as regular meetings, feedback sessions, and community events to engage with the public, (ii) awareness campaigns and communication strategies that are focused on improving the accessibility of climate change information and Climate Conversation reports emphasising the need for clear communication in multiple formats and languages to reach under-represented communities and (iii) enhancing climate change education to build community skills and encourage broader participation, especially among minority groups.

1.4　Themes emerging across both formats

1.4.1　The Just Transition Framework Consultation and Climate Conversation events explored different aspects of a just transition to address climate change in Wales. However, some themes were discussed in both formats, including (i) the impact on business and employment, with calls for green education and skills development to prepare the workforce for a just transition, (ii) the emphasis on community-based initiatives, such as community-owned energy projects, and (iii) the importance of inclusive stakeholder involvement, with contributors stressing a focus on vulnerable groups like ethnic minorities, rural residents, lower-income individuals, and the elderly.

2. Introduction/Background

2.1 Project background

2.1.1 The Welsh Government is legally committed to environmental targets through the Environment (Wales) Act 2016[1]. This legislation aims to address the challenge of ensuring healthy, resilient, and productive ecosystems for the future while concurrently addressing the demands for job creation, housing, and infrastructure development. Initially, the Act mandated Welsh Ministers to ensure a minimum 80 per cent reduction in net emissions in Wales by 2050 compared to the baseline. In 2021, however, prompted by the Welsh Government's declaration of a climate emergency in 2019 and guided by recommendations from the independent Climate Change Committee, the Welsh Government formally committed to achieving net zero emissions by 2050 and a clear intention to reach this target even sooner[2].

2.1.2 In accordance with the Well-being of Future Generations (Wales) Act 2015 (WFGA)[3], the Welsh Government is committed to seven well-being goals, including improving Welsh prosperity, resilience, equality, and global responsibility. In the context of the environment, the WFGA sets a series of environmental indicators[4], including Wales' global footprint, the proportion of dwellings meeting energy performance standards, and the country's greenhouse gas emissions. These indicators are key to determining whether Wales is on track to meet its environmental aspirations under the WFGA's well-being goals.

2.1.3 To fulfil its climate change obligations, Ministers are required to lay regulations to create five-yearly carbon budgets and produce a plan to meet each budget in turn. The second Welsh carbon budget (2021–2025)[5] contains 123 policies and seeks to start building the foundations for the third carbon budget and its 2030 target, as well as the longer-term target of achieving net zero by 2050. The current carbon budget focuses on a 'Just Transition' which involves transitioning toward a net zero

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[1] 'Environment (Wales) Act 2016', available at: https://www.legislation.gov.uk/anaw/2016/3/contents/enacted (Accessed 16 May 2024)

[2] Welsh Government, 'Wales commits to net zero by 2050, but sets out ambitions to get there sooner', available at: https://www.gov.wales/wales-commits-net-zero-2050-sets-out-ambitions-get-there-sooner (Accessed 16 May 2024)

[3] 'Well-being of Future Generations (Wales) Act 2015', available at: https://www.legislation.gov.uk/anaw/2015/2/contents (Accessed 16 May 2024)

[4] Welsh Government, 'Wellbeing of Wales: national indicators', available at: https://www.gov.wales/wellbeing-wales-national-indicators (Accessed 16 May 2024)

[5] Welsh Government, 'Net Zero Wales Carbon Budget 2 (2021 to 2025)', available at: https://www.gov.wales/net-zero-wales-carbon-budget-2-2021-2025 (Accessed 16 May 2024)

economy without exacerbating existing socio-economic disparities or creating new ones across industries, workforce sectors, socio-economic groups, communities, or individuals. The primary goal of the Just Transition Framework is to reach net zero emissions while ensuring no one is left behind in the process, with costs and benefits equitably distributed.

2.1.4   Recognising that a fair transition must be effectively planned and coordinated, the Welsh Government has proposed a Just Transition Framework for Wales. The proposed Framework, which was informed by the Welsh Government's Call for Evidence and conversations with key stakeholders and partners[6], sets out the strategic approach to tackling climate risks and achieving a transition to net zero that addresses existing inequalities and prevents the emergence of new ones. The Just Transition Framework will establish a common vision for how Wales will implement the necessary changes to achieve net zero emissions. It aims to enhance coordination and coherence in Wales' approach to those changes, offering valuable information and guidance, including a toolkit.

2.1.5   In this context, the Welsh Government launched a consultation that sought the public's views on the proposed Just Transition Framework as well as a programme of Climate Conversation events. The consultation and Climate Conversations were designed to actively engage the public, aiming to understand a range of different perspectives, and will inform the development of the final Just Transition Framework scheduled for publication in 2024. The final Framework will also inform the development of the 2026 Net Zero Wales Plan, which will set out how the third Carbon Budget (2026-2030) will be met.

2.1.6   The Just Transition Framework Consultation[7], which was open for 14 weeks, from 4 December 2023 to 11 March 2024, consisted of 12 open-format questions on the following eight areas: Integration, vision, guiding principles, evidence base, mobilising stakeholders and engagement, toolkit, planning and effects on the Welsh language.

2.1.7   A series of Welsh Government funded Climate Conversations[8] were held before, during and after Wales Climate Week 2023, spanning from 4 December 2023 to 31

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[6] Welsh Government, 'Just Transition Call for Evidence Synthesis', available at: https://www.gov.wales/just-transition-net-zero-wales (Accessed 16 May 2024)

[7] Welsh Government, 'Just Transition Framework', available at: https://www.gov.wales/just-transition-framework (Accessed 16 May 2024)

[8] Welsh Government, 'Climate Conversations', available at: https://www.climateweek.gov.wales/EN/pages/Climate_conversations (Accessed 16 May 2024)

January 2024. The Climate Conversations centred around the overarching theme 'How do we tackle climate change in a fair way?' and had the purpose of deepening the understanding of what fairness relating to climate change mitigation means to communities and households across Wales and ensuring that views are heard from as many people as possible. To support the different organisations that hosted these events, the Welsh Government provided an Organisers' Pack[9] that outlined two key questions and associated prompts for discussion. The organisers were each tasked with compiling a report outlining the key themes that emerged from the discussions. The deadline for organisers to submit the reports was 1 March 2024.

2.1.8   This report presents the results of the thematic analysis of the responses to the Just Transition Framework Consultation as well as the Climate Conversations reports. Section 2.2 gives an overview of who responded to the consultation and presents characteristics of the Climate Conversations. Chapter 3 discusses the methodological approach used for the data processing and the thematic analysis as well as any limitations of the analysis. The findings of the thematic analysis are presented in Chapter 4 for the Just Transition Framework Consultation and Chapter 5 for the Climate Conversations. Chapter 6 discusses commonalities and differences among themes addressed in the consultation and the Climate Conversations, and Chapter 7 concludes. Finally, Chapter 8 gives an overview of all references used throughout the report, and an appendix is provided at the end of the report that lists all consultation questions and key questions suggested to be discussed for the Climate Conversations.

2.2   Respondent overview

Just Transition Framework Consultation

2.2.1   The consultation received 106 responses. As shown in table 2.1, the majority of responses (59 per cent, 63 responses) were submitted through the online form, while 43 responses (41 per cent) were received directly via e-mail. Among the responses that came in via e-mail, nine did not follow the structure of the consultation document. Overall, there were 49 individual respondents (46 per cent) and 57 organisational respondents (54 per cent) who participated in the consultation.

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[9] Welsh Government, 'Climate Conversations – Key Questions', available at: https://cdn-eu.eventscase.com/www.climateweek.gov.wales/uploads/users/933324/uploads/00aa27425332d3a4f76bd4e336e1f27c103ced8485194e86978bfd3a2acad9574ab9675a09cc277c7c3a16d42db3eb986b2e.6558bed5f253a.pdf (Accessed 16 May 2024)

Table 2.1 Source of responses received to main consultation

Respondent type	Online Form	E-Mail
Individual	46	**3**
Organisation	17	**40**
Total respondents	**63 (59%)**	**43 (41%)**

2.2.2 A more detailed respondent breakdown is possible for respondents who used the online form to submit their feedback to the consultation. Out of the 63 respondents that used the online tool, 46 (73 per cent) stated that they or their organisation were located in Wales, while eight respondents stated they were based outside of Wales, and nine did not answer this question. Among the 46 individual respondents who submitted their response via the online form, 46 (17 per cent) identified as Welsh speaking.

Figure 2.1 Share of respondents with specific involvement in any of the emission sectors
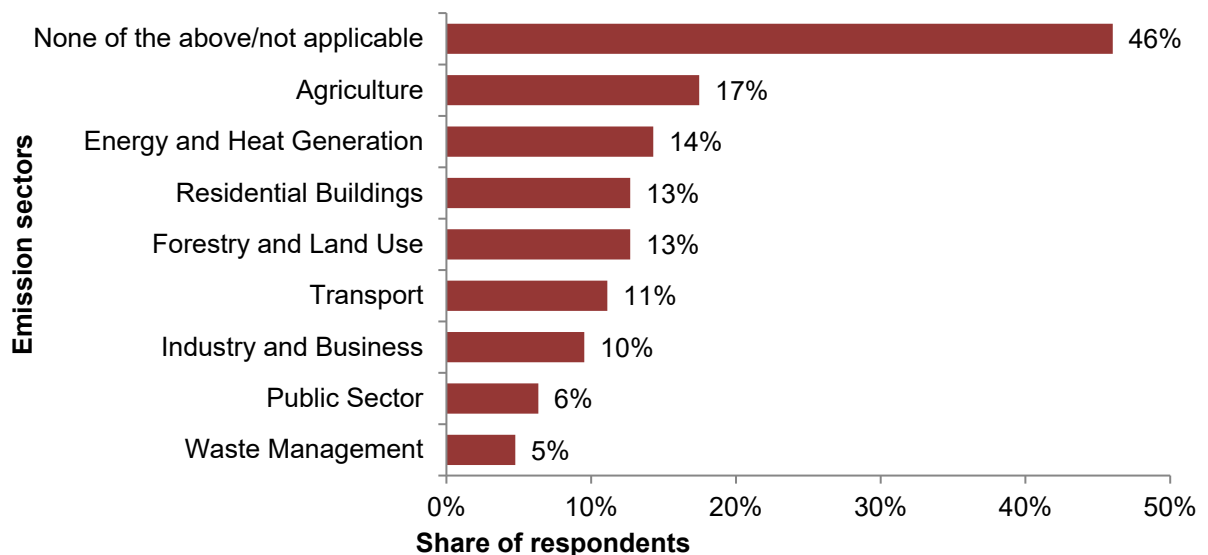
2.2.3 As shown in figure 2.1, when asked about whether they or their organisation have a specific involvement in any of the emissions sectors, 46 per cent of the 63 respondents that submitted via online form answered with 'None of the above/not applicable'. The sectors that had the highest representation among online form respondents were Agriculture (17 per cent), Energy and Heat Generation (14 per cent), Residential Buildings (13 per cent) and Forestry and Land Use (13 per cent)[10].

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[10] Please note that respondents were asked to select all options that apply. The percentage numbers describe the share of the 63 online form respondents that selected that specific option.

Figure 2.2 Share of individual respondents per age bracket
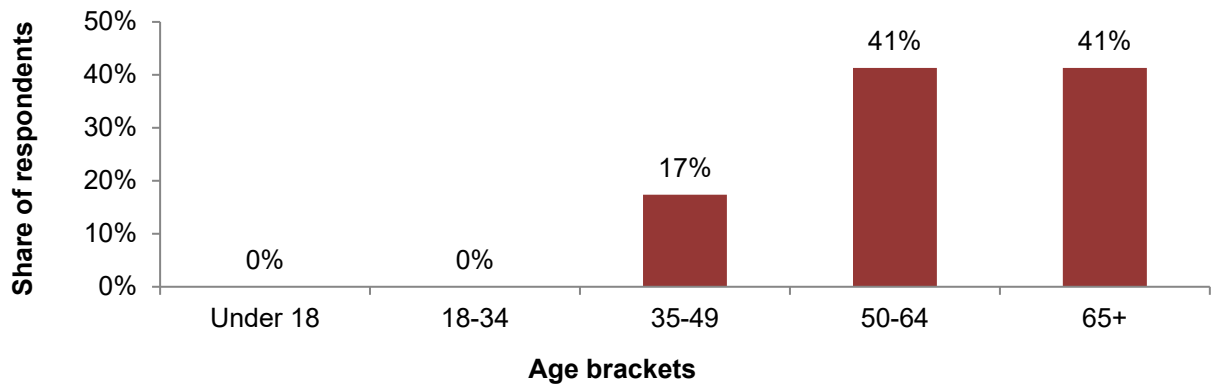
2.2.4   As shown in figure 2.2, none of the 46 individual respondents who submitted their responses via the online form were under the age of 35. The large majority (82 per cent) were above 50, with 41 per cent in the 50-64 age bracket and another 41 per cent older than 65.

Climate Conversations

2.2.5   In total, 37 reports were submitted by event organisers. As displayed in figure 2.3, the majority (62 per cent) of the events were hosted by communities[11]. Local authorities and educational institutions (Schools, Colleges, Universities) each organised 14 per cent of the Climate Conversations, and 11 per cent were hosted by charities.

Figure 2.3 Share of events by organiser types
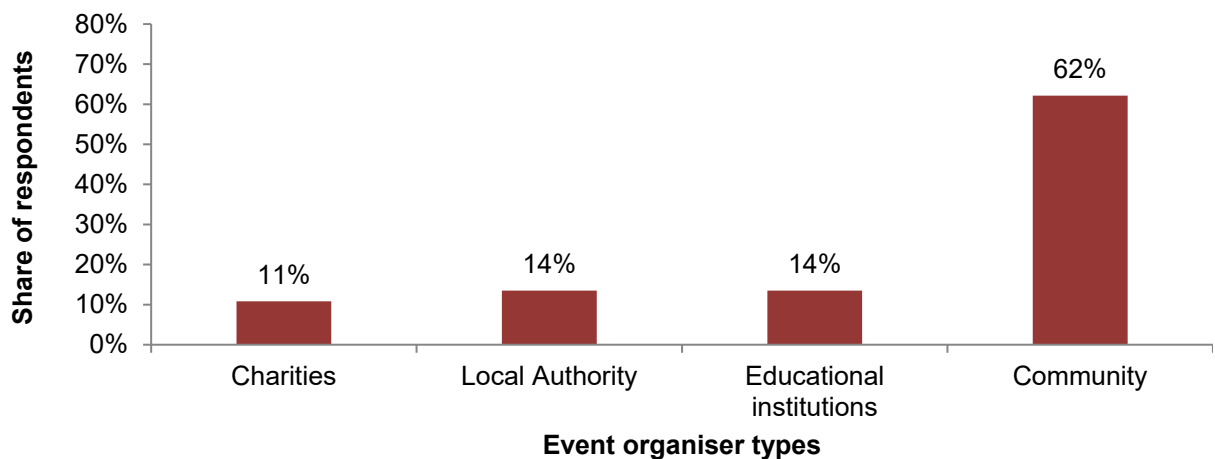
2.2.6   Overall, nearly 2,000 people attended Climate Conversation events. The largest event hosted 330 participants and the smallest event was attended by 4 people, with the average event being attended by 56 participants. Figure 2.4 displays the share of events by participant numbers.

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[11] This includes organisations within the third sector (e.g., voluntary groups, cooperatives and other types of networks representing marginalised groups).

Figure 2.4 Share of events by participant numbers
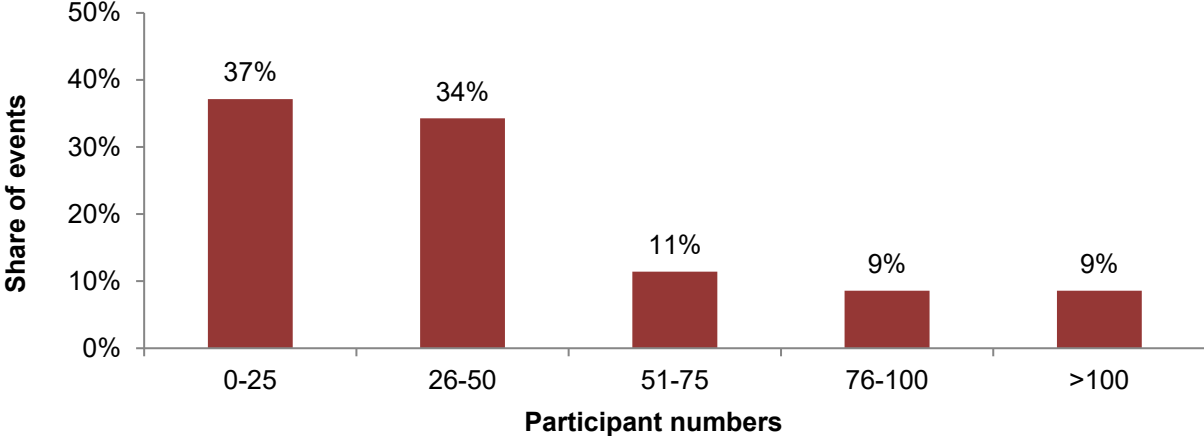
3. Methodology

3.1 Outline

3.1.1 This chapter outlines the methodology for processing and analysing the responses to the Just Transition Framework Consultation and the Climate Conversation reports. It includes a description of the approach to merging the data from different sources and how the data was screened for duplicates and offensive language. Additionally, this section discusses the approach to the qualitative thematic analysis, including the development of a thematic framework and how unstructured responses were handled, as well as the limitations of the analysis.

3.2 Data processing

3.2.1 At the start of the analysis, the consultation responses were merged from different output sources (online form and e-mail) into a single dataset using Python, a programming language widely used for tasks such as data analysis. During the manual review of responses, the research team screened for those that were clearly intended as offensive, abusive, or explicitly vulgar, with no responses being removed as a result of this screening. Using Python, the consultation responses were also screened to identify duplicate responses or campaigns organised by external groups or individually coordinated responses to the consultation. As part of this process, no duplicates or identical responses relating to a single organised campaign were identified.

3.3 Approach to qualitative thematic analysis

3.3.1 The consultation included open-format questions with free-text fields on the following eight areas: Integration, vision, guiding principles, evidence base, mobilising stakeholders and engagement, toolkit, planning and effects on the Welsh language. A detailed overview of the consultation questions can be found in the appendix.

3.3.2 In addition to the consultation, the thematic analysis included the processing of the reports from 37 Climate Conversations events. The Climate Conversations centred around the overarching theme, 'How do we tackle climate change in a fair way?'. The Welsh Government provided event organisers with an Organisers' Pack outlining two key questions to steer discussions, each with suggested sections of interest or sub-questions:

- How do we reduce emissions, make it fair for you and ensure better places to live and work?

- How do we involve you in action on climate change fairly? For example, do you think there are enough opportunities for you to be involved?

3.3.3   The research team read all responses to the consultation and the Climate Conversation reports manually and in full. Each response was analysed thematically to capture the main opinions expressed by respondents in themes and understand the reasoning behind answers.

3.3.4   Given the different focus of the consultation and the Climate Conversations, the thematic analysis was initially carried out separately for the two data sources. At a later stage, the findings were synthesised to draw out the most common themes across both and any areas where they diverged, which is discussed in Chapter 6.

3.3.5   Based on the themes identified in the analysis and regular project team meetings, a comprehensive Thematic Framework was developed to structure and guide the research. The Thematic Framework included the initial set of themes gained from the analyses and guidance for the researchers in the form of descriptions and examples of each theme. By creating and agreeing on a 'definition' and a set of representative examples for each theme, consistency in thematic coding across all research team members and both research activities can be ensured. The Thematic Framework was continuously updated as the analysis was carried out.

3.3.6   All identified themes were fed into a comprehensive Excel-based codebook, which was then used to determine the most frequent themes raised for each question, with the most prevalent of them being presented in this report. Themes for each question are presented in order of frequency. In general, the five most prevalent themes for each question are discussed in this report, with three exceptions: (i) a theme had to be raised by at least five respondents to be classified as a theme in the report[12], (ii) in cases where the fifth and sixth theme were raised with the same frequency, both are presented and, (iii) in cases where the whole research team agreed that the sixth most common theme contributed valuable and specific information to the question and more than five respondents raised it, it was added to the report. Any theme that was addressed by less than 10 respondents, will be flagged as such in this report.

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[12] Please note that in cases where this was not true for the five most prevalent themes, less are presented.

3.3.7   Quotes from respondents illustrate each theme to convey the narrative around respondents' views. Quotes from the consultation have only been used if permission was provided during the consultation and have been corrected in cases of identifiable personal information, typographic errors, and missing punctuation.

Unstructured responses

3.3.8   There were nine unstructured consultation responses submitted by email, which did not follow the consultation questionnaire format. Additionally, some Climate Conversation reports did not or only partially followed the key questions outlined in the Organisers' Pack. Where possible, they were integrated into the existing Thematic Framework. Any themes that were not raised in the structured responses and did not map exactly to specific consultation or climate report questions are presented and summarised in standalone sections.

3.4   Limitations

3.4.1   It is important to note that answers submitted to a public consultation are not representative of the overall population. This report, therefore, summarises only the views of those having responded to the consultation during the specified time period. Respondents may also represent an engaged and more knowledgeable subset of the population or submit answers to voice specific views or grievances. Consequently, opinions from this consultation can only be understood as indicative rather than representative.

3.4.2   The same is true for the participants of the Climate Conversation events, where this report will present only the analysis of the views of those available to attend the events, as summarised by the report drafters. Although information is available on who organised the events, there is a lack of data concerning the specific attendees, their affiliations, and what information was contributed by whom. Moreover, while guidance was provided to organisers on how to structure the events and which questions to discuss, there may have been inconsistencies in the selection of topics for discussion and the framing of the reports. The questions and prompts provided might have also limited the diversity of topics discussed during the events.

4. Findings of analysis of Just Transition Framework Consultation

4.1 Outline

4.1.1 This chapter presents the findings from the analysis of the responses to the Just Transition Framework Consultation, while the Climate Conversation findings are presented in Chapter 5. Section 4.2 discusses three overarching themes raised by respondents across all or most consultation questions. From section 4.3 onwards, the results of the thematic analysis are presented on a question-by-question basis, following the structure outlined in the consultation document. Section 4.4 presents the themes discussed in responses that did not follow the consultation questionnaire structure.

4.2 Overarching themes

4.2.1 This section presents three commonly recurring themes that were raised by respondents across all or most consultation questions, but do not vary substantially in their content or message. They will be discussed in detail in this section and only referred to in terms of frequency for the specific consultation questions.

Importance of inclusion and engagement of all relevant stakeholders

4.2.2 The most frequent overarching theme was the significance of incorporating the views of all stakeholders at every step of the design, production and delivery of any policies related to a transition to net zero, especially groups that the transition could negatively impact. Respondents raising this theme generally highlighted the necessity of involving everyone in the discussions and called for greater and more explicit involvement of stakeholders to allow for a genuine co-production of any policies related to a transition to net zero. These respondents often mentioned that engagement would ensure people felt heard, informed, and supported during the transition. A quote from a respondent raising this theme:

> '[…] – part of recent discussions recognised that in all approaches to transition it is important that consultation related to organisations is carried out with support from citizens wherever possible – that is, that people feel 'part of' rather than 'done to'; a danger that organisations develop policies or strategies without the general public being aware of them or knowing how to participate.' (Organisational respondent)

4.2.3   A subgroup of respondents emphasised the importance of community-level engagement to ensure that groups that are often not involved in the decision-making can be reached. These respondents noted that involving communities would lead to a more just transition as local needs are taken into account. A quote from a respondent raising this theme:

> '[…] In terms of constructive community engagement, this is what worked for us: In a rural setting where people are spread out we reached out to people, including those who don't use the internet, by holding village hall meetings; by entrusting friends and familiar groups to disseminate information to isolated properties and in preferred languages; by placing information in village notice boards and post offices. We also used social media as a digital notice board, and communication apps to share information and build networks, actively seeking to involve older and younger people of varying backgrounds and languages with a range of access needs. […]' (Individual respondent)

General disagreement with a transition to net zero

4.2.4   The second most frequent overarching theme was respondents who were critical of a transition to net zero in general. The large majority of respondents raising this theme were individuals. The primary concerns raised were apprehensions about the negative consequences of the transition for the Welsh economy and its people. Respondents raising this theme were concerned about the effects the transition would have on Welsh businesses and how the potential loss of jobs could compel young people to leave Wales. A quote from a respondent raising this theme:

> 'The whole approach is based on a dogmatic approach to tackling net zero. Your vision will lead to the virtual shutting down of the Welsh economy and mass emigration by our young people to find work.' (Organisational respondent)[13]

4.2.5   Some respondents raising this theme argued that any action taken in Wales would have a negligible impact on tackling the global climate crisis. They emphasised the relatively small contribution that Wales has to global emissions and that nothing

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[13] Please note that while this theme was mostly raised by individual respondents, most did not give consent for their quotes to be published. This quote from an organisational respondent was the most representative of the respondents raising this theme, including those of individual respondents.

would change unless the countries with the highest emissions make significant alterations. A quote from a respondent raising this theme:

> 'Welsh Government needs to recalibrate its commitment to net zero in the context of global progress. The carbon contribution of Wales to global climate change is miniscule, and any net zero ambitions where it impacts the Welsh economy must be proportionate.' (Organisational respondent)

4.2.6 Lastly, a group of respondents opposed the idea of taking action to transition to net zero on the basis that funding was more urgently needed elsewhere. They were concerned about pressures on essential services such as the NHS, education and infrastructure and thought that any public finances should be used to secure the provision of these services before spending money on a transition. A quote from a respondent raising this theme:

> 'I consider this entire process to be ill-conceived in its timing. We cannot afford the associated costs when cuts to essential services are occurring. The Senedd should postpone this transition and use the money to support local authorities so council tax increases can be reduced without damaging the provision of services.' (Individual respondent)

Ensuring equality for groups that might be adversely affected by the transition

4.2.7 Another overarching theme was respondents advocating for the Welsh Government to ensure that the transition to net zero does not exacerbate existing inequalities. Respondents who raised this theme were concerned that without interventions, marginalised groups would likely carry the costs of the transition despite having contributed the least to climate change. A quote from a respondent raising this theme:

> '[…] We welcome the focus on addressing inequalities and involving people with protected characteristics and from all socio-economic backgrounds. Those who have contributed the least to climate change unjustly and disproportionately suffer its harms. We strongly agree that equality and human rights should be embedded throughout the process.' (Organisational respondent)

4.2.8   Some of these respondents highlighted the importance of conducting impact assessments, so the Welsh Government is aware of potential adverse effects and can proactively mitigate them. A quote from a respondent raising this theme:

> '[…] Equality Impact Assessments (EIA) need to be a crucial part of setting up the structure of a just transition. The EIA should proactively assess the impact of policies on different groups, providing an evidence-based approach to organisations and policymakers. This analysis should ensure that policies, practices, and processes are just and fair, and do not create barriers or disadvantages for any specific group, particularly those with protected characteristics or that are marginalised. This proactive policy-making process will provide the right approach and levers for a just transition. […]' (Organisational respondent)

4.2.9   A wide range of groups that might be adversely affected by the transition were mentioned throughout the consultation, with the most frequently cited being residents of rural areas, farmers, lower-income groups, and elderly individuals. A quote from a respondent raising this theme:

> '[…] A fairer greener Wales should ensure that the pathway to net zero in rural communities should ensure the economic prosperity and sustainability of those that live in them and ensure future plans do not lead to job losses with the knock-on effect of fewer living in rural areas which would lead to a loss of culture and the be detrimental to the Welsh language.' (Organisational respondent)

4.3   Framework section: Introduction

4.3.1   From here on, the results of the thematic analysis are presented on a question-by-question basis and follow the structure outlined in the consultation document. This section of the consultation included three questions. The first question focused on the Vision outlined in the consultation document, the second sought views on the proposed approach to a just transition in Wales, and the third sought views on the proposed overarching structure for a just transition in Wales. The full questions, including any factors the consultation document suggested respondents may wish to consider, can be found in the appendix.

Question 1: What are your views on the proposed Vision for a Fairer, Greener Wales by 2050?

4.3.2   88 respondents provided responses to this question, with 45 coming from individual respondents and 43 from organisational respondents[14].

Need for the Vision to have a stronger focus on specific areas

4.3.3   The most frequently raised theme was respondents expressing their desire for a stronger focus on particular areas within the Vision. Respondents in this group were typically supportive of the Vision but argued that certain areas needed to be included in more detail.

4.3.4   The area that was mentioned most was nature preservation, and it was raised by both individual and organisational respondents, with the latter mainly being organisations representing environmental interests. These respondents highlighted the importance of considering environmental sustainability and nature preservation in parallel with climate change. They recommended that the vision should emphasise the significance of nature and give it more prominence than the single mention currently implies. One concern related to this area that was frequently raised was large-scale wind farms and their adverse impact on nature and biodiversity. Linked to that, some respondents raising this overarching theme were concerned with the impact a reduction in biodiversity and access to nature could have on the health and wellbeing of the Welsh population. Some respondents attributed this reduction in biodiversity and nature to the direct impacts of climate change, while others argued that renewable energy projects – such as onshore wind – could undermine access to nature. A quote from a respondent raising this theme:

> '[…] Given that Wales faces a Biodiversity emergency, parallel to, and interdependent with, the Climate Change emergency, Nature (Resilient Wales in WFGA) does not carry sufficient weight in the vision. […] The ecosystem services delivered to Welsh people by biodiversity are not properly considered in this document although their decline has certainly been an unjust transition in the previous century. Nature only appears in mid para.3. It is an incongruent third in a list of things which will be impacted: 'We ensured we understood the

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[14] Please note, that this number and any following respondent numbers for specific questions exclude respondents that just stated that they will not answer the question.

impact of decisions we made in developing our climate policies and actions on workers, communities, people, nature and businesses'. It should be the subject of a key paragraph of its own […]' (Individual respondent)

4.3.5 The other two areas that respondents raising this theme often deemed to be underrepresented in the Vision were transport and housing. While they were mentioned in the Vision, these respondents were concerned about them only being referenced in terms of alleviating health inequality. For transport, respondents had concerns about penalising the use of private and internal combustion engine vehicles before viable alternatives such as good electric vehicle infrastructure, alternative fuels, and accessible public transport exist and are affordable. Housing was generally raised by organisational respondents, who highlighted the importance of access to affordable and energy-efficient housing as a sound underpinning for a just transition. A quote from a respondent raising this theme:

> '[…] The reference to the transition having helped to alleviate health inequality by actions taken to improve people's homes, diet and transport options is welcomed. However, factors such as housing and transport are much broader than reducing health inequality. Improvements to housing and transport should be regarded as key aspects unlocking a range of benefits across multiple areas, including personal wellbeing and community cohesion, in addition to reducing health inequalities.[…]' (Organisational respondent)

General disagreement with a transition to net zero

4.3.6 The second most common theme raised by respondents was a general disagreement with the proposal for a transition to net zero. Most of these responses came from individuals. This is an overarching theme discussed in detail in section 4.2.

Ensuring equality for groups that might be adversely affected by the transition

4.3.7 The third most common theme was addressing inequalities associated with the transition in general, an overarching theme discussed in detail in section 4.2.

Agreement with the Vision but proposed changes to the overall approach

4.3.8   The fourth most common theme was respondents proposing changes to the overall approach to the Vision. Most respondents in this group approved of the Vision but wanted to see it be implemented differently. The most frequent suggestion was that the Vision should take a more holistic approach. This was often mentioned in connection with tackling important issues such as inequalities, climate change and nature preservation at the same time. Another subgroup of respondents, mostly organisations, suggested that the Vision should include diverse perspectives, describing what that Vision might look like for different people. Lastly, respondents highlighted that one of the biggest challenges for the Welsh Government will be how the Vision will be communicated to the public. A quote from a respondent raising this theme:

> '[The organisation has] argued (most recently during the Agriculture Bill discussions and regarding the design of the new Sustainable Farming Scheme and during the final consultation on the SFS) that a holistic definition and consideration of 'Sustainability' should be used, which is also applicable to ensuring a Just Transition to Net Zero. This includes incorporating and combining all elements of sustainability; social/cultural, economic and environmental. This is crucial to ensuring that a Just Transition considers all interconnected issues (particularly important in relation to land use), which will enable analysis of trade-offs whilst also helping to identify 'win-wins' or actions which can deliver multiple benefits. […]' (Organisational respondent)

Agreement but the Vision is missing certain elements

4.3.9   The fifth most common theme was respondents agreeing with the overall Vision but expressing their concerns about missing elements. Most respondents raising this theme mentioned that the Vision should include more detail on how energy would be produced, transported, and consumed. Specifically, respondents raising this theme wanted to see a commitment to an affordable and resilient energy system, details about needed investments in the energy infrastructure, commitments to specific technologies such as wind and solar, and discussions on ownership of energy resources. Most responses from this group came from organisational respondents. Another group felt that the Vision was lacking the element of food security and supply. Respondents raising this theme were concerned about the availability and affordability of locally produced food, given the pressure that farmers

were under and the changes to land use any transition to net zero might involve. Lastly, a few respondents suggested that the Vision should include elements of how changes would be monitored and how different players would be held accountable. A quote from a respondent raising this theme:

> '[…] A further addition we would recommend including is a commitment to deliver a future energy system that is affordable, resilient and dedicated to clean energy supply for Welsh households, businesses and communities. This would ensure that Wales becomes fairer and green for all and by moving away from fossil fuels and greater use of lower cost renewable generation would help the Welsh Government tackle fuel poverty.' (Organisational respondent)

Question 2: What are your views on our proposed approach to just transition in Wales?

4.3.10 85 respondents provided responses to this question, with 43 coming from individual respondents and 42 from organisational respondents.

General agreement with proposed approach to a just transition in Wales and the role of the Well-being of Future Generations Act

4.3.11 The most frequent theme was respondents who welcomed the proposed approach to a just transition in Wales. Most responses came from organisational respondents. All respondents in this group stated their approval of using the Well-being of Future Generations Act (WFGA) as a guiding framework. Respondents raising this theme indicated that the WFGA provides a coherent and sustainable framework to implement a just transition. Some respondents argued that the WFGA was a good fit as it implements a holistic view and focuses on inclusion and inequalities. Lastly, a few respondents appreciated that using the WFGA as a guiding framework would build on an existing and established way of working that different actors are already familiar with. A quote from a respondent raising this theme:

> 'The proposed approach gives clear guidance on how to transition to Net Zero in a way that is fair to all and inclusive. The use of the Well-being of Future Generations (Wales) Act 2015 (WFGA) as a guiding framework makes sense as this policy already exists and overlaps with the just transition policy. The WFGA gives guidance on how public bodies in Wales must act in terms of working with people and

communities and consideration of long-term implications of their actions. […]' (Organisational respondent)

Ensuring equality for groups that might be adversely affected by the transition

4.3.12 The joint second theme was the overarching theme of ensuring that groups that are adversely affected by the transition are supported. This theme is discussed in more detail in section 4.2.

The Well-being of Future Generations Act needs strengthening to be used as a guiding framework for a just transition

4.3.13 The next most frequent theme raised by respondents was that the Well-being of Future Generations Act needs to be strengthened before it can be used as a successful guiding framework for a just transition. While the majority of these respondents welcomed the use of the WFGA as a guiding framework, they expressed concerns about its implementation in practice. The most frequent concern was that the WFGA lacked enforcement and accountability, mainly raised by organisational respondents. They suggested that the WFGA needs to be combined with a clear monitoring framework that includes tangible metrics. This argument was often brought up in connection with the fact that the WFGA currently only applies to public bodies and that the private sector might not be familiar with the act. A quote from a respondent raising this theme:

'[…] Whilst we can understand the rationale behind the use of the WFGA as part of a guiding framework for just transition in Wales, we consider this problematic at several levels. For people and sectors who are not already deeply immersed in efforts to move towards a low-carbon economy, we feel the WFGA is the wrong tool to build this framework around. Firstly, the WFGA is a largely aspirational piece of legislation, lacking enforcement and accountability mechanisms. It applies to a limited range of public bodies, and a true just transition will include many other actors, (if undertaken effectively) who may not be familiar with the legislation. The WFGA does not currently apply to the private sector, nor third sector- both of which Welsh Government has identified as core partners in the vision for a just transition. […]' (Organisational respondent)

4.3.14 Some other respondents voiced that while the WFGA is laudable, its implementation in practice has been slow and they urged the Welsh Government to ensure that it is effectively implemented. Lastly, a few respondents gave specific suggestions on how the WFGA could be strengthened: by forming an independent body – similar to the Just Transition Commission of the Scottish Government – to provide advice and support regarding the implementation of a just transition or by linking it to the United Nations' Sustainable Development Goals. A quote from a respondent raising this theme:

> 'We welcome the overall proposed approach to just transition and use of the Well-being of Future Generations Act (WFGA) as a guiding framework. To ensure that the WFGA is considered in every aspect of the just transition, the Welsh Government should look to Scotland and the Scottish Government's use of the Just Transition Commission. This body advises the Scottish Government on the opportunities and challenges that a just transition presents. We believe that a similar body in Wales that brings together a range of stakeholders will help ensure fairness and justice are embedded in the transition to net zero. […]' (Organisational respondent)

Importance of inclusion and engagement of all relevant stakeholders

4.3.15 The joint third most frequent theme was the overarching theme of the importance of including all relevant stakeholders, discussed in section 4.2.

General disagreement with a transition to net zero

4.3.16 The other joint third most common theme raised by respondents was a general disagreement with the proposal for a transition to net zero. Most of these responses came from individuals. This is an overarching theme discussed in detail in section 4.2.

Specific inputs on types of justice

4.3.17 Lastly, a set of respondents raised specific suggestions regarding the types of justice the approach considers. Most respondents in this group were organisational respondents and mentioned other types of justice that should be added to the Framework, e.g., environmental justice, climate justice, energy justice, social justice and global justice. Some overarching suggestions consisted of (i) applying a more holistic approach by specifically stating that the types of justice will not be considered in isolation, (ii) switching to a more positive tone in this section by also

highlighting opportunities, and (iii) making sure that the types of justice focus on Welsh experiences. Finally, other respondents in this group called for more details on the suggested types of justice, such as (i) specifically mentioning co-production for procedural justice, (ii) how to balance justice for current generations with justice for future generations, when costs and benefits cannot be explicitly foreseen and accounted for, and (iii) considering not only socio-cultural differences but also disparities in infrastructure and assets for recognitional justice[15]. A quote from a respondent raising this theme:

> 'We accept that there are many interpretations of a just transition and support the proposed to a just transition; however, there is an opportunity to ensure that alternative forms of justice such as climate justice, energy justice, social mobility justice or social justice which may resonate with others are recognised – it is important therefore that there is a degree of flexibility in applying an approach which does not exclude other types of justice and which may otherwise restrict options affecting decision-making. […]' (Organisational respondent)

Question 3: What are your views on the overarching structure of the proposed framework?

4.3.18 74 respondents provided responses to this question, with 39 coming from individual respondents and 35 from organisational respondents.

Welcoming the overarching structure

4.3.19 The most prominent theme raised by respondents was to welcome the overarching structure of the Just Transition Framework. Many respondents raising this theme welcomed the interconnectivity inherent to the structure and the role of the diagram in visualising the importance of considering decision-making, stakeholder mobilisation, and the analysis of impacts and opportunities holistically. Some of these respondents specifically welcomed the role of the WFGA in the structure, stating that this gives the structure greater legitimacy and creates synergies with ongoing processes. A quote from a respondent raising this theme:

> 'The decision for the proposed structure to integrate the just transition into decision-making is an important step to foreground considerations

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[15]From the consultation document: 'Recognitional justice considers the socio-cultural differences between people and between groups of people, their different positions in society, and specific needs and vulnerabilities'.

of the wider impacts of decisions and how they may limit or threaten achieving a just transition. This step is important in ensuring decisions are made with the just transition at the very core. Furthermore, the analysis of impacts and its inclusion of different groups in society is an important inclusion and links back to the wider vision the framework identifies in ensuring diversity and inclusion in the future 2050 vision of Wales. […]' (Organisational respondent)

Criticisms of the overarching structure

4.3.20 The joint second most common theme was criticisms of the overarching structure. This theme was frequently discussed among individual respondents. Most of these respondents raised concerns about the level of detail and specificity in the structure, with some concerned that the Framework lacks the specificity needed to structure the decisions necessary to achieve a just transition. A quote from a respondent raising this theme:

> '[…] I feel this framework needs to consider how, in situations where different negative impacts are pitched against each other, decisions will be reached. For example: a town is likely to be flooded, but pumps are expensive, ultimately unsustainable, and the area is suitable as wetlands to decrease the risk of flooding for other communities - at the same time the local community feels strongly that their health and wellbeing, cohesion and resilience will be negatively affected through rehousing. These kinds of decisions will be increasingly necessary, and are complex. Are all well-being goals weighted equally? How does the well-being of future generations feed into decision-making? How many generations into the future is impact being calculated? I would like to see a more concrete matrix/system of weighing up complex issues. […]' (Individual respondent)

General disagreement with a transition to net zero

4.3.21 The other joint second most common theme raised by respondents was a general disagreement with the proposal for a transition. Most of these responses came from individuals. This is an overarching theme discussed in detail in section 4.2.

Suggested improvements to the overarching structure

4.3.22 The joint third most frequent theme raised by respondents was a variety of suggestions to improve the overarching structure of the Framework, with a

significant majority of these respondents also welcoming the structure. The most frequently mentioned suggestion was for the Welsh Government to consider an expanded monitoring framework to support the Just Transition Framework and its implementation. These included calling for the structure to refer more strongly to the globally-understood United Nations' Sustainable Development Goals (SDG) and the Well-being of Future Generation Act's monitoring framework and its five ways of working. A quote from a respondent raising this theme:

> ' […] As the Welsh Government states, there are many international examples and experiences that can be drawn upon to help communicate key messages. We would also highlight, as indicated in our response to question 2, that considering how to communicate just transition alongside the SDGs may help to secure buy in and could help to provide a well-established, simple engagement framework. We would note that a similar approach has been taken by the Scottish Government in developing its national outcomes and framework.' (Organisational respondent)

4.3.23 Some respondents called for a more explicit focus on nature, biodiversity, and carbon emissions reduction in the Framework, particularly its 'impacts and opportunities' section. A quote from a respondent raising this theme:

> '[…] The natural environment should be clearly represented in the framework, and not just included under "emission sectors" […]' (Organisational respondent)

4.3.24 Specific recommendations that were only mentioned once included (i) to provide greater clarity on the organisations responsible for delivery of the elements of the Framework, including clarifying the responsibilities of the private and third sector, (ii) to represent politicians as part of the decision-making 'bubble' of the Framework due to their importance in interpreting and acting-upon the Framework, and (iii) to ensure that the guiding principles are represented in a way which shows their relevance to all aspects of the Framework rather than only on decision-making.

Importance of inclusion and engagement of all relevant stakeholders

4.3.25 The other joint third most common theme was the importance of inclusion and engagement. Most responses came from organisational respondents. This is an overarching theme discussed in section 4.2.

4.3.26 Some respondents to this question specifically noted that the contents and structure of the Just Transition Framework would need to be communicated clearly and

concisely when seeking to engage stakeholders outside of government to deliver a just transition.

4.4 Framework section: Part 1 – Integrating the just transition in our decision making

4.4.1 This section of the consultation document included two questions, one focusing on the guiding principles for a just transition and the other focusing on a proposed approach to planning a just transition, including by considering geospatial, organisational, policy development, and more holistic contexts.

Question 4: What are your views on the guiding principles?

4.4.2 76 respondents provided responses to this question, with 35 coming from individual respondents and 41 from organisational respondents.

Criticism of specific elements of the guiding principles

4.4.3 The most frequent theme raised by respondents was criticism of specific elements of the guiding principles. Within this group, the most common concern raised by respondents was that the principles were difficult to translate into actions and somewhat ambiguous, that more illustrative examples and specific guidelines would be required to implement the principles, and that they should be made available publicly. A quote from a respondent raising this theme:

> '[…] It would be useful for the Welsh Government to set out exactly how it plans to build these principles into decision-making at local, regional and national government levels, which will all be essential for the transition.' (Organisational respondent)

4.4.4 Some respondents called for greater clarity on how trade-offs should be evaluated when considering the guiding principles. They suggested a more holistic approach but did not provide specific suggestions on how to reform the principles to make them holistic. A quote from a respondent raising this theme:

> '[…] The Guiding Principles, as written, have the right intention but may not overcome friction between competing environmental priorities. An example of this is woodland areas that are within Wind Farm development zones; and the competition between preventing deforestation with achieving carbon emission reductions through a hypothetical Wind Farm development. Unless Policy is updated to consider all environmental aspects through holistic decision making

there will be sub-optimal sustainability decisions taken. These may adversely impact broader elements of the Wellbeing of Future Generations Act, such as losing outdoor amenities for vulnerable/rural communities.' (Organisational respondent)

4.4.5   Other respondents raising this theme noted that the guiding principles are too uniform to be applicable to the diversity of organisations which need to implement changes for Wales to reach a just transition. These called for the guiding principles to more explicitly explain the expectations that the Welsh Government has of the private sector and others, perhaps through increased use of case studies and best practice. A quote from a respondent raising this theme:

> '[…] we would encourage the use of case studies, examples and sharing good practice from within Wales and further afield. This will be crucial, particularly for less experienced (or more reticent) actors. We would encourage the refinement of the toolkit to support understanding of how the guiding principles could be/have been applied as well as providing a range of opportunities to share learning and experiences. The toolkits can be tailored for differing audiences e.g. private/third sector and include tangible actions that have been implemented in Wales as well as further afield. […]' (Organisational respondent)

Agreement with the guiding principles

4.4.6   The second most prominent theme raised by respondents to this question was general agreement with the guiding principles expressed as part of the Just Transition Framework. Most responses came from organisational respondents. A majority of these respondents explicitly praised the incorporation of the Well-being of Future Generations Act within the Just Transition Framework's decision-making proposals, which respondents argued would act as a helpful and supportive tool to underpin the principles and Wales' just transition. Some respondents argued that the Act is a useful tool because policy practitioners and organisations are already familiar with using it to inform their decision-making on environmental and other matters. A quote from a respondent raising this theme:

> 'The use of the Well-being of Future Generations Act, well-being goals to support and underpin the guiding principles provides a strong framework to utilise in order to achieve a Just Transition to a low-carbon economy in Wales. The Well-being goals and wider WFGA approach already emphasises the importance of ensuring decisions made in the present do

not cause harm to generations to come. This approach is also key to considerations of ensuring a just transition so that we do not replicate the harms to workers and communities of previous energy transitions now or in the future. Therefore the use of the WFGA well-being goals to underpin the guiding principles is useful to provide clarity, support fair decision making and ensure climate and social justice are addressed together. […]' (Organisational respondent)

Guidance should focus more on certain issues

4.4.7   The joint third most frequent theme was calls for the guidance to focus more on certain issues and topics. Some of the respondents who raised this theme asked for a greater focus on biodiversity and nature within a just transition, including more thoroughly and frequently measuring and increasing net biodiversity gains. This area of focus was raised by both individual and organisational respondents. A quote from a respondent raising this theme:

> '[…] the principle of enhancing the natural environment could be a more robust statement particularly given that Wales is amongst the most nature-depleted countries in the world, with 1 in 14 wildlife species facing extinction; that is, that the nature-emergency/crisis should be supported with principles which capture the urgency required in actions. […]' (Organisational respondent)

4.4.8   Other proposals raised by respondents were (i) for the guiding principles to include greater reference to the teaching of climate-friendly practices and 'green skills' in education settings, (ii) ensuring that local authorities have the resources to implement a just transition while protecting core services, and (iii) emphasising the importance of tackling inequalities in public health and housing as part of a just transition.

Importance of inclusion and engagement of all relevant stakeholders

4.4.9   The other joint third most common theme was the importance of inclusion and engagement. This is an overarching theme which is discussed in more detail in section 4.2.

4.4.10 A unique element of the responses raising this theme was the importance of sharing case studies on how organisations can engage communities and marginalised groups when implementing the guiding principles in their own work. A quote from a respondent raising this theme:

"[…] we would encourage the use of case studies, listening to and trusting input from grassroots organisations and sharing good practice from within Wales, trusting and backing the people of Wales to know how to identify and adopt good principles. […]" (Organisational respondent)

General disagreement with a transition to net zero

4.4.11 The fourth most common theme raised by respondents was a general disagreement with the proposal for a transition to net zero. Most of these responses came from individuals. This is an overarching theme discussed in detail in section 4.2.

Question 5: What are your views on the proposed approach to planning for different types of Transition?

4.4.12 66 respondents provided responses to this question, with 34 coming from individual respondents and 32 from organisational respondents.

Importance of inclusion and engagement of all relevant stakeholders

4.4.13 The most frequently raised theme was the importance of including all stakeholders when planning for different types of Transition. This is an overarching theme which is discussed in section 4.2.

General agreement with the proposed approach to planning for different types of Transition

4.4.14 The second most frequently raised theme was general agreement with the proposed approach to planning for different types of Transition. Most responses came from organisational respondents. They tended to appreciate what they saw as the Framework's holistic approach to planning and emphasised that all areas need to be considered for a just transition. More specifically, some respondents explicitly welcomed the integration of existing legal commitments placed upon public bodies within the Just Transition Framework but also expressed concern that the desired approach to be taken by non-public bodies is less clear. It was suggested that the inclusion of more case studies and examples of best practice could clarify this. A quote from a respondent raising this theme:

'[The Organisation] fully endorses the Welsh Government's holistic approach to planning for different types of transition as delineated in the Just Transition Framework. This approach is critical to ensuring that the transition to net-zero is equitable, considering the broad

spectrum of social, economic, and environmental factors. Regarding the different types of transition, [the Organisation] acknowledges the framework's inclusivity and thoroughness, appreciating its reach across geospatial, organisational, policy development, and holistic domains. This multifaceted strategy ensures that the move towards a low-carbon future is addressed on all fronts, from local community action to overarching governmental policy. […]' (Organisational respondent)

General disagreement with a transition to net zero

4.4.15   The third most common theme raised by respondents was a general disagreement with the proposal for a transition to net zero. Most of these responses came from individuals. This is an overarching theme discussed in detail in section 4.2.

Approach needs stronger focus on certain areas

4.4.16   The fourth most frequent theme was respondents expressing their wish for a stronger focus on certain areas. Please note that this theme was raised by less than 10 respondents. Most generally agreed with the proposed approach but raised the attention to specific areas for action. There was no consensus on what these areas should be. The ones mentioned more than once were the need to increase energy efficiency in homes, invest in public transport, and focus on preserving nature and biodiversity—such as through legally binding nature recovery targets within Integrated Impact Assessments. Other respondents raising this theme called for greater clarity on the role of just transition within the Socio-Economic Duty of Integrated Impact Assessments. A quote from a respondent raising this theme:

> '[…] Wales has the oldest and least thermally efficient dwellings compared to other UK nations and northerly European countries, lagging behind the rest of the UK in upgrading the energy efficiency of its housing stock. This disproportionately affects poorer households in Wales; more than 80% of fuel-poor households in Wales live in inefficient homes. Improved energy efficiency should target these homes first in order to protect the most vulnerable against volatile energy prices. […]' (Organisational respondent)

Criticism of certain elements of the proposed approach to planning for different types of Transition

4.4.17 The fifth most prominent theme was criticism of certain elements of the proposed approach to planning for different types of Transition. Please note that this theme was raised by less than 10 respondents. The most frequently mentioned area of criticism was that the proposed approach was too ambiguous and that more details were needed to see how it could translate into action. In addition, some of these respondents expressed concerns that consideration of a just transition would be an additional legal requirement for public bodies – and that instead, it should be integrated within existing processes. A quote from a respondent raising this theme:

> '[…] While Figure 3 [a figure in the consultation document outlining proposed approaches to planning a Just Transition in different contexts] does broadly categorise the different types of transition, it would be brought to life with some examples and/or case studies. It is important to acknowledge and explicitly include reference to the systems changes required to achieve a full just transition. […]' (Organisational respondent)

4.5   Framework section: Part 2 – Building Our Evidence Base

4.5.1 This section of the consultation document included one question, focusing on the proposed lenses[16] from which to explore the economic, cultural, and environmental outcomes of a just transition.

Question 6: What are your views on the proposed lenses from which to explore the economic, cultural and environmental impacts and opportunities arising from transition?

4.5.2 71 respondents provided responses to this question, with 35 coming from individual respondents and 36 from organisational respondents.

Need for the proposed lenses to have a stronger focus on specific areas

4.5.3 The most common theme was general agreement with the proposed lenses but wanting to see more focus on specific areas. The most frequently mentioned area that these respondents viewed as not covered in enough detail within the proposed lenses was nature preservation. Both individual and organisational respondents equally advocated for a specific lens for the area, emphasising the importance of

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[16] The proposed lenses are outlined in the consultation document and consist of understanding the impacts and opportunities over time (i) across Emission Sectors, (ii) on Business and Employment, (iii) for different groups of society, and (iv) in different parts of Wales.

assessing the impact of the transition on ecosystems and nature. The majority of organisations raising this area of focus represented environmental issues. The second area some respondents argued needed more emphasis in the proposed lenses was housing, especially the affordability of well-insulated housing and the provision of high-quality social housing. Lastly, other respondents highlighted the need for accessible and affordable public transport, especially in rural areas. A quote from a respondent raising this theme:

> 'The proposed lenses for evidence gathering seem appropriate but the analysis of impacts and opportunities would benefit from "the natural environment" being itemised as one of the specific lenses for building evidence, rather than having this included under "emissions sectors". Although "agriculture and land use" are listed under emissions sectors, this covers only part of the natural environment for which evidence will be required. This approach does not give an appropriate level of emphasis to ecosystems and nature, and how they will impact upon a just transition. […]' (Organisational respondent)

General agreement with the proposed lenses

4.5.4   The second most common theme was general agreement with the proposed lenses. Most responses raising this theme originated from organisational respondents. They expressed their general agreement with the proposed lenses and argued that the lenses cover the main areas affected by the transition. A few respondents specifically welcomed the inclusion of the spatial lens; they emphasised that the transition is likely to have different impacts on different areas of Wales and highlighted that mistakes made in the past should not be repeated. A quote from a respondent raising this theme:

> 'The outlined proposed lenses are useful and the [organisation] particularly welcomes the inclusion of a spatial lens to assess the benefits and impacts across different parts of Wales. As we know, the previous industrial revolution and employment opportunities in coal and slate mining brought both opportunities and negative impacts that were concentrated within particular areas across Wales. There remains a significant level of deprivation and poverty within much of these communities and it is vital that the Welsh Government therefore includes a spatial lens to consider how to mitigate the possible

negative impacts while also maximising the positive benefits that could occur within such communities. […]' (Organisational respondent)

Ensuring equality for groups that might be adversely affected by the transition

4.5.5   The third most commonly discussed theme was ensuring that existing inequalities were not exacerbated. This is an overarching theme which is discussed in section 4.2.

Importance of Business and Employment lens

4.5.6   The fourth most prevalent theme was respondents discussing the lens of 'Business and Employment'. Most respondents raising this theme addressed the topic of job creation, including the potential for new jobs and wanting more details on where these jobs will be created. Connected to that, some respondents were concerned that new job opportunities would mainly be for high-skilled STEM workers which would exclude a large group of people. Other responses within this theme highlighted the importance of investing in the necessary skill development and education early on to ensure the workforce is prepared for the transition and that everyone can benefit from new opportunities. A quote from a respondent raising this theme:

> '[…] Upskilling will be crucial to ensuring the opportunities that may arise from the transition to net zero can be maximised. Further to this, education of green skills must begin in school to ensure that no one is left behind. Ensuring these opportunities are open to all, and the workforce is prepared with appropriate skills no matter where they are from will be essential to achieving a just transition.' (Organisational respondent)

Importance of inclusion and engagement of all relevant stakeholders

4.5.7   The fifth common theme was the importance of co-producing the Framework with all relevant stakeholders. This is an overarching theme which is discussed in section 4.2.

4.6   Framework section Part 3 – Mobilising Stakeholders and Coordinating our Collective Response

4.6.1   This section of the consultation document included two questions, the first focusing on the Framework's proposed roles and responsibilities for delivering a just

transition, and the second question focusing on how to best involve the people and communities of Wales.

Question 7: What are your views on the proposed leadership, collaboration and roles and responsibilities for delivering a Just Transition?

4.6.2   72 respondents provided responses to this question, with 34 coming from individual respondents and 38 from organisational respondents.

Importance of inclusion and engagement of all relevant stakeholders

4.6.3   The most frequently raised theme was the importance of including and engaging all relevant stakeholders in the processes of planning and delivering a just transition. While this is an overarching theme, which is discussed further in section 4.2, there were unique elements in contributions to this question, which will be discussed here.

4.6.4   Organisational respondents tended to raise the importance of either embedding the delivery of a just transition into existing partnerships or creating new, formalised partnerships to implement a just transition in Wales. These respondents typically welcomed the proposed 'Team Wales' approach to facilitate partnership working towards a just transition[17]. Some of these respondents suggested embedding the delivery of a just transition into the work of the Well-being of Future Generations Act's Public Service Boards (PSBs), while others suggested broader partnerships – including businesses, academia, and trade unions. Furthermore, other respondents raised the importance of the partnership within the Welsh Government and between the Welsh Government and the UK Government. A quote from a respondent raising this theme:

> 'The proposed approach to leadership and collaborations between governments, industry and business representatives, academic institutions and communities is crucial. As noted, many of the most powerful levers to deliver a just transition are reserved to the UK Government. Powers relating to welfare and trade, alongside major economic levers sit with the UK Government. Therefore it is important

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[17] The 'Team Wales' approach is where Welsh Government, public bodies, businesses, and communities across Wales work together to tackle the shared challenges of the climate and nature emergency. More information available here: Welsh Government, 'Climate Change Welsh Government Engagement Approach 2022-26', available at: https://www.gov.wales/engagement-approach-around-climate-change-2022-26 (Accessed 16 May 2024)

we see improved intergovernmental relations between the Welsh [and] UK Governments.' (Organisational respondent)

Welcoming the proposed leadership, collaboration and roles and responsibilities for delivering a Just Transition

4.6.5   The joint second most common theme was respondents broadly welcoming the proposals. Most responses raising this theme originated from organisational respondents. They often welcomed the focus on citizen participation, including through co-designing and co-production of both the Just Transition Framework and its implementation. Many respondents also agreed that the Welsh Government should have the leading role in leadership and convening responsibilities in delivering a just transition in Wales.

> 'We agree that the Welsh Government should remain the main driver of delivering a Just Transition as it will allow a Just Transition to be more smoothly integrated into other climate change prevention policies.' (Organisational respondent)

Suggestions to adapt the proposed responsibilities

4.6.6   The other joint second most frequent theme was suggestions to adapt the proposed leadership, collaboration and roles and responsibilities for delivering a just transition. Most responses for this theme came from organisational respondents. Some of them called for the Well-being of Future Generations Act's Public Service Boards to be empowered and used as part of a just transition. Others called for an independent commission with the power to provide practical recommendations for a just transition, as in Scotland. Respondents raising this theme welcomed the concept of Team Wales, but called for greater clarity on the bodies and structures that would make this collaboration a reality.

> 'The absence of a central forum or platform in Wales to bring together diverse stakeholders from various sectors is a significant challenge to coordinated action on the climate crisis and just transition. […] Team Wales could be a great opportunity to achieve coordination among various stakeholders and public bodies.' (Organisational respondent)

4.6.7   Other respondents raising this theme called for a greater focus on education in the proposed leadership, collaboration, and responsibilities for delivering a just transition. This focused on ensuring that people are aware of the structural and

behavioural changes required to meet net zero and have the skills and training to work in relevant sectors, such as renewable energy.

> '[…] The framework should be explicit with regards to education, as this falls between both the Welsh Government and Academia and educators. It is essential to develop and upskill people with the skills they need to ensure that there is a just transition. […]' (Organisational respondent)

General disagreement with a transition to net zero

4.6.8 The third most common theme raised by respondents was a general disagreement with the proposal for a transition to net zero. Most of these responses came from individuals. This is an overarching theme discussed in detail in section 4.2.

Question 8: How do you think the people and communities of Wales can be most effectively involved in planning for a just transition?

4.6.9 72 respondents provided responses to this question, with 34 coming from individual respondents and 38 from organisational respondents.

4.6.10 Most respondents to this question raised themes discussed in the overarching theme of inclusion and engagement of all stakeholders, which are discussed in section 4.2. However, as this question focused on engaging people and communities specifically, responses raising this theme will be discussed in detail for this question.

Suggestions to improve engagement with people and communities

4.6.11 The most common theme raised by respondents was suggestions on how best to engage people and communities when planning for a just transition. These suggestions were mostly made by organisational respondents. The most frequent suggestion was for the Welsh Government to make the best use of existing organisations to raise awareness and promote community involvement in the planning, implementation, and monitoring and monitoring of a just transition. Organisations named in these responses include trade unions, public service boards, local authorities, businesses and representative bodies of businesses, social enterprises, community groups such as the Women's Institute and the Wildlife Trust, and national events such as the Eisteddfod and the Royal Welsh Show. A quote from a respondent raising this theme:

'[…] There is a role for CJCs[18]/City Regions, Local Authorities, Town and Community Councils, Public-Sector Service Boards to help drive communication with communities and the public. [...]' (Organisational respondent)

4.6.12 The second most frequent suggestion was for the Welsh Government to use formal participatory methods to involve people and communities when planning for a Just Transition. Of these, some respondents called for citizens' assemblies to be used when planning for a just transition, while others called for public meetings across Welsh communities. Regardless of the type of participatory methods, there was widespread agreement that engagement should focus on groups which are seldom heard in these discussions. A quote from a respondent raising this theme:

> '[…] We would encourage Welsh Government and others, to consider collaborating with already trusted organisations and individuals to help broker and build relationships, rather than seeking to involve people with no prior attempts at contact. It will also be necessary to have a range of methods of involving people and communities. Ideally, this would go beyond the statutory minimums and would be co-produced by a range of actors. We recognise that the use of citizen assemblies previously undertaken in Blaenau Gwent has been particularly successful and is perhaps a model to seek to replicate. […]' (Organisational respondent)

4.6.13 Other suggestions which were proposed multiple times included for the Welsh Government to (i) ensure that the approach used to promote a Just Transition aligns with the Climate Action Wales Public Engagement strategy; (ii) conduct a large awareness-raising campaign to raise awareness among the people and communities of Wales of the changes needed to achieve a just transition; (iii) invest in community-owned energy schemes and other relevant social enterprises to directly tackle climate change while increasing prosperity in Welsh communities.

Importance of engagement with the people and communities of Wales

4.6.14 The second most common theme was respondents who emphasised that engagement with the people and communities of Wales is important. They often argued that engagement is the best way of ensuring that communities and

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[18] Corporate Joint Committees, as established by the Local Government and Elections (Wales) Act 2021, available at: https://www.legislation.gov.uk/asc/2021/1/contents (Accessed 16 May 2024).

businesses in Wales are able to contribute, and benefit from, a just transition. A quote from a respondent raising this theme:

> 'Engagement is key to success. This needs to be far reaching across organisations and by encouraging business participation. Those engaging need to see a clear advantage in doing so and be done through different approaches to ensure certain sectors are not to be left behind. […]' (Organisational respondent)

4.6.15 Other respondents particularly welcomed the emphasis on involving individuals and communities most deeply affected by the transition and called for this to be continued in future work. An additional benefit of engagement with the people and communities of Wales raised by some respondents was that engagement can directly or indirectly encourage individuals to increase their skills in environmental topics and other fields relevant to a just transition. A quote from a respondent raising this theme:

> '[…] Improving security of supply of heating or transport fuel are likely contingent on the reskilling of various engineers/skilled labourers to operate and maintain new technologies. Wide engagement on the opportunities and attracting people to further education to learn these skills will be a vital aspect of future planning to ensure that, as innovation and investment are delivered, there is a pipeline of competent people to operate and maintain. […]' (Organisational respondent)

General disagreement with a transition to net zero

4.6.16 The third most common theme was the overarching theme of respondents expressing their disagreement with proposals for a transition to net zero, discussed in more detail in section 4.2. Most responses raising this theme came from individual respondents.

Specific groups and communities that should be engaged

4.6.17 The fourth most common theme was the listing of specific groups that should be engaged. Named examples include rural communities, the agricultural sector, members of ethnic minorities and those most affected by the transition. Some of the respondents raising this theme called for engagement initiatives to reach individuals who are offline as well as online. A quote from a respondent raising this theme:

'[…] If information on net zero initiatives like housing retrofits, heat pump installations, apprenticeships etc. is not communicated through a range of digital and non-digital formats, and in a way that meets access and communication needs, people will be excluded […]'

4.7 Framework section: Part 4 – Toolkit

4.7.1 This section of the consultation document included one question, which sought respondents' views on the toolkit outlined in the Just Transition Framework.

Question 9: What are your views on the proposed toolkit?

4.7.2 56 respondents provided responses to this question, with 26 coming from individual respondents and 30 from organisational respondents.

Suggestions on improving the toolkit

4.7.3 The most common theme was respondents making suggestions on how the toolkit could be improved. Most of the suggestions were made by organisational respondents. The most frequent recommendation was that the toolkit should be simplified and made more accessible. These respondents advocated for different formats of the toolkit such as an offline version or an easy-read version. A quote from a respondent raising this theme:

> '[…] To make any toolkit useful and accessible it will need to be available in a range of formats- both digital and hard copy, with support to use it made available. We would assume that all minimum statutory requirements would be fulfilled regarding language, and easy-read provision. However, we consider the creation of a range of toolkit(s) to be most appropriate and likely to result in positive behaviour change contributing towards the just transition.'
> (Organisational respondent)

4.7.4 The second most common suggestion was to include more specific and detailed vision statements and goals to clarify the expected outcomes of the toolkit. Specifically, some respondents called for the inclusion of case studies and best practice examples to motivate actors and make the toolkit more practical. A quote from a respondent raising this theme:

> 'It is helpful to see the summaries in the supporting toolkit. Maybe a bit more detail could be included in each goal. You could reference other toolkits that would contribute to each goal. Also give practical case

studies of what action is already happening either here in Wales or abroad that can inspire others. […]' (Organisational respondent)

4.7.5　A last suggestion, made by one respondent, was that the toolkit should include an overview of what support and advice is available to action the toolkit, such as a list of resources.

Approval of the toolkit

4.7.6　The second most common theme was respondents broadly welcoming the toolkit or its principles. A large group of mostly organisational respondents stated their general approval, calling the toolkit useful and helpful. More specifically, these respondents viewed the toolkit as a foundation for organisations to create their own action plans and argued that it could guide them in their work. Two other elements that respondents raising this theme liked about the toolkit were the role of the WFGA and the consideration for a range of (marginalised) groups. A quote from a respondent raising this theme:

> '[The organisation] welcomes the development of the Just Transition Toolkit as a practical resource to support the effective planning and implementation of the transition to a low-carbon economy in Wales. The toolkit's focus on integrating transition planning into decision-making, assessing impacts and opportunities, and mobilising stakeholders is critical for ensuring a collaborative and informed approach.' (Organisational respondent)

Critical of specific elements of the toolkit

4.7.7　The third most commonly raised theme was respondents voicing their concerns about particular elements of the toolkit, mainly its accessibility and necessity. Respondents in this group argued that the toolkit was too complicated for a non-specialist audience. Another concern raised was that the toolkit was relying on existing knowledge of other Welsh Government policies such as the WFGA. A small set of respondents within this theme doubted the necessity of the toolkit for businesses, stating that it is too broadly focused in its current form to be useful and that sector-specific toolkits would be more useful than a generalised toolkit. Some respondents also had concerns about the added costs the implementation of the toolkit would cause businesses. A quote from a respondent raising this theme:

> 'The proposed toolkit is complicated and quite inaccessible for non-specialist audiences. If a toolkit is to be used, it ought to be simplified

dramatically, removing jargon and specialist language (unless an additional glossary is to be added). […]' (Organisational respondent)

General disagreement with a transition to net zero

4.7.8 The fourth most common theme was the overarching theme of respondents expressing their disagreement with a transition to net zero, discussed in more detail in section 4.2. Please note that this theme was raised by less than 10 respondents for this question.

4.8 Framework section: Welsh Language and open-comment question

4.8.1 This section of the consultation document included three questions. The first two of these questions focused on the potential impact of the Framework on the Welsh language. The final question left space to mention any related issues that have not been specifically addressed in previous questions.

Question 10: What, in your opinion, would be the likely effects of the proposed Just Transition Framework on the Welsh language?

4.8.2 51 respondents provided responses to this question, with 31 coming from individual respondents and 20 from organisational respondents.

The Framework is likely to support the Welsh language

4.8.3 The most frequent theme raised by respondents was that the Just Transition Framework is likely to support the Welsh language. Most of the respondents raising this theme suggested specific ways in which a just transition could strengthen the Welsh language, such as by supporting the agricultural sector through challenges caused by climate change. Additionally, some of these respondents suggested that a just transition would create employment opportunities in the renewable energy sector, primarily in rural, Welsh-speaking communities, and that this would create the socio-economic conditions for Welsh speakers to remain in the communities in which they were raised. It was noted that the Welsh Government would need to plan for this by ensuring that young Welsh speakers have the skills necessary to work in the renewable energy sectors – and that these high-skilled educational opportunities are available through the medium of Welsh. A quote from a respondent raising this theme:

> '[…] The renewable energy sector offers high skilled and high paid jobs which give the youth of Wales an incentive to stay and work in Wales. The growth of this sector in Wales will help maintain the local

communities which makes the language thrive. […]' (Organisational respondent)

The Welsh language is not relevant to the consultation or a just transition

4.8.4   The second most frequently raised theme was that the Welsh language is not relevant to the consultation or to a just transition. Please note that this theme was raised by less than 10 respondents. All of these responses came from individual respondents. These respondents argued that the resources spent on the Welsh language are excessive and could be prioritised differently. Other respondents claimed that the Welsh language has no relevance to climate change. A quote from a respondent raising this theme:

> 'I fully support spread and use of the Welsh Language but I question the excessive use [of] time and expense in using those public employees who speak Welsh as a first language to address these issues in a context of such urgency.' (Individual respondent)

Proposals to support the Welsh language in the Framework

4.8.5   The third most frequent theme raised by respondents was proposals to strengthen the Just Transition Framework's support of the Welsh language. Please note that this theme was raised by less than 10 respondents. The proposals included ensuring that all communication is bilingual and that Welsh-language events are held with the public – through digital and in-person channels – to raise awareness of a just transition. This included engaging with people through the Welsh language at the Eisteddfod and the Royal Welsh Show, through organisations such as the Urdd, and by promoting discussion of a just transition through engagement with S4C and BBC Radio Cymru. Other respondents focused on strengthening the socio-economic foundation of the Welsh language by ensuring that employment opportunities – especially in the agricultural and renewable energy sectors - are available for Welsh speakers in Welsh-speaking communities. A quote from a respondent raising this theme:

> '[…] Any upskilling or new skills needed to grow the workforce in Wales must be delivered in both English and Welsh, therefore it is key that we start developing these bilingual skills now in order to develop a pipeline of workers within the net zero sector who are able to not only work through the medium of Welsh but can also train and upskill through the medium of Welsh. […]' (Organisational respondent)

The Framework is likely to have no impact on the Welsh language

4.8.6   The fourth most frequent theme was that the Just Transition Framework is likely to have no impact on the Welsh language. Please note that this theme was raised by less than 10 respondents. Most of the respondents raising this theme did not elaborate on why the Framework is likely to have no impact – whether that be positive or negative – on the Welsh language. However, some respondents indicated that alignment with the Welsh Language Standards would ensure that the Welsh language is not negatively impacted by a just transition. A quote from a respondent raising this theme:

> 'Assuming that any future developments align with the Welsh Language Standards, we see no impacts, positive or negative, on the use of the Welsh language. […]' (Organisational respondent)

A transition is likely to undermine the Welsh language

4.8.7   The fifth most frequent theme was that the general transition to net zero is likely to undermine the Welsh language. Please note that this theme was raised by less than 10 respondents. Some of these respondents claimed that the transition to net zero would lead to job losses in the agricultural sector, undermining the Welsh language in Welsh-speaking communities. Other respondents argued more broadly that the measures underlying a just transition will mean that young Welsh speakers will leave Wales. A quote from a respondent raising this theme:

> '[…] the young people of Wales will depart as will the farmers leading to the inevitable loss of the Welsh language.' (Organisational respondent)

Question 11: In your opinion, could the proposed Just Transition Framework be formulated or changed so as to: have positive effects or more positive effects on using the Welsh language and on not treating the Welsh language less favourably than English; or Mitigate any negative effects on using the Welsh language and on not treating the Welsh language less favourably than English?

4.8.8   36 respondents provided responses to this question, with 22 coming from individual respondents and 14 from organisational respondents. Please note that some respondents already discussed this question in their response to Question 10 and that given the small number of responses only three themes emerged.

Proposals to strengthen the Welsh language

4.8.9   The most common theme raised by respondents was wider proposals to strengthen the Welsh language through Welsh Government policies. Please note that this theme was raised by less than 10 respondents. This theme was predominantly discussed by organisational respondents. Most of these respondents focused on strengthening the Welsh language through economic policies, either by increasing the number of jobs in Welsh-speaking communities or by encouraging people to learn and use Welsh at work. Other answers called for legislation to protect the Welsh language, such as increased Welsh-medium education provision and stronger legal protections for the Welsh language within Welsh-speaking communities. Lastly, respondents argued that to strengthen the Welsh language, it should be referred to more frequently throughout the Framework, rather than only in the Well-being Goal of 'A Wales of vibrant culture and thriving Welsh language'.

General disagreement with a transition to net zero

4.8.10   The second most common theme raised by respondents was a general disagreement with the proposal for a transition to net zero. Most of these responses came from individuals. This is an overarching theme discussed in detail in section 4.2. Please note that this theme was raised by less than 10 respondents for this question.

Disagreement with supporting the Welsh language

4.8.11   The third most frequent theme was disagreement with supporting the Welsh language. This focused predominantly on the perceived financial costs of supporting the language and perceived discrimination against non-Welsh speakers. Please note that this theme was raised by less than 10 respondents.

Question 12: We have asked a number of specific questions. If you have any related issues which we have not specifically addressed, please use this space to report them.

4.8.12   44 respondents provided responses to this question, with 27 coming from individual respondents and 17 from organisational respondents.

General disagreement with a transition to net zero

4.8.13   The most frequent theme in this open-comment question was respondents reiterating general disagreement with the idea of transitioning to net zero. Most of

these responses came from individual respondents. This is an overarching theme discussed in detail in section 4.2.

Need for the Framework to have a stronger focus on specific areas

4.8.14 The second most common theme was respondents who agreed with the Just Transition Framework but wanted to see a stronger focus on areas that they viewed to be of high importance. There is a wide range of focus areas mentioned such as transport, housing and education. The most commonly mentioned area that these respondents argued deserved more attention in the Framework is nature preservation. This area was predominantly named by individual respondents. A quote from a respondent raising this theme:

> '[…] A fair transition for rural communities will reflect the dependence of so many people on the landscape, built heritage and biodiversity of the Welsh countryside. These contribute to the rural tourism economy, and wellbeing of rural residents who are disadvantaged in many socio-economic ways. We need to see that protection of these assets is being properly considered in the transition to Net Zero through the planning system. […]' (Individual respondent)

Support needed to ensure a just transition

4.8.15 The third most common theme was respondents highlighting the need for the Welsh Government to provide (financial) support during the transition, especially for groups that might be adversely impacted by the transition. Please note that this theme was raised by less than 10 respondents. While this theme is strongly connected to the overarching theme of addressing inequalities produced by the transition, discussed in section 4.2, respondents emphasised the importance of the Welsh Government actively supporting these groups to smoothen out the adverse effects of the transition on them. A quote from a respondent raising this theme:

> '[…] Addressing poverty and inequalities is paramount for achieving a just transition and fostering inclusive and sustainable development in Wales. The Welsh Government must prioritise tackling these issues to mitigate their adverse impacts on society and ensure that no one is left behind. Urgently developing a comprehensive and far-reaching anti-poverty strategy and action plan is crucial to address the root causes of poverty and inequality, improve access to opportunities, and promote social inclusion. This strategy should include targeted

measures to support marginalised and vulnerable populations, such as investing in education, healthcare, affordable housing, and job training programs. […]' (Organisational respondent)

Importance of inclusion and engagement of all relevant stakeholders

4.8.16 The fourth most common theme was respondents stressing the importance of the inclusion of the Welsh public in the decision-making process to ensure a genuine co-production of any policies related to a transition to net zero. This is an overarching theme discussed in detail in section 4.2. Please note that this theme was raised by less than 10 respondents for this question.

Suggestions to improve the Just Transition Framework

4.8.17 The last two common themes came up with the same frequency. A few respondents suggested specific changes to the Framework. Please note that this theme was raised by less than 10 respondents. The most frequently mentioned recommendation was to add more examples and guidance to the Framework to make it more actionable. Other examples, brought forward by only one respondent each, were to make the Framework more accessible to a wider audience by using simpler language and that the planning for a just transition needs to be sustainable and be based on long-term thinking. A quote from a respondent raising this theme:

> 'In conclusion, we suggest that the Framework could be considerably more concisely worded along with further examples incorporated to bring it to life. We suggest that the generic Toolkit may not be worth further development with efforts focussed on providing a collaborative forum for organisations and sectors to learn from each other, alongside a digital hub that can provide a central repository of evidence and resources, including checklists of generic actions. This it is suggested, would provide a more effective route to embedding consideration of just transition in decision-making.' (Organisational respondent)

General agreement with the Just Transition Framework

4.8.18 Lastly, some respondents stated their general agreement with the Framework, stressing its importance and the long-term benefits of transitioning to net zero, especially for future generations. Please note that this theme was raised by less than 10 respondents. Some of these respondents called for a more substantial and accelerated transition to ensure the goals of a just transition can be achieved in the

specified timeline. Most of the responses addressing this theme came from organisational respondents. A quote from a respondent raising this theme:

> 'There are risks associated with the transition, but the risks associated with maintaining business as usual are compounding. Not transitioning to Net Zero, or launching an ineffective transition, will have grave impacts on Welsh communities, putting livelihoods and homes at risk, and gambling with the well-being of future generations.'
> (Organisational respondent)

4.9   Summary of unstructured responses

4.9.1   This section presents the analysis of the nine responses submitted by email, which did not follow the consultation questionnaire format. All nine of these unstructured responses were submitted by organisations and none provided permission for quotations to be used.

4.9.2   As the non-standard responses do not exactly match specific consultation questions, they have been summarised in this standalone section of the report. The majority of respondents who provided unstructured responses raised themes similar to those identified in the structured responses summarised previously. Unstructured responses tended to include a focus on the importance of education and ensuring Welsh workers have 'net zero skills'[19], inclusion of all relevant stakeholders, and challenging existing inequalities.

4.9.3   The following two sections present any new or original themes raised by these respondents.

Specific industries and sectors

4.9.4   The majority of unstructured responses were submitted by organisations which represent specific industries, with these respondents emphasising that their sector should be considered during the preparation and implementation of a just transition.

4.9.5   The following points were raised by one organisation each: (i) the importance of the agricultural sector and farming communities to delivering a just transition, with disappointment noted over the clash between this consultation and the consultation for the Sustainable Farming Scheme, and a recommendation that the Welsh Government consult further with the agricultural sector before taking final decisions

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[19] Welsh Government, 'Net zero skills', available at: https://www.gov.wales/net-zero-skills (Accessed 16 May 2024)

on the Just Transition Framework; (ii) the importance of a UK Carbon Border Adjustment Mechanism to ensure that Welsh heavy industry remains competitive in the UK market and is not undercut by carbon-intensive imports; (iii) the role of the creative sectors to a just transition; (iv) and the need to encourage competitive private financing when supporting a just transition, which it was claimed could increase the pace that Wales can reach net zero targets while reducing financial and economic costs.

Recommendations to adapt the Framework

4.9.6   Some respondents proposed recommendations to adapt certain elements of the Just Transition Framework. Similarly to some standard responses, many non-structured responses called for legal enforcement mechanisms and more specific action owners to be incorporated into the Just Transition Framework. Additionally, the importance of framing a just transition more positively was raised by some respondents. These respondents propose a greater emphasis on how to share the opportunities of a just transition as well as the risks to be prevented and mitigated. Finally, the need to link the Just Transition Framework to other environmental strategies – such as the Welsh Government White Paper on 'Securing a Sustainable Future'[20] and NRW Area Statements[21] – was also raised.

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[20] Welsh Government, 'Environmental principles, governance and biodiversity targets: White Paper', https://www.gov.wales/environmental-principles-governance-and-biodiversity-targets-white-paper (Accessed 16 May 2024)

[21] Natural Resources Wales, 'Area Statements', available at: https://naturalresources.wales/areastatements (Accessed 16 May 2024)

5. Findings from analysis of Climate Conversations

5.1 Background and outline

5.1.1 The Climate Conversation events were funded by the Welsh Government and centred around the overarching theme, 'How do we tackle climate change in a fair way?'. The reports were produced by the Climate Conversation event organisers for the Welsh Government. Alma Economics then analysed these reports.

5.1.2 Event organisers were provided with an Organisers' Pack containing two key questions to guide discussions, each with suggested sections of interest or sub-questions. It has to be noted that many reports did not focus on the 'fairness' aspect of the overarching question of the event and instead, used the opportunity to highlight general ways to tackle climate change including the reduction of emissions, better places to live and work and involvement in decisions about climate change.

5.1.3 Section 5.2 presents the findings of the thematic analysis for reports that followed a structured approach to summarise the discussion of the Climate Conversations in relation to the key questions of the events, while section 5.3 gives an overview of what reports discussed that did not follow this structure.

5.2 Structured responses

Question 1: How do we reduce emissions, make it fair for you and ensure better places to live and work?

5.2.1 This section explores Question 1, where organisers were asked to consider the following with attendees: how emissions can be reduced while considering fairness and ensuring better places to live and work. Additionally, the following prompts were suggested to facilitate the discussion: the affordability of making homes and communities warm and comfortable, the availability of good public transport or cycling and walking routes in the participants' areas, and how transport would change. Further prompts included considering how industries and businesses in the community will change and what jobs and skills may look like in the future. Finally, a last suggested prompt asked to consider changes in their community and the impact on different people and businesses.

Community level solutions

5.2.2 The most frequent theme raised in reports for Question 1 was the view that to ensure actions were fairer, the Welsh Government should enable and support

community-level solutions that would better cater to and respond to community needs. For community energy schemes, reports raising this theme generally emphasised the importance of ensuring the entire community benefits from local renewable energy schemes. Some also recognised the impact of food waste on the climate crisis, highlighting the significance of community initiatives aimed at reducing food waste and providing free meals to individuals with low income. Additionally, a few reports drew attention to community events for clothing swaps or item giveaways to benefit individuals with low incomes. A quote from a report raising this theme:

> 'There was a feeling that there is too much 'scare mongering' and not enough positive messaging about change and that projects like collective community-based energy projects that support local energy need and prove the positives for the community and government needs to support them.'

Financial support and incentives

5.2.3 The second most common theme was the call for greater financial support and incentives, ensuring equal opportunities for all individuals to access and adopt sustainable practices. Many reports discussing this theme expressed concerns about the affordability of adopting sustainable practices, especially for low-income individuals and communities who may struggle to allocate funds towards investments in sustainable technologies or practices. It was suggested that greater financial support should be provided for energy-efficient upgrades in homes along with reduced costs for electric vehicles and public transport more broadly. Reports generally emphasised the importance of implementing targeted financial support and incentives to ensure equitable access to sustainable solutions, encouraging widespread adoption across all demographic groups. A quote from a report raising this theme:

> 'People don't have the money to make eco-friendly purchasing choices, whether it is household cleaning products or solar panels. People will need to be incentivised to go green – e.g. council tax reductions for installing solar, subsidies for eco-friendly products to bring the costs down for people.'

Investment in transport infrastructure

5.2.4   The third most frequent theme highlighted in reports was the need for greater investment in transport infrastructure, improving its accessibility and affordability. Reports raising this theme underscored disparities in access to public transport between rural and urban areas, calling for more reliable and frequent public transportation services in rural areas. Some also expressed concerns about the lack of dedicated cycling paths and safety issues with existing cycling paths in their area. A view expressed was that, as a consequence, parents opted to drive their children to school instead. There were also calls for more investment in electric vehicle charging infrastructure to increase the availability of charging stations. Reports generally expressed concerns surrounding the affordability of public transport and electric vehicles, calling for the lowering of public transport costs or provision of grants to assist individuals from minoritised backgrounds to purchase electric cars. A quote from a report raising this theme:

> 'It is evident that there is a big divide in Wales between urban and rural areas when it comes to access to public transport.'

Education, awareness campaigns and guidance

5.2.5   The fourth most common theme in reports was the importance of equal access to green education aiming to foster awareness around emission reduction and sustainable practices. Some concerns were expressed about the current inadequacy of green education within schools, prompting suggestions for its implementation starting from primary school and extending through higher education. In anticipation of future employment opportunities, reports emphasised the importance of providing green education and skills training, particularly to youths from minority communities, to ensure their preparedness for green careers. Reports generally called for more accessible resources and information on energy-efficient technologies and lifestyle choices, for example, to help homeowners and landlords make informed decisions about the most suitable options for their residences. A quote from a report raising this theme:

> 'Introduction of environmental sustainability in the school curriculum across all levels to create awareness. We need to make sure children are aware of and involved in transition to Net Zero.'

Skills and jobs

5.2.6   The next most common theme was the importance of further investment and equitable access to green skills and training to smoothen the transition for workers. Many reports discussing this theme voiced concerns over job losses resulting from decarbonisation efforts, recognising the adverse economic consequences. They underscored the importance of equipping individuals with green skills for future employment in sustainable careers. Some reports recognised that individuals from low-income brackets would encounter more challenges in accessing education or training for acquiring new skills, potentially leading to job displacements or difficulties in transitioning to new industries. Consequently, they called for increased outreach activities and networking opportunities to aid their transition to green careers. A quote from a report raising this theme:

> 'There were worries (particularly with the recent TATA [Tata Steel] announcement) that the transition will result in job losses and hit an already deprived area even harder with multiple knock-on effects within the local community. Job losses as part of decarbonisation will turn people against climate action.'

Inclusion of communities in decision-making

5.2.7   The sixth most frequent theme was the inclusion of local people in decision-making processes to help identify community-level needs and solutions. Reports typically acknowledged the significance of working alongside local businesses, community organisations, and government agencies to develop holistic strategies. They highlighted that communities, particularly those from marginalised backgrounds, should be particularly included in developing policies for climate change mitigation. A quote from a report raising this theme:

> 'Foster community engagement in decision-making processes related to emission reduction and urban development.'

Call for changes in policies to tackle social and economic disparities

5.2.8   The next most frequent theme was a call for policies to tackle social and economic disparities related to emission reduction efforts. Reports discussing this theme suggested that the Welsh Government should ensure that a just transition should not disproportionately impact vulnerable groups. This could be achieved through addressing cost barriers and providing financial support to aid vulnerable groups. In the context of work and business, some reports acknowledged the importance of

investing in education and retraining programmes for vulnerable groups to ensure that they would benefit from changes caused by a just transition. It was generally highlighted that communities, particularly from marginalised backgrounds, should be engaged to help develop policies for climate change mitigation. A quote from a report raising this theme:

> 'Participant discussed the need to address these diverse impacts by creating inclusive policies, providing targeted support for vulnerable groups, investing in education and retraining programs, and fostering a culture of lifelong learning to ensure that the communities can adapt and benefit from these changes.'

Monitoring and accountability

5.2.9   The final theme was the view that there should be greater monitoring and accountability of progress made by businesses. Reports typically proposed the implementation of comprehensive monitoring systems to track progress in emission reduction initiatives. It was also suggested that businesses and industries should be held accountable for meeting sustainability targets and complying with environmental regulations. The revenue generated from these penalties was proposed to be allocated to providing grants. These grants would help support individuals, community groups and small businesses facing financial difficulties yet seeking to transition to more sustainable practices. A quote from a report raising this theme:

> 'Implement transparent monitoring systems to track progress in emission reduction initiatives.'

Question 2: How do we involve you in action on climate change fairly? For example, do you think there are enough opportunities for you to be involved?

Who do you think should be involved in making decisions about what we need to do to tackle climate change?

5.2.10   Organisers were asked to discuss who should be involved in making decisions about how to tackle climate change.

5.2.11   The most common suggestion was the inclusion of vulnerable groups such as ethnic minorities and children to ensure their voices are heard and valued. The second most frequent recommendation was a holistic approach that should involve diverse stakeholders, including government, scientists, local residents, and

community groups, to name a few. Reports typically recognised that engaging such stakeholders would enrich decision-making by incorporating their varied perspectives and expertise. The next most common suggestion was to engage students and academics who could contribute their research insights to develop sustainable initiatives and technologies. Lastly, some reports emphasised the importance of engaging and empowering local residents to make sustainable choices.

5.2.12 Other suggestions included government representatives, intergenerational collaboration, community organisations, expert advice and scientific community, businesses, the agricultural sector, and climate activists.

How do you think different groups should be involved? / How do you think we can involve people who might have not been involved in past decisions or discussions, which affect their lives?

5.2.13 Organisers were asked to address the ways in which different groups of people could be involved in making decisions about what needs to be done to tackle climate change. In each theme, there are reflections on how to include different groups of people and how to include those who have not been previously involved in these discussions.

Community involvement and collaboration

5.2.14 The most common theme raised in the reports was increased community involvement. Reports discussing this theme emphasised the importance of fostering community engagement through the regular organisation of local group meetings, feedback sessions and community events to gather input and engage with the public. Some reports expressed support for the Climate Conversation events themselves, requesting similar initiatives in the future. To ensure broader outreach, it was suggested to diversify these events by conducting them in different languages and scheduling them at varied times. A quote from a report raising this theme:

> 'We ask that the climate conversations should not be a one-off project. It could be repeated during term-time. We realised that the timing was also not suitable because the majority of the students were away for Christmas break and the Professionals were few and not all of them attended the sessions.'

Awareness campaigns and communication strategies

5.2.15 The second most frequent theme was improving the accessibility of information on climate change. Many reports suggested that the Welsh Government should disseminate easily understandable information concerning climate change and its impacts. Reaching out and engaging with underrepresented communities was also seen as particularly important. Some reports emphasised the importance of providing information in multiple formats and languages to ensure accessibility for diverse populations. A quote from a report raising this theme:

> 'Improve accessibility to information and opportunities, especially for those not typically part of decision-making.'

Education

5.2.16 The third most common theme was improved education on environmental issues, climate change, and sustainable practices. Reports commonly emphasised that greater education and skills development within communities would enhance their capacity to actively participate in climate action. It was proposed that these training sessions could range from basic to more in-depth courses, tailored to the specific location and its corresponding issues. Furthermore, a few reports emphasised the importance of extending educational efforts to minority communities who had not been previously involved in discussions surrounding climate change. A quote from a report raising this theme:

> 'It all starts with EDUCATION – lifelong learning programmes of active citizenship which promote a deeper understanding of the issues and helping people feel confident to join the conversation and take part in active democracy.'

Practical action and incentives

5.2.17 The fourth most frequent theme was the design and implementation of practical projects and initiatives to address climate change. Reports discussing this theme suggested that there should be more support for community-driven sustainability initiatives to empower local communities to play active roles in combating environmental challenges. Suggestions included encouraging communities to organise eco-friendly initiatives such as tree planting, waste reduction and energy conservation. In addition, some reports emphasised the importance of incentivising participation and behavioural change. They proposed the use of financial incentives

to encourage greater involvement in these projects. A quote from a report raising this theme:

> 'Practical Actions - Calls for practical steps at individual and community levels to address environmental challenges.'

Inclusivity and representation

5.2.18 The fifth most common theme among reports was ensuring diverse representation in decision-making processes including different demographics and minority backgrounds. Reports typically raised concerns about the significant under-representation of ethnic minorities in environmental roles and emphasised the importance of rectifying this imbalance. Furthermore, some reports suggested that the Welsh Government should take proactive measures to reach out to minority communities and actively engage said groups in decision-making processes. A quote from a report raising this theme:

> 'Currently, there is underrepresentation of ethnic minorities in environmental roles within the UK. We understand that there are only 4% of people in environment sector in the UK that are of Black and minorities origins and there are low numbers of students who are currently undergoing studies in Environment related disciplines.'

5.3 Summary of unstructured responses

5.3.1 This section analyses unstructured or partially structured responses in the Climate Conversation reports that did not follow the key question format. The majority of reports that provided unstructured responses raised themes similar to the ones identified in the structured responses discussed previously and have been integrated into the themes presented in section 5.2. This section presents any new or original themes raised by these participants.

Role of businesses in climate change

5.3.2 One new theme raised among reports was further views on the role of businesses in climate change. Reports from the business sector offered views on barriers to their participation and their interpretations of the meaning of sustainability. These reports also expressed concerns surrounding the barriers faced by industries and businesses in tackling climate change. These barriers included apathy, timescales, costs, and financing risks. The concept of sustainability had varied interpretations within reports, with some viewing it primarily in terms of environmental concerns,

while others considered it in the context of business processes and social responsibility. Despite this diversity in interpretation, there was a consensus on the importance of standardising the definition of sustainability to facilitate collective action and decision-making.

General suggestions on how to reduce emissions

5.3.3   Some reports did not focus on the 'fairness' aspect of the overarching question of the event and instead, used the opportunity to highlight general ways to reduce emissions, underscoring their own individual initiatives. For instance, reports highlighted their efforts towards carbon sequestration through the use of renewable energy sources like heat pumps and solar photovoltaics. Other reports shared personal initiatives, such as tree planting for each sale and promoting second-hand consumption to reduce emissions. These discussions underscored the importance of individual actions alongside systemic interventions in addressing climate change.

6. Comparison of themes across the consultation and Climate Conversation reports

6.1.1 Given the diverse range of questions posed, the Just Transition Framework Consultation and Climate Conversation events delved into different aspects of a just transition. The consultation focused on the Just Transition Framework itself, while the Climate Conversation events were organised to discuss the overarching theme, 'How do we address climate change in a fair way?'. Despite these variations, there were five commonalities across the themes discussed in both the consultation responses and Climate Conversation reports.

6.1.2 The importance of considerations around business and employment was highlighted across the consultation and Climate Conversation reports, with contributors expressing concerns about the negative impact on jobs following the transition. There was a consensus on the necessity of green education and skills development to ensure that the workforce in Wales is adequately prepared for the transition, ensuring equitable benefits for all.

6.1.3 The significance of enabling and supporting community-based initiatives was evident in both the Climate Conversation reports and the consultation. Contributors highlighted the value of community-owned energy schemes, while food waste initiatives and clothes swaps were particularly emphasised in Climate Conversation reports.

6.1.4 There was a call for the inclusion of all stakeholders in the development and delivery of any policies related to a transition to net zero, with a particular emphasis on vulnerable groups. Ethnic minorities were frequently highlighted in the reports while residents of rural areas and farmers were emphasised in the consultations. Both lower-income individuals and elderly residents were highlighted across the consultation and the reports.

6.1.5 Across the consultation and Climate Conversation reports, mitigation strategies suggested for these groups included increased engagement through participatory methods such as making better use of existing organisations, including trade unions, community groups, public service boards, and local authorities, to raise awareness. Across both, contributors suggested improving the accessibility of climate change information. In reports, contributors specifically highlighted providing information in various formats and languages to ensure accessibility for diverse populations.

6.1.6   In terms of differences, contributors to the consultation were generally more critical of taking action. They voiced concerns about the negative consequences of the transition to net zero and expressed scepticism about the extent and magnitude of Wales' perceived contribution to climate change compared to other countries with higher total carbon emissions. Some argued for the reallocation of resources to other areas deemed more important such as the NHS and education.

7. Conclusion

7.1.1 The Welsh Government's Just Transition Framework for Wales, aiming to implement actions to tackle climate change while considering social equity, was examined through a comprehensive consultation and Climate Conversation events.

7.1.2 The consultation revealed the need for a clear, actionable strategy with robust stakeholder engagement. Respondents stressed the importance of inclusivity and equality throughout the transition, the importance of including concrete guidance in the Framework such as examples and case studies of best practices, and they emphasised the role of the Well-being of Future Generations (Wales) Act 2015 in supporting a holistic approach.

7.1.3 The Climate Conversation event reports underscored themes such as community-level solutions, financial support, enhanced transport infrastructure, and investment in education and training. Reports called for fair involvement in climate action, particularly engaging vulnerable groups and ensuring broad community participation.

7.1.4 There were themes that were raised in both the consultation and the Climate Conversations, including the importance of (i) considerations around business and employment, (ii) implementing community-based initiatives, and (iii) the need for inclusive stakeholder involvement.

7.1.5 These insights underscore the necessity for the Welsh Government to implement a clear, inclusive, and actionable Just Transition Framework that leverages existing partnerships and empowers communities, ensuring a fair and equitable transition to a greener future for all of Wales.

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Appendix

Just Transition Consultation

Framework section: Introduction

Question 1 – What are your views on the proposed Vision for a Fairer, Greener Wales by 2050?

You may wish to consider:

- Whether the vision as proposed reflects your view on what a fairer, greener Wales should look like;
- Any additional factors you feel should be included in the vision.

Question 2 – What are your views on our proposed approach to just transition in Wales?

You may wish to consider:

- The use of the Well-being of Future Generations Act as a guiding framework;
- The types of justice included, and whether there are other types of justice or approaches that it could reflect;
- Any additional factors you feel should be included in the approach.

Question 3 – What are your views on the overarching structure of the proposed framework?

You may wish to consider:

- Appropriateness of the structure for communicating our approach and actions for a just transition;
- Any additional elements you feel should be included.

Framework section: Part 1 – Integrating the just transition in our decision making

Question 4 – What are your views on the guiding principles?

You may wish to consider:

- How effectively the principles will integrate the just transition into decision making;
- Whether these principles would be of use to organisations outside of the Welsh Government;
- How organisations might use or apply these principles to integrate the Just Transition into decision making;
- Whether the principles have any gaps or omissions;
- The link between the principles and the WFGA.

Question 5 - What are your views on the proposed approach to planning for different types of Transition?

You may wish to consider:

- The different types of transition outlined;
- What processes should be used to integrate just transition into decision making;
- Additional contexts or situations where planning for a just transition will be required;
- Any additional factors you feel the Welsh Government should be including in the approach.

Framework section: Part 2 – Building Our Evidence Base

Question 6 - What are your views on the proposed lenses from which to explore the economic, cultural and environmental impacts and opportunities arising from transition?

You may wish to consider:

- Impact and Opportunities across our Emission Sectors over time;
- Impacts and Opportunities on Employment and Business;
- Impacts and Opportunities for different groups of Society;
- Impacts and Opportunities in different parts of Wales.
- Any additional factors you think should be considered

Framework section: Part 3 – Mobilising Stakeholders and Coordinating our Collective Response

Question 7 - What are your views on the proposed leadership, collaboration and roles and responsibilities for delivering a Just Transition?

You may wish to consider:

- The Welsh Government;
- The UK Government;
- Team Wales;
- Within individual organisations;
- Communities;
- Academia and educators;
- Any other stakeholders you feel should be included.

Question 8 - How do you think the people and communities of Wales can be most effectively involved in planning for a just transition?

You may wish to consider:

- Different approaches to involvement the Welsh Government could be considering;
- How you might involve individuals in your business/community/organisation to ensure planning is relevant and effective, and what information might help you to do this.

Framework section: Part 4 – Toolkit

Question 9 - What are your views on the proposed toolkit?

You may wish to consider:

- How you/your organisation might utilise a toolkit;
- Any additional elements which could be included to help planning for a just transition;
- How the toolkit can be designed to be of maximum value to different types of stakeholders planning for a just transition.
- Any online tools and case studies that you feel could be part of the toolkit.

Framework section: Welsh Language and open-comment question

Question 10: What, in your opinion, would be the likely effects of the proposed Just Transition Framework on the Welsh language?

We are particularly interested in any likely effects on opportunities to use the Welsh language and on not treating the Welsh language less favourably than English.

- Do you think that there are opportunities to promote any positive effects?
- Do you think that there are opportunities to mitigate any adverse effects?

Question 11: In your opinion, could the proposed Just Transition Framework be formulated or changed so as to:

- Have positive effects or more positive effects on using the Welsh language and on not treating the Welsh language less favourably than English; or
- Mitigate any negative effects on using the Welsh language and on not treating the Welsh language less favourably than English?

Question 12: We have asked a number of specific questions. If you have any related issues which we have not specifically addressed, please use this space to report them.

Climate Conversation Events

Question 1: How do we reduce emissions, make it fair for you and ensure better places to live and work?

Areas to consider covering through discussions on this question:

- How affordable do you think it is to ensure your house and community are warm and comfortable?

- Are there good public transport or cycle/walking routes in your area and can you see how transport will change?
- How do you think the industries and businesses in your community will change and what will the jobs and skills look like in the future?

Thinking about these changes in your community, how will they affect:

- Different people (e.g. different ages/genders);
- Different businesses.

Question 2: How do we involve you in action on climate change fairly? For example, do you think there are enough opportunities for you to be involved?

Tackling climate change will need action and involvement from people, communities, and businesses from across Wales. Areas to consider in your discussions include:

- Who do you think should be involved in making decisions about what we need to do to tackle climate change?
- How do you think different groups should be involved?
- How do you think we can involve people who might have not been involved in past decisions or discussions, which affect their lives?