

# Summary Report

## Legal Challenges to Just Transitions

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### Abstract

Just Transition focuses on ensuring timely progress towards net zero and addressing the impact of the transition to ensure fairness in the treatment of different communities in how they experience the effects of the transition. Some Just Transition policy frameworks are already in place but in overall terms Just Transition is less developed as a concept and policy framework than some other elements of sustainability. While that trend can be explained to some extent by the time required to consider and respond to the impact of evolving sustainability frameworks, other aspects are linked more to the subjective and contested nature of the 'just' element of Just Transition. Against that background, our workshop brought together participants and experts engaged in Just Transition policy development in Scotland, the UK and EU with a view to understanding the process and the role of law. We set out some core questions for the workshop on the relationship between Just Transition and law and focused on these in three panels addressing Just Transition across the public, private and corporate sectors. This summary report serves as a record of the workshop that was held at the University of Glasgow on 21 April 2023. It will be followed in due course by more detailed research and engagement on the issues.

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### Relevant Policy Background

While Scotland has a Just Transition Commission, the UK as whole is less advanced when it comes to Just Transition policy developments. However, there are some developments when it comes to preparing for an economy-wide transition to net zero as in April 2022 the HM Treasury launched a Transition Plan Taskforce (TPT) to provide companies with guidance on a “gold standard” for private sector climate transition plans. The TPT has a two-year mandate and will be responsible for informing the implementation of the UK’s Sustainability Disclosure Requirements as well as liaising with other standard setters. In the context of the EU, the Just Transition Mechanism (JTM) is a key EU initiative to provide targeted support of EUR 55 billion to carbon intensive regions over the period 2021-2027. It looks to “ensure that the transition towards a climate-neutral economy happens in a fair way, leaving no one behind.” The identification of the territories most in need of support from the Just Transition Mechanism is carried out by member states and the European Commission, although at present it only applies to ‘coal and carbon-intensive regions’. Apart from that, the EU offers its member states support through its Just Transition Platform which “provides comprehensive technical and advisory support. Authorities and beneficiaries can access it to find all they need to know about the funds, including opportunities, relevant regulatory updates, or sector specific initiatives. The Paris Agreement refers to just transition only in the preamble, but it is built on equity, and the principle of common but differentiated responsibilities (Art. 2.2), and it also recognises the special needs of countries that are particularly vulnerable to the adverse effects of climate change. Internationally, the policy agenda on just transition has been pioneered by the International Labour Organisation, which has published Guidelines for a just transition in 2015, as part of its Decent Work Agenda.

## Core questions for the workshop

The main aim of the workshop was to understand the role of law in a just transition and to map out the current legal barriers and challenges. The workshop included three key questions outlined below. Whilst the themes that arose did not always fit neatly into these questions, this section makes some initial links. A more in-depth overview of the themes discussed in each panel is given in Section 2, along with an overview of each speaker's presentation.

1. *Which legal principles have been referenced in Just Transition frameworks to date? Are there differences in this respect between government sponsored frameworks and private-sector frameworks?*

Taking a broad approach to the term 'legal principles' it was clear from the workshop that key legal targets relating to climate change, largely stemming from the Paris Agreement, are at the heart of many Just Transition frameworks. Beyond this, a human rights approach was highlighted as an important legal principle for Just Transition frameworks. This was mentioned in most aspects, including land, labour and corporate governance. The question of shifting 'values' arose often, particularly regarding interpretation of existing legal principles and policymaking in light of climate emergency. For example, should we be considering new values, such as 'wellbeing', rather than imperatives such as economic growth, when it comes to law and policy? If so, how do we do this?

Regarding the differences between private and public sponsored frameworks, much of the discussion highlighted that private sector frameworks are moving rapidly and are responding to new investment drivers, spurred by net zero. This gives extra imperative to governments to mobilise Just Transition frameworks as it risks a disparate approach with multiple, often competing, definitions of Just Transition. However, at the moment, government sponsored frameworks on Just Transition (in both Scotland and the EU) are fragmented. Moreover, since the Climate Change (Scotland) Act 2009 creates obligations only for government, it was questioned whether that is sufficient to achieve the climate targets set by the Act.

2. *How does implementation of Just Transition frameworks impact on regulatory or policy frameworks in areas such as labour, health, housing, welfare and corporate governance?*

There was a good deal of discussion relating to social movements, including the labour movement, and Just Transition. For example, a key trend in this regard relates to the growing convergence between trade unions and climate activists, displaying a closer relationship between the two constituent parts 'Just' and 'Transition' in a labour setting. However, it was clear from discussions that Just Transition is moving beyond considerations of fossil fuel and energy workers. The Scottish Government has committed to producing Just Transition Plans for every sector and region in Scotland, but currently much of the policy on Just Transition is linked to fossil fuel and energy. Areas including land reform, corporate governance, and

finance are beginning to make strong ties with Just Transition albeit that this process remains less well developed than sustainability strategies and related regulatory frameworks and can sometimes be difficult to differentiate. Overall, Just Transition as a concept is increasingly interrogated in various policy agendas in Scotland, EU and beyond, but for now, already existing regulatory or policy frameworks have not been adjusted substantially in light of Just Transitions planning processes.

3. *How do Just Transitions frameworks approach the distributional effects of current law? Do they seek to change these embedded effects? To what extent do Just Transition frameworks address uneven outcomes of sustainability policies?*

A key theme throughout the workshops was that Just Transition policy frameworks should seek to change distributional effects of current legal systems such that they take a more 'values-led' approach. It was suggested that there should be a shift from an economic focus to a wellbeing focus that is equally distributed across societies. The focus on economic growth in policy is often at odds with Just Transition frameworks as environmental and social justice issues are often ignored in this pursuit. Linked to this was a recurring theme of the role of responsibilities assigned through law in realigning distributional effects of current laws and policies. How do we ensure that the two objectives of 'Just' and 'Transition' are balanced but do not compete? Who is responsible for the choices and trade-offs at different levels of governance? For public law frameworks, how is it possible to adopt a hierarchy between social needs and environmental protection? For Just Transition to be successful this dichotomy between social justice and a need for rapid implementation of climate-friendly policies would need to be challenged and the interrelatedness of the two elements emphasised – 'environmental transition is not possible without correlating social transition.'

Regarding current sustainability policies, these can be described as forward looking, whereas Just Transition is both backward *and* forward looking, in the sense that Just Transition is sensitive to structural inequalities. Sustainability policies such as Net Zero can constitute quantifiable goals, but Just Transition is a pathway to achieving these goals in part because it is more qualitative.



## Summary of panels and key discussion themes

### Panel 1: Scottish approach to Just Transition and Public Law frameworks

Overview: This panel highlighted issues for Just Transition in Scotland both from an employment/trade union perspective and from a land use perspective. The panel emphasised the wide scope of Just Transition: whilst it has traditionally been seen to be most relevant to energy workers (which remains true), it has broader application and a human rights, whole economy, whole government approach is required. Whilst public law frameworks are essential for Just Transition to be possible, particularly in setting the rules of the game, private actors must also contribute, as government alone have important obstacles and limited resources for such a far-reaching and in-depth transformation to occur.

A key theme from an employment perspective was that there is increasing convergence between trade unions and environmental activists for the purposes of shaping various Just Transitions agendas in Scotland, at various levels of governance (national, regional and local), but also in different sectors of policymaking, such as energy, agriculture, land and similar. The Q&A discussion highlighted that this trend is also mirrored at the European level. From the land perspective, it appears that the private natural capital markets are moving too fast for public law frameworks to keep up. This poses huge risks to communities affected by these investment in capital markets. This is why human rights frameworks are crucial in land reform/just transition/net zero frameworks, as means of providing holistic protections to these affected communities, but also to public interest more generally. A key theme of legal obligations/responsibilities, particularly of *private* actors, was present here.

### Matthew Crighton ([Just Transition Partnership](#))

Vital to any discussion of Just Transition is the role of trade unions. A crucial question is whether the transition to net zero is being done 'to' or 'by' people.

Many of the current policy issues in Scotland stem from a fragmented Scottish Government approach to Just Transition. There is a 'whole economy' approach but not a 'whole government' approach; this risks many policy goals becoming empty rhetoric. Better connections are now being made between trade unions and climate activists, which has been shown from the developments relating to Burntisland Fabrications and offshore wind around the Moray firth. There is a danger that supply chain jobs are at particular risk from this.

Much of the change regarding legal principles must come from a top-down approach. There should be a focus on new legal powers to stem from the [Climate Change \(Scotland\) Act 2009](#), for example to extend climate change obligations to other actors beyond the state. In this regard, it is important to note that the Just Transition is not solely a public sector issue; employers must be tied into this process. There are often issues relating to the layered public law approach, for example the Scottish Government can only legislate on devolved matters. Therefore, the layers must be more joined up for the Just Transition plan for Scotland to be able to bring about meaningful change.

Megan MacInnes ([Scottish Land Commission](#))

A key question for the Scottish Land Commission (SLC) is regarding the important relationship between the Just Transition plan, and land reform in Scotland. The net zero agenda is creating huge changes to land. There is huge potential for positive connectivity between land reform and Just Transition principles supporting one another. However, there are risks that must be struck relating to land use. Questions emerge regarding how to balance the finite nature of land, net zero targets, the wellbeing economy focus of the Scottish Government and land's role as a public good. Communities must not be left behind when it comes to land use decisions.

One of the important linkages is between land and social justice/human rights. Land reform in Scotland has evolved from being narrowly focused on protection of private property (Article 1 of the First Protocol to the [European Convention on Human Rights](#)). However, since the [Community Empowerment \(Scotland\) Act 2015](#) and [the Land Reform \(Scotland\) Act 2016](#), there has been a more holistic approach to human rights and land reform. The new [Human Rights \(Scotland\) Bill](#) will be important in this regard, as it seeks to incorporate four UN human rights treaties into Scots law.

The emergence of [natural capital markets](#) has had a [huge impact on land markets and values](#), which impacts heavily on communities. SLC has [developed advice to Scottish Ministers on recommendations for a just transition](#) in this regard. This recommends that communities should be able to engage in these decisions and share more in the financial and wider benefits that stem from these projects.



## Panel 2: EU law and policy and Just Transitions “beyond the state”

Overview: The discussion in this panel ranged from the supranational, intragovernmental approach of the EU to the role of private companies and markets in Just Transition.

Several key themes can be drawn from this discussion. Firstly, there were questions relating to values. What are the values that both states and markets must adopt to contribute to sustainability and Just Transition? Discussion was had over the suggestion that Just Transition, and sustainability more widely, requires a values-led, wellbeing approach to be adopted. In this regard, innovative legal rules are needed to push the existing boundaries of different legal domains. For companies, many of the rules were created with an economic lens, like in competition law. This is now in danger of constraining positive, sustainable action by these companies.

Human rights were mentioned as playing a role. The discussion highlighted a common thread of responsibility which requires clear obligations set out in law rather than the current paradigm of reactive policymaking.

However, this led to the question of whether we need a complete re-engineering of every legal domain so that each engages with sustainability, or whether we should focus on an overarching state-led approach to sustainability to avoid a fragmented approach. There is a risk that norms such as the efficiency standard are too quickly disparaged. This leads to wider considerations, similar to the ones raised in first panel, regarding where ‘sustainability’ fits within ‘Just Transition’. In other words, how do we balance the various concerns?

Katie Treadwell (Just Transition specialist and campaigner) speaking on the topic of ‘The EU Just Transition Mechanism: a fund and a (limited) framework’

The speaker focused on the three pillars of the [EU Cohesion Policy Framework](#) and the Just Transition Mechanism within this. Pillar 1 is the Just Transition Fund, Pillar 2 relates to loan guarantees aimed at mobilising the private sector, and Pillar 3 is about boosting public investment in member states.

The background to this policy framework is the [EU 2050 Climate Neutrality Goal](#) and the [Paris Agreement](#). Underpinning the Just Transition Mechanism are principles including: solidarity between members states; subsidiarity; partnerships (including between NGOs, industry, civil society actors, trade unions); and the polluter pays principle. Some of these elements seem to be working well, such as employment support and reskilling, as well as promoting economic diversification. However, the polluter pays principle is hard to enforce due to difficulties in identifying the polluter. In addition, the funds are not being distributed as effectively as they could be. For instance, some regions where fossil fuel use is increasing are still getting funding. Finally, there is a key question of quantity of jobs created vs the quality of those jobs.

Kalina Arabadjieva (Researcher at the European Trade Union Institute) on the topic of "EU just transition instruments: do they live up to the promise of ‘leaving no-one behind’?"



Discussion focused on some of the Just Transition mechanisms that have arisen from the EU Green Deal, and whether they live up to the promise of 'leaving no one behind.' The measures include the [Just Transition Mechanism](#), the [Social Climate Fund](#), and the [European Council Recommendation on ensuring a fair transition](#). Three issues were identified: (1) they are dependent on member states' political commitment; (2) they don't address issues in the context of the race for raw materials and (3) although there is funding for upskilling/reskilling there is insufficient targeted support for vulnerable groups. Crucially, the EU needs a green deal which focuses on wellbeing rather than 'green growth'.

Many of the instruments for Just Transition in this regard are patchwork and fragmented. They show a reactive rather than proactive approach. A particular issue relates to the reliance on member states for implementation. A case study on Bulgaria was presented, whereby coal decommissioning is taking place but against a backdrop of the highest percentage of residents unable to adequately heat their homes. Widespread energy poverty is a huge cause of social and political tension in Bulgaria, which makes the effective implementation of the Just Transition plan challenging. A second case study was presented in the context of social justice issues in the race for raw materials. Large deposits of lithium for batteries were discovered by private actor in Serbia (although not an EU member). Expropriation rules were amended to allow the state to expropriate land for projects in the 'public interest' of 'special importance', which in this case would have allowed foreign companies to exploit local natural resources for private profit. This was against the wishes of the local community and was met with resistance. This shows the promise of 'green jobs' as a potential excuse for governments to erode the rule of law when it comes to enlarging discretion regarding expropriation laws.

Magali Eben (Lecturer in Competition Law, University of Glasgow) on the topic of "Recent developments in sustainability and EU competition law"

The speaker highlighted the tension in competition law between the sufficiency of green growth for sustainability and the suggestion that competition law must be expanded to concern justice in all its forms. The current accepted view is that competition law can expand to consider climate change, but not as far as to relate to social justice. The EU Green Deal has forced the EU to reconcile competition policy and climate targets which is causing some tensions. For example, the EU has introduced guidelines relating to when co-operation between competitors can happen in green projects, wherein sustainability can be used as a defence for prima facie illegal co-operation. The confusion arises relating to the benefits of this, though. The EU states that quantifiable benefits must be shared with consumers (but only EU consumers). There is an argument that this approach should be extended to encompass abusive behaviours by companies as well as merger control. This is because current rules regulating these areas are too entrenched in traditional economic models. For example, where a company does something that harms other competitors, but does so for sustainability reasons, they would still be in breach. This stifles a proactive approach to sustainability from companies.



Ivano Alogna, British Institute of International and Comparative Law providing overarching comments

Just Transition can be blinkered by a Western approach. The Global South is often ignored in considerations of Just Transition, for example its role in the global supply chain. This can be termed 'Green Colonialism'. There is a key question in this regard: is it important to take into consideration only the issue of creating an effective framework when there is also a problem that states may now be captured by powerful companies? In other words, it's no longer just about negative externalities but also political power in framing the response. In this way, there is a need to balance policy frameworks with a way to change companies' functioning. Therefore, Just Transition is important in integrating these different strands into our legal evolution, but new legal innovations are needed to push boundaries.





### Panel 3: Corporate transitions and greening financial regulation

Overview: A key thread in this panel was the importance of place-based approaches to Just Transition. Within this, there is always a requirement to engage with local communities to understand how any transition should be implemented in a just way. In this regard, whilst top-down regulatory approaches are important, so too are grassroots, bottom-up approaches. On this basis, Just Transition goes beyond the conventional understanding of ESG as a financial standard and practice by extending the 'social' dimension to encompass outcomes that respond to local needs and community participation.

It is also becoming clear that the markets are responding to sustainability. Many investors are now seeking to invest in projects which are sustainable in both an environmental and social sense and that opens up more options for operating companies. Key players, such as Scottish Power, are responding to this as they are proud of their 'green credentials', rather than (or perhaps in the absence of) public intervention. However, the issue with private investment leading Just Transition is that multiple definitions begin to appear, and a lack of cohesion in this regard can lead to a lack of coherent practice. Another issue with private sector-led approach is the question of debt and 'green colonialism'. Where are the safeguards?

Whilst formal rules are important for companies, so too is fomenting culture change and that's linked to the soft power of investors and the extent to which the transnational frameworks they operate under (such as Stewardship Codes) facilitate an evolution in corporate governance that promotes a Just Transition.

Again, a key question is how to integrate Just Transition principles into policy and law. There needs to be a radical reassessment of the legal rules surrounding Just Transition. This includes, but is not limited to, the energy sector. Place-based governance may represent one way of achieving this. Further attention would also be required to elaborate on whether Just Transition takes investors beyond ESG investing, which is focused primarily on risk management in investment portfolios. In that context investors' mandates and fiduciary duties to beneficiaries (e.g. pension fund members) need to be carefully considered.

Hazel Gulliver (Director of Engagement, ScottishPower) speaking on the topic of "Design and Implementation of a Corporate Just Transition Strategy"

ScottishPower (SP) is in the process of developing a Corporate Just Transition strategy based around four key principles:

- business with a purpose (SP has science-based targets for 2030 including phasing out gas);
- partnership with communities (trying to extend reach to the harder-to-reach members of communities, including specific funding);
- fair for consumers; and
- sharing expertise and opportunity (including creating new jobs and developing skills).

Scottish-Power Energy Networks published their own plan in March 23, available [here](#).



There is much to be done regarding general culture change when considering what a Just Transition means, including in relation to community engagement. The investor community is keen to see Just Transition action from key players, and SP recognises the 'bottom-up' market forces/trends in this area, as well as 'top-down' policy development.

Joe Dharampal-Hornby (Impact Investing Institute) on the topic of "Just Transition and Sustainable Finance"

There is a need for private capital and investment in reaching the funding deficit for climate change. Many investors are now specifically seeking socially just or sustainable investments. Many Impact Investors are engaging with local communities and local authorities to build capacity and attract investment. Place-based investment is extremely important. His team are advising on the Transition Plan Taskforce which develops the 'gold standard for private sector climate transition plans.' Their focus is on why transition plans should incorporate the just transition.

Daria Shapovalova (Senior Lecturer, University of Aberdeen)

The presentation focused on place-based approaches to Just Transition. Specifically, it discussed the way in which so-called Oil Capitals (like Aberdeen) are experiencing the transition to reduced oil and gas production and hosting more low carbon industries.

The work has identified a number of trends in how energy transition experiences are understood differently in Oil Capitals, including: employment and economic benefits; bifurcated labour markets; external villainisation of oil wealth and climate impacts; lack of participation in decision-making and trickle-down of benefits; and a more skeptical attitude towards government and business. The project has identified how the oil & gas industry has shaped the area around Aberdeen, through working with stakeholders and tracing local histories. The University of Aberdeen's Just Transition Lab has published a [report](#) on this, which assessed the benefits and challenges of Aberdeen's oil & gas connections. In the next phase of the project, the lab researchers are developing quantified and qualified scenarios using co-developed Just Transition indicators.

A key question is what do we need to do to integrate Just Transition principles into policy and law? If we are serious about achieving Just Transition principles we need a radical transformation of frameworks surrounding this, not just energy networks. Place-based governance, which includes systemic stakeholder involvement, is part of this. Achieving Just Transition in regions heavily dependent on oil and gas production will require reforms not only of climate law, but also labour law, public law on the authorisation of fossil fuel as well as renewable energy projects, local and national planning law, and more.



## Cross-cutting themes

In light of workshop presentations and discussions, several cross-cutting themes have emerged, which should be considered in discussing the role of law in Just Transition going forward.

### 1. Aligning public and private approaches to Just Transitions

Although policy-level plans for Just Transitions are at the moment largely driven by states and the EU, it has been emphasised repeatedly throughout the workshop that private sector is mobilising quickly, and therefore state-driven approaches are in danger of being left behind. While both approaches operate from a similar intention of linking climate policy objectives with a need for social justice and better inclusion of vulnerable groups in tackling climate emergency, the approach by state and business actors differ. State-driven approaches can be characterised as being more holistic and more focused on long-term, principled, value-driven visions of society, whereas private frameworks and initiatives are necessarily driven by the values implicit in the legal structures and duties under which they operate as well as social values that have evolved in tandem with them (such as shareholder primacy and its focus on profit). Thus, it is not surprising that the development of private frameworks for Just Transition lag the public sector as well as broader net zero plans in both sectors. Given these different contexts and the proliferation of competing frameworks there are questions over whether each legal (and policy) domain should be based on its own Just Transition principles, which could be adapted and implemented more quickly, or whether there needs to be a whole-systems approach, which might take longer and would require more political agreement to be consolidated and accepted.

### 2. Balancing out substantive and procedural ambition of Just Transitions

Both public and private law are generally made on the basis of unlimited duration (with some exceptions such as transitional provisions or 'sunset clauses') but Just Transition envisages an end-point where sustainability objectives are well-established. Moreover, the transition must be rapid, in the context of the climate emergency, whereas reconsidering the 'values' in law and policy, particularly relating to Just Transition frameworks can be time consuming. Do we need to move beyond growth economics to a wellbeing approach? The 'just' element is highly contested and would likely not be resolved solely in the context of the evolution of Just Transition as a policy framework. Participation is a key element of Just Transition as a process, especially in the light of variations in the meaning of 'just' in Just Transition discourse and policy. This may be a more accessible entry point for developing the role of law in Just Transition than attempting to resolve the substantive issues around the 'just' dimension. A process-based approach to Just Transition would potentially be flexible and adaptable as the transition progressed. On the other hand, too much focus on process might slow down the pace of the transition, which is becoming an increasingly more important consideration as climate emergency. Nevertheless, an alternative approach in which outcomes feature more prominently might well be linked to data and metrics as a technique to overcome the inconsistency in the framing of 'just' across relevant legal domains, as well as providing a dynamic response to the changes in the material and societal context in which Just Transition operates.



### 3. Aligning the scope and timeframe of Just Transitions framework with legal powers and responsibilities

There are multiple visions of Just Transition in different countries, sectors, and levels of governance. While adequate processes of participation and social dialogue are essential in ensuring a sufficient level of agreement on the Just Transition principles and aims across different actors and jurisdictions, it is also important to consider the modalities of planning and implementation of Just Transitions, to bridge and facilitate learning among discrete Just Transition plans. Coordination among different levels of governance and different public bodies and private groupings would play a key role in this area. Moreover, if a public body or a company adopt plans for Just Transition, which it does not have an authority to implement, this is bound to cause issues of implementation. Indeed, a mismatch between climate and social ambitions, and political legal and administrative powers to implement them, can be a key reason for failed or ineffective Just Transitions agendas. Similarly, for a whole economy and whole government approach to be successful, there have to be clear responsibilities for planning and implementation enshrined in legal and policy documents, thus creating possibility to hold decision-makers to account for a failure to achieve their specific Just Transitions' objectives.

### **Conclusion and next steps**

The workshop provided an effective forum for a greater understanding the parameters of Just Transition, both from a Scottish perspective and from further afield at an EU level. It was clear that Just Transition is no longer a narrowly defined 'fringe' area of law and policy, relating principally to fossil fuel and energy workers. As one workshop participant commented, 'the environmental transition is not possible without a correlating social transition.' As such, Just Transition has a role in areas of law and policy spanning from labour to land, to corporate governance and finance. The workshop elicited many thought-provoking themes: whether new values such as wellbeing should be integrated in law to accommodate Just Transition; how this could be achieved; the role of human rights in Just Transition; the role of responsibilities in law and policy; how to balance concerns relating to Just Transition which may often seem to compete and, in this regard, to avoid the problems that have beset principles such as Sustainable Development. For the Just Transition Research Cluster, the next steps will be in producing a report which fleshes out the themes identified in the workshop, to better understand the shape and role of law in Just Transitions.

The [Just Transition Research Cluster](#) is an initiative launched by members of the School of Law at the University of Glasgow following COP26. Cluster members are experts in different legal disciplines – international law, commercial law, labour law, private law and public law – who work on issues of sustainability and just transition. The aim of the Just Transition Cluster is to connect academic research with practice in view of making meaningful contributions to ongoing law and policy developments at all governance levels.



## 1. Annex: Resource List

### Scotland Resources

- [Just Transition Commission](https://www.gov.scot/groups/just-transition-commission/) (<https://www.gov.scot/groups/just-transition-commission/>)
- Draft Energy Strategy and Just Transition Plan (<https://www.gov.scot/publications/draft-energy-strategy-transition-plan/pages/4/>)
- Climate Change (Scotland) Act 2009 (<https://www.legislation.gov.uk/asp/2009/12/contents>)
- Human Rights (Scotland) Bill (<https://www.gov.scot/news/new-human-rights-bill/>)
- Scottish Land Commission work on Natural Capital (<https://www.landcommission.gov.scot/our-work/ownership/natural-capital>)
  - Scottish Land Commission recommendations on natural capital and just transition ([https://www.landcommission.gov.scot/downloads/62baa9e7e982e\\_Natural%20Capital%20and%20Land%20Recommendations%20Report.pdf](https://www.landcommission.gov.scot/downloads/62baa9e7e982e_Natural%20Capital%20and%20Land%20Recommendations%20Report.pdf))
  - Scottish Land Commission Land Values and Natural Capital Report ([https://www.landcommission.gov.scot/news-events/news/high-demand-and-rising-prices-continue-to-limit-access-to-scotlands-valuable-rural-land?p\\_slug=news](https://www.landcommission.gov.scot/news-events/news/high-demand-and-rising-prices-continue-to-limit-access-to-scotlands-valuable-rural-land?p_slug=news))
- University of Aberdeen Report on Just Transition for workers and communities in Aberdeen and Aberdeenshire (<https://www.abdn.ac.uk/geosciences/documents/Uplift%20-%20Phase%201%20Report.pdf>)

### UK Resources

- Transition Plan Taskforce (<https://transitiontaskforce.net/>)
- Climate Change Committee report on Just Transition (<https://www.theccc.org.uk/wp-content/uploads/2022/03/CCC-The-just-transition-and-climate-change-adaptation.pdf>)

### EU Resources

- EU Cohesion Policy Framework ([https://www.europarl.europa.eu/RegData/etudes/BRIE/2018/625141/EPRS\\_BRI\(2018\)625141\\_EN.pdf#:~:text=The%20cohesion%20policy%20framework%20established%20for%20the%20previous,Development%20and%20the%20European%20Maritime%20and%20Fisheries%20Fund.](https://www.europarl.europa.eu/RegData/etudes/BRIE/2018/625141/EPRS_BRI(2018)625141_EN.pdf#:~:text=The%20cohesion%20policy%20framework%20established%20for%20the%20previous,Development%20and%20the%20European%20Maritime%20and%20Fisheries%20Fund.))
- EU Green Deal ([https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal\\_en](https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal_en))
- Just Transition Mechanism ([https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal/finance-and-green-deal/just-transition-mechanism\\_en](https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal/finance-and-green-deal/just-transition-mechanism_en))
- The European Climate Law ([https://climate.ec.europa.eu/eu-action/european-green-deal/european-climate-law\\_en#:~:text=Climate%20neutrality%20by%202050%20means%20achieving%20net%20zero,of%20the%20economy%20and%20society%20play%20their%20part.](https://climate.ec.europa.eu/eu-action/european-green-deal/european-climate-law_en#:~:text=Climate%20neutrality%20by%202050%20means%20achieving%20net%20zero,of%20the%20economy%20and%20society%20play%20their%20part.))
- EU Social Climate Fund (<https://www.europarl.europa.eu/legislative-train/package-fit-for-55/file-social-climate-fund>)



- EU Council Recommendation on ensuring a fair transition to climate neutrality (<https://data.consilium.europa.eu/doc/document/ST-9107-2022-INIT/en/pdf>)

#### International Resources

- Paris Agreement (<https://unfccc.int/process-and-meetings/the-paris-agreement>)
- ILO Just Transition information webpage ([https://www.ilo.org/global/topics/green-jobs/WCMS\\_824102/lang-en/index.htm#:~:text=A%20Just%20Transition%20means%20greening,and%20leaving%20no%20one%20behind.](https://www.ilo.org/global/topics/green-jobs/WCMS_824102/lang-en/index.htm#:~:text=A%20Just%20Transition%20means%20greening,and%20leaving%20no%20one%20behind.))