

Senedd Cymru | Welsh Parliament

[Pwyllgor Newid Hinsawdd, yr Amgylchedd a Seilwaith](#) | [Climate Change, Environment and Infrastructure Committee](#)

[Datgarboneiddio'r sector cyhoeddus](#) | [Decarbonising the public sector](#)

Ymateb gan Dr Alison Parken, Ymchwilydd, Ysgol Busnes Caerdydd | Evidence from Dr Alison Parken, Researcher, Cardiff Business School

Building on Audit Wales' work, the Committee would welcome your views on any or all of the following:

1. What are your views on the role of the Welsh Government in supporting public bodies to deliver on the five 'calls for action' identified in the Audit Wales' report?

The headline five calls are helpful. However, the transition to Net Zero will mean job roles and content will change for most people. A sixth action is creating an inclusive approach to re-skilling/upskilling the existing workforce, including job redesign and involving employees as their jobs change (combined impact of digitisation/automation/ AI and shift to Net Zero ways of working/policymaking and delivery).

2. What are your views on the Welsh Government's Net zero carbon status by 2030: A route map for decarbonisation across the Welsh public sector as a means of providing strategic direction to public bodies?

Public bodies need practical support from Welsh Government to translate these into action - learning support, intensive 'summer schools', seminar programmes on changing the way organisations commission buildings/services etc.

3. What are your views on the progress made by public bodies in the priority areas for action set out in the route map - Sustainable procurement; Net zero buildings; Mobility and transport, and Land use:

Not equipped to respond to this question

4. What are your views on the support provided by the Welsh Government to deliver progress in the priority areas, including any gaps?

Not equipped to respond to this question

5. Do you have any other points you wish to raise within the scope of this inquiry?

With an evidence panel of equality and sustainability organisations, I and colleagues at Cardiff Business School have worked with Welsh Government officials to produce a report mainstreaming equality for Net Zero - an Equal and Just Transition to Net Zero - our recommendations include 1) a fully inclusive and accessible carbon literacy programme for all - to empower people/ releasing the interest there is to take action - the programme should link actions people can take at home, in their neighbourhoods and at work, 2) direct employment and investment by WG in retrofit and renewables - founded on the principles of Fair Work, this programme would increase the diversity of people who might work in these sectors - overcoming occupational segregation, overcoming demand lag for the supply of skills, creating a pool of skills for future entrepreneurial activity and keeping the value of creating renewable energy supply in Wales, 3) invest in a workforce culture transformation programme - lack of diversity, in many of the specialised and middle skill areas required, will make meeting the net zero targets harder and could further entrench inequality - if only a narrow band of people benefit from new skills, 4) Job redesign - to avoid redundancies/fire and rehire as skills change, 5) sectors/occupations/ jobs not typed as net zero may be devalued in the transition - all jobs will change - as part of job redesign consider upskilling across the economy - for example social care - without which society and economy is constrained, and opportunities to retrain for the specialist and middle skills needed in the transition will be further limited to those without caring responsibilities.