

Transport Just Transition Plan: Consultation Analysis

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Executive Summary

Introduction

The Scottish Government developed a draft Transport Just Transition Plan, which was subject to a public consultation to gather feedback. The consultation was structured around five key sections, including:

- The draft vision and outcomes for transport;
- People and communities;
- Workers;
- Businesses and organisations; and
- Monitoring and reporting.

The consultation ran for twelve weeks, between 24 February and 19 May 2025.

A total of **123 substantive written responses** were received and analysed. This included **55 (45%) individuals** and **68 (55%) organisations**. In addition, **10 sets of summary notes from engagement events** were included in the analysis. Finally, **12 reports from a previous public participation programme** (conducted in 2023) were analysed for comparison purposes.

Vision and Outcomes

Just over half (52%) of the respondents agreed that the draft outcomes reflect what the Plan should be aiming to achieve. Slightly less than two thirds (61%) agreed that the Plan was accessible to them, however, far fewer, at just over one third (36%) agreed that the Plan was easy to use.

The main qualitative feedback in relation to the vision and outcomes was that there were several gaps or areas for improvement. Issues included the need for:

- Greater consideration and support for improvements in public transport;
- Greater consideration and support for active travel;
- Greater consideration of Powered Two Wheelers (PTWs) and motorcycles;
- Greater consideration of rural issues;
- Greater consideration of a range of vulnerable groups;
- More information on funding and resourcing for delivery;
- An integrated approach between transport and other policy and economic sectors;
- Established partnership working;
- Communication and engagement with different communities and stakeholders moving forward;
- More detailed actions to outline 'how' the Plan will be achieved; and

- Clear messaging around the need for the transition.

The length of the draft Plan was also considered excessive and to contain too much jargon. Respondents felt it may not be accessible to members of the public and young people in particular.

People and Communities

Support for proposals to reduce car use varied, with 'better use of space for active travel and public transport' supported by 70% of respondents, while less than half (45%) supported 'increasing costs to make driving a less attractive option in some circumstances'. Fewer than half agreed that the Plan considered the societal impacts of decarbonising transport, with 44% agreeing that it considered the impacts 'on all groups in society', and 39% agreeing that it considered the impacts on 'people like me'.

Qualitative feedback at this section was largely consistent with feedback on the vision and outcomes, with only a few new issues raised. New topics included:

- Mixed views about demand management measures. Several supported implementing such approaches, while others did not;
- That funding and investment in infrastructure would be required to deliver the Plan;
- That the draft Plan focused too heavily on transitioning to EVs and should be rebalanced to prioritise sustainable travel;
- Support for the greater provision of online services (providing that support would be available to tackle digital exclusion and that in-person services continued to be available); and
- No clear consensus on an acceptable payment model for the just transition. The greatest level of support (at 39%) was expressed for 'those who emit the most pay the most, with protections for low-income groups'. However, almost as many (37%) said that none of the payment options presented in the Plan were appropriate.

Workers

Respondents were reasonably supportive of all proposed actions to make transport jobs more attractive, ranging from 61% who supported actions to promote diversity and inclusion in the industry, up to 73% who supported programmes to encourage woman and girls to enter STEM courses. Mixed responses were provided in relation to who should lead diversity improvements, with 32% suggesting the public sector, 24% suggesting business, and 22% suggesting that none of the options presented in the Plan were suitable. Meanwhile, around a third supported each of the proposed priorities for workers to address workforce and skills challenges.

The key qualitative feedback in relation to workers was the perceived need to:

- Focus on workplace planning, including growing the number of workers in the transport sector to address shortages and addressing skills gaps;

- Retrain and reskill existing transport workers, both to support the move to greener jobs, and to be competent in emerging technologies;
- Encourage greater diversity in the transport workforce;
- Make transport jobs more attractive. Education was said to have a key role in both training and awareness raising. Meanwhile, developing inclusive workplace practices, and improving pay and conditions were seen as key;
- Provide funding and support for businesses, education and training providers;
- Pursue continued engagement with businesses, along with partnership working among stakeholders;
- Provide clear information and support for workers throughout the transition process;
- Offer support for adaptations to reduce commuting and for workplace interventions; and
- Focus on and prioritise sectors and areas which are currently experiencing challenges or difficulties.

Businesses and Organisations

While two thirds (66%) of respondents felt that a just transition in transport was important, less than half (46%) noted that just transition planning was currently happening in their organisation, and slightly more than one third (38%) said their organisation needed more support in this respect. Mean ranking scores also showed that 'reliable infrastructure for vehicles' and the 'cost of replacement vehicles needs to come down' were seen as the top two most important priorities (from the list provided) to support transitioning to zero emission vehicles.

Key qualitative feedback at this section included:

- That certain opportunities could be better reflected in the Plan. This included the decarbonisation of heavy-duty vehicles (HDVs); the development of charging infrastructure; and the development of sustainable aviation fuel;
- That funding and support for businesses would be needed to make the required changes - indeed, cost related issues were top priorities for businesses;
- The need for partnership and cross-sector working;
- More consideration of how to achieve behaviour change and modal shift for journeys to work;
- More consideration of the freight and ferry sectors and improvements in related infrastructure;
- Greater focus on the costs, challenges and opportunities for small and medium-sized enterprises (SMEs);
- Greater focus on the challenges for rural and island specific businesses; and
- That reliable infrastructure (e.g. charging infrastructure) and consistent policies would be needed to support businesses to transition.

Many organisations also highlighted positive steps they were taking in relation to decarbonisation, or set out a range of practices which could inform future planning.

Monitoring and Reporting

The final section of the consultation sought feedback on monitoring and reporting in relation to the Plan's outcomes. Half (50%) of the respondents who answered the question agreed that the indicators set out would help to measure progress. However, several gaps and issues were outlined, as well as suggestions for improvements. The main feedback included:

- That the indicators needed to be measurable and more specific;
- Consistent metrics would be needed to allow disaggregation;
- The indicators relied too heavily on survey data and existing measures, but new data sources and qualitative measures may be required; and
- The Plan lacked information on funding and actions needed to achieve the indicators.

A wide range of specific additional indicators and measures were suggested, including environmental, economic, health, business and workforce indicators, as well as aspects linked to the use of different modes, and for different populations.

Respondents also outlined a wide range of potential data sources that could support progress monitoring. Common sources included the Scottish Household Survey; national, regional and local authority level data; and a variety of relevant research reports, evaluations, and other monitoring activities that had either been undertaken by the respondents' own organisations or others.

Comparison with Previous Participation Reports

Analysis of the previous participation reports suggests that there has been little change in stakeholders' priorities, and little progress in achieving these since 2023. In particular, key topics that were raised across the two strands of engagement included:

- The importance of prioritising alternatives to car use, and for viable alternative options to be in place before introducing disincentives for driving;
- Support for transitioning to EVs, but not as the priority or only approach;
- Reducing the need to travel through the provision of online and local amenities, while realising that this would not be possible in all cases (and so car use would remain vital for some);
- Encouraging behaviour change via education, consistent messaging and awareness raising;
- A preference for more supportive approaches to behaviour change, such as improved public transport and active travel options, rather than disincentives to reduce car use;

- No clear preference in relation to a fair payment system to pay for the transition;
- That the transition will have impacts on workers. This included the need to attract new workers, and to retrain and upskill existing workers. Increased awareness of the sector was seen as necessary, along with good pay and conditions, job security, and the adoption of fair and inclusive work practices;
- For there to be greater consideration of rural issues and vulnerable groups; and
- Concern about the resilience and the need for investment in digital connectivity and transport infrastructure.

Conclusion

Across the consultation (and consistent with 2023 findings), the key feedback included:

- That the Plan should be much more action focused, outlining how change will be achieved, lines of responsibility, and timescales;
- The need to improve public transport to make this a viable, accessible and attractive option;
- The need to improve active travel opportunities and infrastructure, as well as ensuring better integration between active travel and public transport;
- More focus was needed on the sustainable transport hierarchy;
- More detailed consideration was needed of different vulnerable groups and those in rural areas;
- Greater support was expressed for 'carrot' rather than 'stick' approaches, although a few did support the use of disincentives and traffic management approaches;
- Ensuring that policies provide targeted support and mitigations where needed to avoid any unintended consequences;
- Ongoing meaningful engagement with stakeholders and collaborative working approaches as being key to successful design and delivery;
- That other policy areas and economic sectors will need to be considered and included for the Plan to be successful; and
- The need for financial and other support for individuals, communities, and businesses, as well as the public sector, third sector, and education providers to deliver the required changes.

Several respondents were resistant to any changes which may negatively impact vulnerable groups and those with no other transport options outwith private car use. In addition, several individuals were sceptical of the draft Plan or the need for climate change actions. This illustrates the importance of positive communication and messaging with the general public to secure support and buy-in.

This feedback will inform future just transition planning in the transport sector.

1. Introduction

1.1 Background

In the [Climate Change \(Emissions Reduction Targets\) \(Scotland\) Act 2019](#), the Scottish Government committed to a net zero carbon emissions target by 2045. The Act represents a legal commitment to just transition principles, committing the Scottish Government to deliver a just transition which ensures that change happens in a fair and planned way, and which leaves no one behind.

A [Just Transition Commission](#) was established in 2019 to provide ongoing independent scrutiny and advice on the journey to reaching net zero. Following [the Commission's 2021 report](#), the [Scottish Government](#) committed to a Planning Framework and the co-design of Just Transition Plans for specific high emitting industries. In 2023, the Scottish Government published a [discussion paper on a just transition for the transport sector](#), followed by an extensive public participation programme to consider priority areas.

Informed by this earlier work, the Scottish Government developed a draft Transport Just Transition Plan, which was subject to a public consultation to gather feedback.

1.2 The Public Consultation

The public consultation was available via Citizen Space (the Scottish Government's online consultation portal), and was open for twelve weeks, from 24 February to the 19 May 2025. It was structured around five key sections, including:

- The draft vision and outcomes for transport;
- People and communities;
- Workers;
- Businesses and organisations; and
- Monitoring and reporting.

Feedback was sought across 17 questions, including a mix of multiple-choice, open-ended, and some follow-up questions.

In addition, a number of engagement events were held across the country in order to facilitate discussion and gather qualitative feedback about the draft plan and proposals. These events were typically hosted by public and third sector partner organisations in order to target the views of particular stakeholder groups (such as equality groups, transport workers, and different business sectors).

In May 2025, Wellside Research Ltd. was commissioned to undertake independent analysis of the consultation responses, the findings from which are presented here.

1.3 Profile of Respondents

Overall, 126 written responses were received. Of these, 99 responses were submitted via Citizen Space, and 27 were received by email and post. However,

three respondents submitted feedback both by Citizen Space and email/post. In two cases, the information was collated into a single response for each respondent. In the third case, the email/postal response was categorised as event feedback.

The cleaned dataset contained a **total of 123 written responses** (once the duplicates and event data had been extracted). This included **55 (45%) individuals** and **68 (55%) organisations**.

In addition, **10 sets of summary notes from engagement events** held by trusted messenger organisations were provided for analysis. However, not all outlined the number of engagement events that had taken place, or the number of people who had attended or contributed, so it was not possible to identify the total number of contributors. From the information that was available, over 266 people attended engagement events (mostly focus groups), and over 200 people responded to a survey which contributed to this feedback.

Finally, **12 reports from the previous public participation programme** (conducted in 2023) were included in the analysis for comparison purposes. This included over 100 online or in-person events, with around 1,000 attendees in total. The events sought to identify areas of priority for the Just Transition Plans and included consideration of transport.

More details of the respondent profile can be found in Appendix A, and details of the previous public participation reports can be found in Appendix B.

1.4 Caveats and Reporting Conventions

Where feedback differed between respondent groups this is identified and outlined in the narrative of the report, however, this tends to be limited to individuals versus organisations, and on occasion, to organisational sector. Due to the small sample sizes among some groups, it was difficult to identify any common themes within these groups. In addition, many topics were discussed across organisational sectors and geographic regions rather than being specific to any one group.

While only a small number of individuals were located in or represented remote, rural and island areas, feedback was received on issues affecting these areas from a wider range of respondents, including several organisations. Similarly, those in remote, rural and island areas discussed the proposals more generally, not always adopting a local perspective. As such, it should be noted that feedback focused on remote, rural and island areas includes the views of those not based there. Meanwhile, feedback relevant to Scotland as a whole or specific demographic groups, includes views from those in remote, rural and island locations.

In relation to the engagement events, participants were not asked to consider the full set of questions from the main consultation. A smaller number of key questions were asked in order to gather feedback on the different sections. In addition, the questions asked in engagement events were not always worded in the same way as the main consultation document. The difference in wording means there may have been a slight difference in the focus of the questions or in the way they were interpreted. This difference needs to be borne in mind when considering and

comparing the results. Due to these differences, the engagement events feedback has been reported under separate dedicated coverage within each chapter below.

When considering the previous participation reports, it should be noted that the topics and questions related to transport were not consistent with the current consultation questions, so direct comparisons were not possible. Rather the results represent a high level and general comparison of the main findings.

Tables outlining the results of the quantitative questions are provide at Appendix C. These have been rounded to add to 100% where necessary. As such, the value with the largest/smallest decimal places were rounded up/down as required. Where this was not possible, e.g. where more than one value had equally high/low decimal places, these values have been shown at either one or two decimal places (as appropriate). Where charts do not add to 100%, the missing values represent those who answered 'don't know'.

While quantitative data were analysed at the disaggregate level for individuals versus organisations, it has not been included in this report due to the small number of respondents per group. These results did show, however, that organisations were generally more supportive of the proposals overall, but were also more likely to indicate that there were gaps in the proposals compared to individuals. Disaggregation was not undertaken at the organisational sector level due to the small numbers involved across most of the categories.

It should be noted that one written response was received from the Just Transition Commission. This body was established to provide advice to the Scottish Government on delivering the just transition, and receives funding to support this. Their response has been treated in the same way and analysed alongside all other responses. However, feedback from this organisation has been attributed to them (with their permission) rather than treated anonymously.

Where qualitative data is presented, topics and bullet point lists are generally set out in frequency based order. As such, the issues discussed most often are presented first, with other issues considered in order of decreasing frequency. In addition, descriptive terms have been used throughout this report to provide an indication of how frequently issues were discussed by respondents. These include:

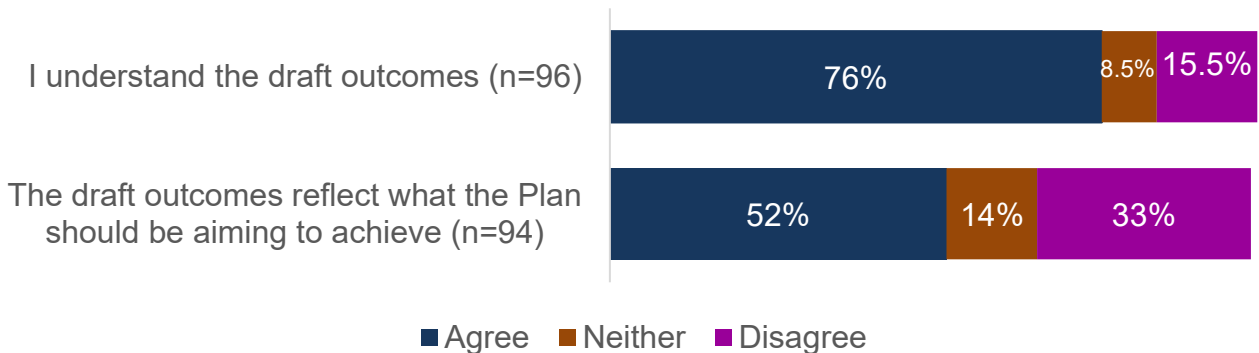
- Most - roughly 75% of respondents or more;
- Many - roughly 40% of respondents or more;
- Some - less than most/many but more than several;
- Several - less than some but more than a few, generally no more than 10; and
- A few - the smallest number of respondents, up to around five.

Finally, the findings here reflect only the views of those who chose to respond to this consultation. It should be noted that respondents to a consultation are a self-selecting group. The findings should not, therefore, be considered as representative of the views of the wider population.

2. Vision and Outcomes

2.1 Draft Outcomes

Q1a. Do the draft outcomes reflect what the Plan should be aiming to achieve?



Note: additional respondents answered 'don't know' so percentages may not add up to 100%

Overall, most respondents who answered the question agreed that they understood the draft outcomes (76%, n=73), with just 15.5% (n=15) disagreeing and 8.5% (n=8) neither agreeing nor disagreeing. Meanwhile, just over half (52%, n=49) agreed that the draft outcomes reflect what the Plan should be aiming to achieve, while a third (33%, n=31) disagreed. 14% (n=13) neither agreed nor disagreed.

Q1b. Is anything missing from the draft outcomes in the Plan?

Some respondents (largely organisations) noted issues or suggested changes to specific outcomes. This included changes to wording, consideration of expanding or being more specific in the wording, and suggestions for new outcomes to be included. Other respondents discussed the outcomes in more general terms, highlighting support for specific elements or suggesting other issues which they felt required more consideration.

2.1.1 Sustainable Transport

The main issue discussed by respondents was the need to give greater consideration, support, and specific coverage to sustainable transport, particularly public transport. This type of transport was seen as crucial in the journey towards net zero:

“...there is no clear outcome related to the availability of sustainable transport methods and this represents a significant gap.” (Public Sector - Other Organisation)

Several organisations discussed the sustainable transport hierarchy, and were keen for this to be specifically mentioned and supported in the Plan:

“The Plan makes no reference to the sustainable transport hierarchy that is a key part of the National Transport Strategy. The aims and outcomes should be framed with reference to that hierarchy - with walking and wheeling at the top. We consider this to be a major weakness in the Plan.” (Third Sector - Transport Organisation)

A few respondents also highlighted a desire for publicly or community owned bus and train companies to be supported in the Plan. The success of Lothian Buses was highlighted, along with a desire for greater support for other areas to adopt similar models.

Most of the individuals that mentioned public transport in their response, complained about the poor quality, frequency, routes and prices, and noted that car use was more convenient. Meanwhile, organisations highlighted that public transport was often not accessible for people with disabilities or in rural areas. Both individuals and organisations indicated that public transport needed to be improved if people were expected to switch to these modes, although individuals also wanted to see greater recognition, support and investment for cars and road-based transport:

“Quite simply, we need to have more bus[es] and more trains and more trams, running more often, to more places, and fares to be reasonable.” (Individual)

2.1.2 Active Travel

Linked to the focus on sustainable modes, some respondents suggested that greater consideration and support was needed for active travel options, such as walking and cycling:

“I would like to see focus on more active transport links, greater bike/walking and multi modal path network including in rural areas.” (Individual)

One organisation, however, cautioned against over-reliance on active travel. They noted that most active travel journeys were unlikely to be able to substitute car based journeys. It was felt that active travel was more appropriately linked to accessing the public transport network as part of multi-modal journeys. It was also stressed by several respondents that active travel options are often not suitable for some people with disabilities, and therefore do not offer a viable alternative.

2.1.3 Powered Two Wheelers (PTWs)

A few advocated for the inclusion of powered two wheelers (which includes motorcycles, scooters and mopeds). Indeed, the lack of consideration of motorcycles within the Plan was considered to be a “glaring omission” (Third Sector Transport Organisation) which needed to be addressed. Respondents (including three organisations with a focus on motorcycling) stressed that motorcycles and PTWs were more environmentally friendly and healthier transport options compared to traditional internal combustion engine (ICE) cars:

“Motorcycling represents an accessible, affordable, cleaner, and greener transport option than other powered modes of transport. If properly supported, it will foster social mobility, economic growth and improved safety... With zero-emission models on the marketplace and the motorcycle sports sector at the forefront of eFuels development, motorcycles have an important part to play in reaching net zero... Motorcycling also plays a positive role in social mobility and quality of life, not just in urban areas, but also in those rural locations where public transport is inadequate and walking/cycling are not realistic options.” (Third Sector Transport Organisation)

2.1.4 Consideration of Rural Issues

Another common issue for respondents was rurality and the consideration of rural areas more broadly. While it was noted that the specific consideration given to island locations was positive, some respondents were keen that remote and rural areas were also given specific and dedicated consideration in the Plan. It was felt this needed to separate to the islands (and urban areas) to ensure the issues are not conflated or overlooked. A range of different issues were identified, including:

- The lack of public and sustainable transport options and the need for greater consideration of the experience of rural transport poverty;
- An emphasis and support for community transport which is important in rural areas;
- Safety issues on rural roads;
- Challenges associated with the recruitment and training of transport staff in rural areas; and
- Concerns about the cost of the transition for those in rural areas.

2.1.5 Consideration of Vulnerable Groups

In addition to rural areas, some respondents expressed concerns about the impacts of the proposals on specific demographic or vulnerable groups. It was felt there needed to be greater consideration of these groups throughout the Plan, and for them to be specifically mentioned within the outcomes. In particular, respondents discussed disabled people, older people, and those on lower incomes.

Key to this was consideration of how the proposals would impact on these groups, if the proposed changes would be accessible to them, whether they would be further excluded or discouraged by the proposed changes, and/or what tailored supports would be put in place to assist these groups in the transition:

“The Plan needs to include a) what action is going to be taken to make transport more accessible to disabled passengers, and b) where disabled people need to be exempt from action to create just transition, as they are with Low Emission Zones for instance.”
(Public Sector Transport Organisation)

While it was acknowledged that the Plan and outcomes referred to “inclusive”, “vulnerable” and “accessibility” needs, it was felt that these terms were too broad and open to different interpretations. As such, a few third sector organisations wanted more explicit reference to disabled people and older people to ensure clarity and that these groups were not overlooked.

In relation to people on low incomes, the main concerns were that the transition would be costly and unaffordable for many and that there was not enough focus on low income households across the outcomes and throughout the Plan. As such, a few questioned how ‘just’ the transition would be:

“The outcomes fail to fully address socio-economic inequality and poverty while, from the Plan’s foreword, it is understood that tackling inequality and injustice are central to achieving a ‘just transition’.”
(Local Government Organisation)

2.1.6 Funding and Resourcing Issues

Another common issue raised across the different respondent groups was how the transition would be funded and resourced. It was noted that the Plan and outcomes did not mention financial challenges for delivery, which was felt to be a gap. Indeed, it was suggested that the Plan should recognise the challenges and barriers to outcome delivery, and set out possible solutions. Some respondents stressed that funding would need to be put in place to ensure the outcomes could be delivered.

Various sectors and transition elements were noted to require additional funding to be made available. This included for local government and regional transport partnerships to invest in infrastructure and delivery; to develop and improve the sustainable transport network; for rail to be able to offer greener passenger and freight options; for the electrification of freight; for staffing, recruitment and retraining of transport workers; and to consider new technologies.

A few did, however, offer suggestions that money raised in certain areas (such as road user charges) could be reinvested in sustainable transport and infrastructure.

2.1.7 Other Sectors

Several respondents acknowledged that decarbonising transport alone would not solve the problem or lead to a net zero solution in Scotland. They discussed the need for an integrated approach between transport and other sectors. In particular, respondents (including the Just Transition Commission) highlighted the importance of the planning system and the built environment. They noted how these interact with transport, and stressed that all sectors needed to work together to reduce non-sustainable travel as well as the overall need for travel:

“In addition to improved transport and digital connectivity, there is an acknowledgement that land-use decision making should also be optimised alongside infrastructure and public transport service connectivity to improve sustainable outcomes, especially to reduce numbers of car miles.” (Cross-Sector Organisation)

Several organisations also discussed the positive attributes of “20-minute communities”. They were supportive of planning communities where people live in close proximity to employment, education, shopping and leisure facilities, and health facilities. It was argued that this would reduce the need for transport or long journeys to access necessities:

“Planning reform is essential to support clustered, connected settlements and new townships that align with sustainable transport outcomes.” (Public Sector Transport Organisation)

2.1.8 Lack of Clarity and Actions

Several respondents felt that the Plan’s purpose was unclear, and that the outcomes (or the wider Plan) were confusing and lacked substance. In particular, individuals felt that there were too many outcomes, which lacked clarity and detail about how they would be achieved. A few also considered them to be unrealistic and unachievable. A few organisations and one individual also felt that it was difficult to see how the Plan fitted with other policies¹:

“I don't really understand what the real achievements are supposed to be as the descriptions are woolly and idealistic and not representative of real-world situations.” (Individual)

A few organisations also felt that greater clarity could be provided. In particular, it was suggested that some of the outcomes needed to be made more specific to ensure consistency in interpretation and actions. It was also felt that some outcomes did not align with one another, or that issues flagged in the outcomes were not further explored in the rest of the Plan. As such, respondents felt it was unclear how these would be achieved or prioritised.

In addition, several respondents noted that the Plan lacked information on how the outcomes would be delivered. They urged the Scottish Government to include more detail on the actions that would be taken to achieve the Plan. It was also felt that the Plan should set out who would be responsible for particular actions or changes. Including a timetable for delivery would also be helpful.

The Just Transition Commission agreed with this sentiment. They stressed that more detail was needed around how the Plan would be delivered, the impact it would have, and how the process will be managed to ensure the transition is just. They also advocated for the use of a high quality and realistic ‘road map’, as well as a detailed and credible risk assessment. The lack of clarity around mitigations meant it was difficult to evaluate how just the transition would be:

“The outcomes and vision proposed by the Plan are positive, but the revised Plan should detail what new policies will be implemented to reduce the sector’s emissions, how much carbon they will save,

¹ Examples where clearer links to existing policies were needed included: the National Transport Strategy (NTS) (although a few felt it aligned well with this), the National Planning Framework 4 (NPF4), Local Development Plans, Local Place Plans (LPPs), and the upcoming Climate Change Plan (2025).

when they will be taken, how they will be paid for, and how the distributional impact on key groups, principally workers and transport users, will be managed and assessed so as to achieve just transition outcomes.” (Just Transition Commission)

2.1.9 Other Issues

A wide range of other issues were also discussed by a smaller number of respondents. A few suggested that a more radical approach to tackling the issues and thinking about travel and transport was needed, while several suggested more specifically that the Plan needed to consider new technology and innovation. There was also a sense, among several respondents, that the proposals would make travel more difficult or costly for particular groups, and/or that there was a need for greater consideration of and support for car use generally.

Several respondents provided comments either directly related to messaging, or raised concerns that would need to be addressed by consistent and effective communication. Several advised that the Plan needed to convey the scale of the climate emergency and the sense of urgency. A few others urged the use of positive and educational messaging so that people understand the difference that can be made. There was also concern among a few individuals that any transition made in Scotland would not be impactful on the global scale.

Other issues discussed included the need for greater consideration of freight; to better consider, engage and involve people; and to more explicitly acknowledge the relationship between transport and health (beyond active travel).

Consistent with several of the above points, the Just Transition Commission also suggested there was a need to quantify and communicate the social and economic benefits of the transition, as well as the cost of inaction or delay. This would be important in building public understanding and buy-in, and to counter or contextualise any negative perceptions related to short-term costs and inconvenience.

2.2 Engagement Event Consideration of the Vision

Across the engagement events, participants were asked to comment on the vision and outcomes for transport, both in general and specifically in relation to Q1a, whether the draft outcomes reflect what the Plan hopes to achieve, and Q1b, whether there was anything missing from the outcomes.

2.2.1 General Feedback

In general, most event participants felt that the vision was positive, ambitious, and was to be welcomed. One group specifically shared the view that the future priorities outlined in the Plan could have positive impacts on health by reducing vehicle emissions, improving air quality and reducing noise from vehicles. They stressed that it was important to communicate these positive benefits effectively. However, event feedback also raised concerns related to the achievability, interpretation and credibility of the vision and draft Plan.

Achievability: There were a lot of questions around implementation and practicality. Some event participants felt that the challenge with the vision would be persuading the public that it was achievable. This was considered a particular challenge in areas of high car dependency and where cost and connectivity of public transport was an issue. Young people also felt that some of the ideas in the Plan would be difficult to apply to remote rural and island communities. In particular, many were doubtful as to whether the vision could be achieved by 2045 (particularly in relation to public transport). There were doubts around whether the funding needed to support the changes would be made available. One group discussed the fast pace at which the Plan was proceeding and raised concerns that it may “leave people behind”. Meanwhile, young people felt that significant changes would be required in people’s mindset and behaviours, and therefore the Plan did not seem to be achievable currently (but may feel more realistic in the future).

Interpretation: Comments were also made that the vision was “very broad” and could be interpreted differently by different people (consistent with feedback from written consultation respondents). Several groups also posited the need for more consideration of factors linked to inclusivity, accessibility and affordability. However, some of the language used in this respect was also seen as being vague. It was suggested that terminology could be more precise, for example, participants questioned what words such as ‘inclusive’ really meant in different contexts. Having tight and clear definitions of the values reflected in the vision was seen by one group as being necessary to help with holding the government to account.

Another concern was around how the Plan would be perceived. Participants at one event queried who the main beneficiaries of the Plan would be, i.e. citizens or the manufacturers who will profit from the transition? Those attending other events raised distrust for the government based on missed or changing recent climate targets and felt this may impact the way that the Plan was received.

Credibility: One group, representing trade union voices expressed strong disapproval of the Plan. This group suggested that, while the draft Plan gestured toward long-term goals of net zero emissions and skills development, it fell short of offering a coherent or credible pathway to a truly just transition in Scotland’s transport sector:

“The Plan is perceived as underdeveloped, lacking meaningful actions, overly focused on electric vehicle (EV) adoption, and disconnected from the immediate realities facing workers, communities, and local authorities. Unions noted a lack of ambition, poor integration with Scottish Government’s existing policy work, and insufficient attention to public transport, worker protections, or structural inequalities.” (Summary Feedback from Engagement Events)

Q1a. Do the draft outcomes reflect what the Plan should be aiming to achieve?

General views were expressed that, while welcomed, the outcomes were very broad and some event participants that worked in the transport sector felt that the indicators lacked depth.

Some comments were made by just a small number of individuals that there was insufficient detail in the report to allow them to give reliable feedback on the outcomes.

Only a small number of engagement events commented on specific outcomes, mainly focussing on the agreed need for improvements around accessibility, connectivity, affordability, planning and safety (discussed in more detail under subsequent questions that were asked).

While not addressed by many under this specific question, there was also feedback across events on the importance of Outcome 8 (communities being actively involved in decision making). Event participants viewed this as key to ensure that policy makers remained in touch with those using transport systems.

Q1b. Is anything missing from the draft outcomes in the Plan?

Several events discussed gaps in the draft vision and outcomes. They also raised a number of areas where it was felt insufficient attention was currently contained in the Plan, but which would be important for ensuring its success. These included:

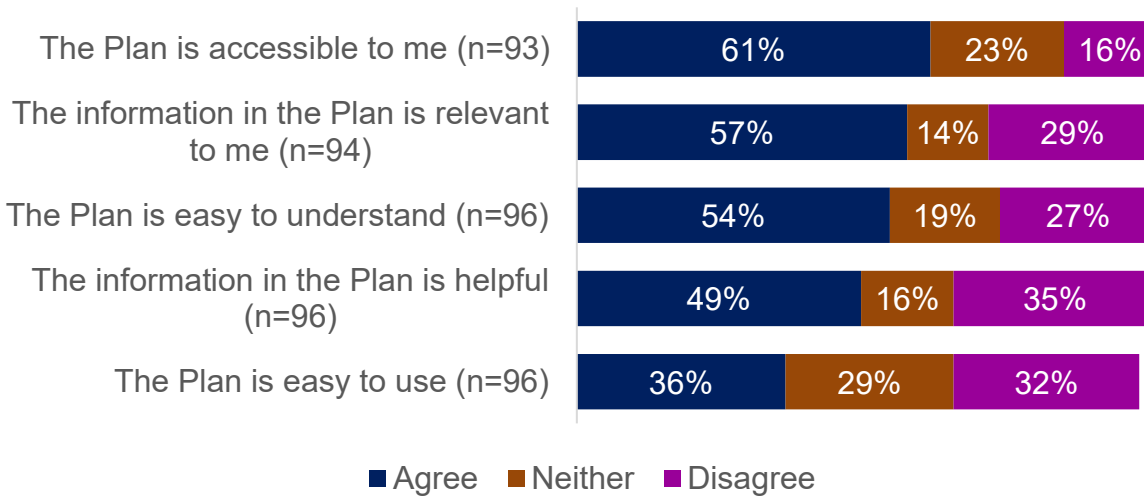
- Lack of accessibility, affordability, reliability and integration of the current public transport system;
- Challenges around increasing island connectivity whilst also making options 'cleaner', more affordable, and more attractive to consumers;
- Concerns about lack of electric vehicle charging (especially in rural areas), risks attached to EVs, and the environmental impact of batteries and replacing vehicles;
- Discussion around the impact of weather-related disruption to all transport and travel options;
- Cultural and behavioural factors that impact travel and the need for more emphasis on changing attitudes towards car use;
- Housing and education and how these interact with the Plan's vision;
- Scotland's impact globally, including in relation to vehicle production and the importance of reducing emissions;
- The role of businesses, i.e. some felt that the Plan focused too much on the role of individuals, despite businesses holding much of the power to curb emissions;
- Cross border travel (both within the UK and beyond); and

- Failure to consider the general and unique needs/challenges of vulnerable groups, such as disabled people (women in particular), and asylum seekers.

With the vision and outcomes set for 2045 there was a recommendation from one event that milestones with shorter term priorities could help. They suggested that interim milestones could demonstrate how action was being taken, and help to ensure that the wider vision was on target. These milestones could be included within the monitoring and evaluation section of the Plan.

2.3 Extent to which the Plan is User Friendly

Q2. Agreement with statements



Note: additional respondents answered 'don't know' so percentages may not add up to 100 %

Over half of the respondents who answered each of the questions agreed that the Plan was accessible to them (61%, n=57), that the information in the Plan was relevant to them (57%, n=54), and that the Plan was easy to understand (54%, n=52). Meanwhile, slightly less than half agreed that the information in the Plan was helpful (49%, n=47), and just over a third agreed that the Plan was easy to use (36%, n=35).

Additionally, 16% (n=15) disagreed that the Plan was accessible with 23% (n=21) neither agreeing nor disagreeing. Just under a third disagreed that the information in the Plan was relevant (n=27) and that the Plan was easy to understand (n=26) with 14% (n=13) and 19% (n=18) respectively neither agreeing nor disagreeing. While just over a third disagreed that the information in the Plan was helpful (n=34) and the Plan was easy to use (n=31). 16% (n=15) and 29% (n=28) retrospectively neither agreed nor disagreed with these questions.

Respondents were also asked to provide comments to support or further explain their answers. While organisations often provided mixed feedback, both outlining their support for the Plan and identifying areas of concern, individuals almost exclusively provided negative feedback at this question.

2.3.1 Positive Feedback

Several organisations offered support either in general terms or to specific elements of the Plan, and then elaborated on areas of concern or elements which they felt could be improved. In terms of the positive feedback, organisations described the Plan as “helpful”, “useful”, “relevant”, “accessible”, and “easy to understand”. A few also noted that the Plan aligned well with their own goals.

Only one individual offered overall positive comments, as follows:

“We have been aware for many years that this transition is of great importance as we aim to reach net zero yet our progress is disappointing when it comes to action and progress. I do hope that this will change and these excellent, carefully considered plans will promptly be put into action.” (Individual)

2.3.2 Does not Represent a ‘Plan’

The most common feedback, however, was that the document was not set out as a ‘plan’. In particular, respondents noted that it had no actions, no details about resource allocation, no targets, no timescales for delivery, and no clearly defined lines of responsibility for delivering the different elements. It was felt that the document lacked detail about ‘how’ the Plan would be achieved. As such, these respondents suggested that the document set out more of a policy direction or strategy, rather than a plan. Respondents also feared that this lack of action setting would result in the Plan being ineffective at delivering change:

“At this stage there is little detail on how any of this Plan will be achieved. This work needs to move beyond aims and outcomes and step up to delivery.” (Private Sector Transport Organisation)

2.3.3 Greater Clarity Needed

Some individuals felt that the Plan was too “vague”, “aspirational” or was “ideological”. It was felt that the real world application was missing. A few individuals also suggested that more data was required in the document to support and justify the proposals.

Similarly, several organisations argued that the Plan lacked clarity. Again, this was in relation to the targets and actions (similar to the concerns above), as well as budget allocations and the scale of funding required. In particular, a few local government organisations were concerned about this lack of detail, as it was unclear what their responsibilities would be going forward. Organisations in other sectors were also disappointed that roles and responsibilities had not been clearly assigned:

“Clarity on targets throughout would be welcomed - for example the 20% reduction in car use by 2030 from the Scottish Government is still referenced, despite this being recently reviewed as unachievable. Clarity on new targets and timescales for achieving these would be welcomed... Clear reference to any new

expectations for local authorities in the delivery of the Plan would be welcomed...” (Local Government Organisation)

2.3.4 Accessibility of the Document

A few respondents suggested that the Plan was too overwhelming, contained too much information, and was too long. It was suggested that it needed to be shorter, or contain summaries to fully engage both lay readers and busy professionals:

“The Plan is very comprehensive and detailed and contains very relevant and important guidance and information, although at nearly 100 pages long (including annexes) it can be time consuming to fully digest and to navigate to relevant areas of the guidance. The index is very helpful, but it would benefit from a short summary statement for each section for easier and quicker reference.” (Local Government Organisation)

In addition, a few respondents suggested that the document was not accessible to the lay reader due to the way it had been written. Rather, they felt it had been written for people who were already familiar with the issues. It was felt that the document contained too much “jargon”, as well as too much content that would not be well understood by younger or lay readers. This view was confirmed by the engagement event with young people themselves, where feedback indicated that the draft Plan was “too long and hard to understand without an explanation”.

A few organisations also suggested that, while they themselves had understood the Plan and had found it accessible, they were concerned about members of the public and lay readers. They felt that the content needed to be revised to ensure it was accessible and understandable to all.

2.4 Group Consideration of Just Transition Issues

Q3a. Are you involved in any organised groups (for example a campaigning group, industry working group or public sector forum, which does not have to be climate-related) that considers how the transport sector is changing or could change in the future?

Slightly less than half of the respondents who answered the question (46%, n=44) indicated that they were involved in an organised group that considers how the transport sector is changing or could change in the future.

Q3b. Are you involved in any type of organised group which considers how the transport system is changing, or could change in the future?

In total, 36 respondents identified the group that they were a member of, with several being a member of more than one. To protect anonymity, the groups have not been named here, but they covered a range of types, interests, and purposes. This included groups focused on transport and mobility issues, the environment or climate, community and voluntary groups, and activity-based groups.

Q3c. How could existing transport groups consider just transition issues?

Overall, 48 respondents provided a response to this question, most of which were organisations (n=39).

Many organisations outlined their own role and remit in relation to transport or climate change, as well as the range of policies and actions they had taken in this regard. Some also indicated the extent to which just transition principles were embedded within their work. Others represented the voice of key stakeholder groups and communities. A few organisations offered to engage further and/or to provide practical support to the Scottish Government on the proposals. This included organisations that were keen to be engaged on actions to take forward and deliver the Plan, as well as offers to engage with key stakeholders and communities.

The key themes that emerged from organisations' responses were:

- The need for partnership working: Some highlighted that they already had effective partnerships in place related to transport and just transition measures. Others (including the Just Transition Commission) stressed that a partnership approach was needed between the Scottish Government, public bodies, the third sector and private organisations to engage stakeholders, disseminate information, and implement change;
- The importance of involving all communities and stakeholders: This included transport workers; elderly and disabled people; rural and isolated communities; and local communities more generally. It was stressed that engagement needed to be effective and meaningful, and that these voices should help to develop policy and any changes;
- Existing communications networks could be used to disseminate information and messages to ensure widespread coverage. These networks could also be tapped into and used to inform policy and practice;
- Messaging should show why change is needed and the relevance of the proposals to all stakeholders, communities and members of the public. This was considered to be necessary to ensure good understanding of the need for and purpose of the work, and encourage people to be supportive; and
- Provision of support, funding and training to community groups was necessary to help them to engage effectively with the issue and to implement local changes.

Nine individuals also provided comments at this question. The only recurring theme to emerge from individuals' responses was that the views of local people needed to be listened to and taken on board. Individuals also suggested that the communication networks of existing groups could be used to engage with local people and specialist groups, and that group discussions and meetings would be helpful in achieving meaningful input.

3. People and Communities

3.1 Priority Actions

Q4. Are there any gaps in our priority actions to support people and communities in the transition of the transport sector?

Of the respondents that answered the question, over three quarters (78%, n=76) felt that there were gaps in the priority actions to support people and communities in the transition of the transport sector.

When asked to elaborate on these gaps, organisations discussed a wide range of issues and suggestions, most of which were mentioned with reasonable frequency. Meanwhile, individuals outlined a greater range of unique topics and suggestions, with only a small number being repeated by more than two respondents.

3.1.1 Public Transport

Overall, the provision of public transport was the single biggest issue raised. Many complained about current public transport provision and noted a range of barriers, challenges and reasons for limited use or the potential to increase usage. Problems included availability and accessibility, the price of fares, frequency, reliability, limited routes and provision, limited integration and connectivity, and perceptions of poor cleanliness and safety. It was stressed that investments and improvements were needed across the public transport offering to support a just transition:

“Bus services need to be cheaper and to connect more areas more efficiently. Even in Glasgow there are many places that I cannot practically get to by bus because it takes at least eight times as long as by car. For many people a car is still a cheaper overall method of travel than public transport, both because fares are too high and because, however committed one is to public transport, it just does not work for so many journeys.” (Individual)

While respondents supported the current inclusion of public transport in the priority actions, they generally wanted this to receive greater priority than was provided in the draft Plan. It was noted that many vulnerable groups do not have access to private vehicles and rely on public transport. Therefore, this is a vital element in achieving a fair and equitable transition. Further, it was argued that encouraging modal shift, away from car use and towards sustainable modes of travel, was paramount. This would be necessary in achieving a just transition, and to help achieve all aspects of the National Transport Strategy vision². As such, a few

² This includes: Investing in improved public transport and connectivity will create jobs, skills and economic opportunities; reduced car usage leads to safer streets, more opportunities for children to play and neighbours to interact, and increased pedestrian footfall on high streets, benefitting communities and places; reducing car usage improves air quality and public health outcomes, supporting the people and equity outcomes; and reduced emissions from reduced car usage directly contributes to the adaptation, biodiversity and environment outcomes.

organisations argued that the Plan should be rebalanced to include public transport as the top priority:

“Bus services are central to the achievement of JTP [Just Transition Plan] given the reliance placed on them by people on lower incomes, those without access to a car and people with mobility challenges. This requires action to address the lack of investment in bus services in rural, island and urban areas and to rebalance investment from new road building towards investment in sustainable travel options.” (Public Sector Transport Organisation)

A few organisations discussed the pilot which scrapped peak fares across the Scotrail network. The pilot had been welcomed, however, disappointment was expressed at the reintroduction of peak fares again at the end of the pilot phase. These respondents advocated for them to be scrapped permanently³. A few also argued for public transport, and particularly buses, to come back into public ownership. These respondents wanted local authorities or Regional Transport Partnerships (RTP) to be given the power to plan and operate services locally.

3.1.2 Vulnerable Groups

The next most important issue for all respondents was the consideration of vulnerable groups. Several groups were specifically highlighted, including:

- Children and young people;
- Older people;
- Those with disabilities and cognitive impairments;
- Women;
- Ethnic minorities; and
- Low income households.

It was argued that the Plan needed to give further consideration to the issues and challenges faced by specific vulnerable groups, and that actions needed to be included to address these. In particular, it was argued that certain groups should be prioritised within the Plan, and measures included to protect them. This included ensuring that those who rely on car travel as a necessity are not negatively impacted by any changes or demand management measures:

“Actions to disincentivise car use should not just ‘ensure fairness’, but actively ensure that older people who rely on private car use are not in any way worse-off, and that actions do not further exclude and isolate older people from essential services and communities by making car journeys more expensive, complex, or onerous.” (Other Third Sector Organisation)

³ It should be noted that [Scottish Ministers announced that peak rail fares will be permanently scrapped](#) from September 2025. This was announced towards the end of the consultation period and was not, therefore, fully reflected in respondent feedback.

Many of the challenges and limitations in travel and transport choices for vulnerable groups were set out. These included: fixed incomes; limited ability to buy newer vehicles or electric vehicles; limited/no ability to use active modes such as walking to cycling; greater reliance on public transport; limited ability to access public transport; limited provision of demand responsive transport (DRT) and community transport options; and taxis not being adapted to accommodate wheelchairs. It was felt that the issues and challenges facing these groups needed to be made explicit, and should be addressed in any future actions.

A range of organisations argued that specific vulnerable groups also needed to be mentioned more explicitly throughout rather than maintaining a general focus on equality and inclusion. A few wanted greater consideration of children and young people, including making the links between reduced car use and children's health, safety and wellbeing more explicit. Others wanted the issues faced by women when travelling to be reflected in the Plan. This included their greater reliance on public transport, greater likelihood of travelling with children, 'trip-chaining', for journeys to be across town rather than into the centre, and safety and affordability issues. A few also highlighted the lack of consideration of ethnic minorities within the Plan, and noted their lower levels of car ownership.

Generally, it was suggested that the Plan should set out any dedicated support that would be available to vulnerable groups, or mitigation measures that would protect them from any negative impacts such as increased costs, reduced travel opportunities, or disproportionate effects of disincentives.

3.1.3 Support for Other Measures

In addition to support for the improvement of public transport, there was support for other transport options. This included the improvement and promotion of active travel, community transport and DRT, car clubs and shared vehicle schemes, and for motorbikes.

Active Travel and Cycling: Of the other transport options discussed, active travel received the most attention. While most respondents were supportive of the inclusion of active travel in the priorities, it was again felt that there were issues with the current active travel network which needed to be addressed to encourage usage. This included:

- Safety issues for both pedestrians and cyclists;
- The lack of suitable active travel infrastructure in many areas;
- That networks are often isolated from one another and lack connectivity; and
- The lack of active travel interchanges with the public transport network.

The benefits of active travel were highlighted, with respondents arguing that walking and cycling should receive more attention, as well as greater prominence at this section of the Plan:

“...there is insufficient focus on walking and wheeling as key parts of the Sustainable Transport Hierarchy. Sustaining national and

regional walking and wheeling delivery programmes is vital to addressing some of the most formidable challenges of our time and can contribute to improving outcomes across diverse spheres of public policy. Walking is the easiest and most cost-effective way to achieve modal shift from private cars to active travel and support more people powered journeys. Pound for pound, investing in walking delivers a high return - £6 for every £1 invested. Walking protects the most vulnerable in society and delivers a lot more for a lot less. Good walking environments mean fewer pedestrian deaths and safer school runs.” (Third Sector Transport Organisation)

A few, however, did stress that active travel was not a suitable option for everyone. In particular, this was not viable for some older or disabled people, for those travelling with dependents, and for trip-chaining journeys where multiple activities are completed within the one trip. Therefore, it was felt this should not be promoted as the main alternative for private car use.

Community Transport and DRT: Several respondents flagged community transport and DRT, and the particular importance of this in rural areas where public transport is not available or commercially viable. They argued that this needed greater consideration and focus within the priorities. However, a few also stressed the need for community transport to be properly supported and appropriately funded. Current difficulties were also highlighted. This included a lack of co-ordination across boundaries, and limited availability of such services, with demand outstripping supply, making this an unreliable option for some at present.

Car Clubs and Shared Vehicles: Several respondents also discussed car clubs as an important element in supporting a just transition. It was argued that car clubs and rideshare schemes should be included within the priorities and actively supported and rolled out more widely.

Motorbikes: Three organisations also stressed the importance of motorbikes as a lower emissions alternative to ICE cars. They advocated for their specific inclusion within the priorities for ‘People and Communities’ (and throughout the Plan more generally).

3.1.4 Demand Management Measures

Some respondents felt that the priorities needed to focus more on disincentive measures designed to inhibit car use. These respondents argued that both the ‘carrot’ and ‘stick’ approach was required, but felt that the current approach focused too much on incentives and rewards.

Respondents who supported demand management wanted to see more disincentive measures being proposed and included within the priorities. Specific suggestions included Low Emission Zones (LEZs); congestion charging or road user charging; strengthening parking legislation; measures to tackle the increased propensity for individuals to buy larger vehicles such as SUVs; reduced speed limits; and reduced spending on the capacity of the road network.

It was argued that such measures were needed in order to make driving more costly and less convenient. It was felt that this would push people towards more sustainable and environmentally friendly alternatives and reduce overall car usage:

“...sustainable travel is made the preferable choice under all circumstances. This can only realistically be achieved by using methods of dissuasion rather than persuasion, such as road pricing at a national level, which if adopted will more strongly discourage private car use, especially single person car use.” (Local Government Organisation)

3.1.5 Actions Needed

Consistent with responses at earlier questions, some respondents again argued that the priorities did not constitute actions. They urged the Scottish Government to set out more specific commitments and detail ‘how’ the priorities would be achieved.

Individuals again felt that the priorities were “too aspirational” and “unachievable”. They also suggested that the draft Plan focused on policy rather than actions.

While organisations were more positive about the content of the Plan, they also wanted to see specific commitments being made. They wanted delivery mechanisms to be outlined, especially in relation to how sustainable transport options would be improved.

3.1.6 Rural Issues

Several respondents discussed rural issues, and in particular the difficulties in moving away from private car use and the lack of availability or unsuitability of alternative travel options. A few were concerned about the ability to provide a ‘just’ transition in such areas. Others advocated the need for alternative approaches to facilitate modal shift. This included the provision of effective public transport, community transport, car clubs, effective and safe active travel links that connect with the public transport network, and park-and-ride facilities.

While respondents acknowledged that the Plan did include coverage of rural and island issues, there was a sense that it did not go far enough. These respondents felt that the Plan did not consider the issues in enough detail or with sufficient nuance. As such, they argued that more targeted focus and interventions were needed:

“The proposed priority actions do not necessarily resonate with the reality many communities experience and, subsequently, underestimate the issues relating to non-urban and rural areas and the difficulty in delivering the change required within this context.” (Public Sector Transport Organisation)

3.1.7 Other Issues

Several organisations (both public and third sector) discussed **funding**. It was noted that the budgets of public and third sector organisations had been cut.

Therefore, it would be increasingly challenging to implement changes and fund local initiatives. As such, funded delivery mechanisms would be needed to achieve a just transition. This would need to include funding and support for public bodies, third sector organisations and community groups; investment in public transport and active travel provision; and incentives and grants to support fleet transition.

In addition, several respondents suggested that there was a need for **new infrastructure**, and investment in infrastructure to support the transition. This included, but was not limited to, infrastructure to support public transport, active travel, and EV charging (and in particular consideration of charging infrastructure for those currently unable to charge vehicles at home).

Several respondents also suggested that there needed to be greater engagement and **communication with the public**. This included specific groups of interest, equality groups, and local communities. Respondents felt this was necessary to ensure that the Plan and priorities reflected experiences, to inform any changes, and to promote the benefits.

A few organisations (both public and private sector) also noted or advocated for **greater partnership working** between the various delivery partners. This was seen as necessary to deliver the required actions and changes. Systems would also need to empower local decision making and facilitate flexibility for localised initiatives and solutions.

Several organisations also felt that the 'People and Communities' section could:

- Be reworked to better outline and address the current barriers and challenges to transition; and
- Explore and include consideration on how to do things differently, in particular making links with planning and the built environment, encouraging 20 minute neighbourhoods, and supporting digital connectivity to reduce the need for travel - although there was caution that local services may not be accessible to, or meet the needs of disabled people.

Finally, a few respondents commented that:

- The priorities were too focused on EVs and needed to be rebalanced to prioritise public transport and/or active travel. It was noted that transitioning to EVs alone would not reduce car use nor reduce emissions quickly enough;
- More focus was needed on flights;
- More focus was needed on leisure based travel (mentioned by organisations);
- The Plan appeared to "penalise" car owners and the better off, which was considered to be unjust and short sighted (mentioned by individuals); and
- There would be a lack of impact on global emissions (mentioned by individuals).

3.2 Engagement Event Feedback

Rather than being asked to comment on the priority actions and any gaps, engagement event participants were asked a more general question about how to reduce emissions from car use in a fair way. While the topics discussed were similar to those above, the different focus of the question needs to be borne in mind.

Q4. How do participants think we should reduce emissions from car use in a way that's fair to everyone?

The key groups that were discussed in relation to ensuring 'fairness' were disabled people, ethnic minority groups, those living in remote and rural areas, and those affected by poverty.

EVs: Cross-cutting issues raised across groups included perceptions that an unfair or unjust transition would be one in which people were 'forced' into choices that they could not afford. This concern was focussed in particular on EVs, which people did not see as affordable or accessible to many. Similarly, existing inequalities in EV charging infrastructure were flagged, including availability, pricing between home and public charging, and a lack of wheelchair accessible charging points. The overall cost of owning and running an EV were noted as prohibitive, including maintenance and insurance costs (which were said to be higher than for ICE vehicles). One group also highlighted unique challenges for older people to transition to EVs. This could include difficulties in understanding new technologies, refuelling, the use of apps to pay for charging, and difficulty changing habitual driving behaviours. It was felt that these issues needed to be addressed and/or that more support was needed for people to transition to EVs.

More targeted comments and suggestions were also made in response to this question across different groups. This included the need to:

- Maximise use of LEZ in cities;
- Make EV cars more reliable by design;
- Better understand and mitigate potential risks to other road users from EVs (e.g. quieter vehicles may increase the risk of collisions with pedestrians and cyclists, particularly people with visual or hearing impairments);
- Explore the economic benefits of installing EVs for businesses as well as potential negative impacts of displacement from town centres; and
- Explore how the transition to EVs would increase demand on the electricity grid and how resilience of the network could be ensured.

Consistent with the views of several written respondents (including the Just Transition Commission), participants in one group were also concerned that improving EV infrastructure, while welcomed, could help to encourage car dependency. This was highlighted as being counter to the overall Plan. This same group noted potential for the transition to EVs to divert attention and use of space away from more sustainable transport and other uses. This could include the loss of

greenspace, space for recreation and play, and public space, which may have both physical and mental health benefits. Public space could also be dominated by EV infrastructure. This was seen as a particular issue if positioned on pavements, potentially obstructing pedestrians. It was stressed that opportunities to realise health, climate and equity co-benefits of the transition may be missed if the transition replaces private ICE vehicles with private EVs, without considering placemaking.

Public Transport: Again, making public transport more accessible and affordable was discussed at several events. Consistent with written comments, a number of problems and necessary improvements were highlighted. Requirements included:

- Better connections for rural communities into central hubs;
- That public transport could be much 'smarter' in meeting travel needs - e.g. more shuttle buses to education, large employers, and retail parks;
- More accountability in the system (e.g. what happens if a bus doesn't turn up, how is reliability incentivised and unreliability disincentivised);
- Recognising that information accessibility is equally as important as physical accessibility; and
- That integrated ticketing would support use of public transport.

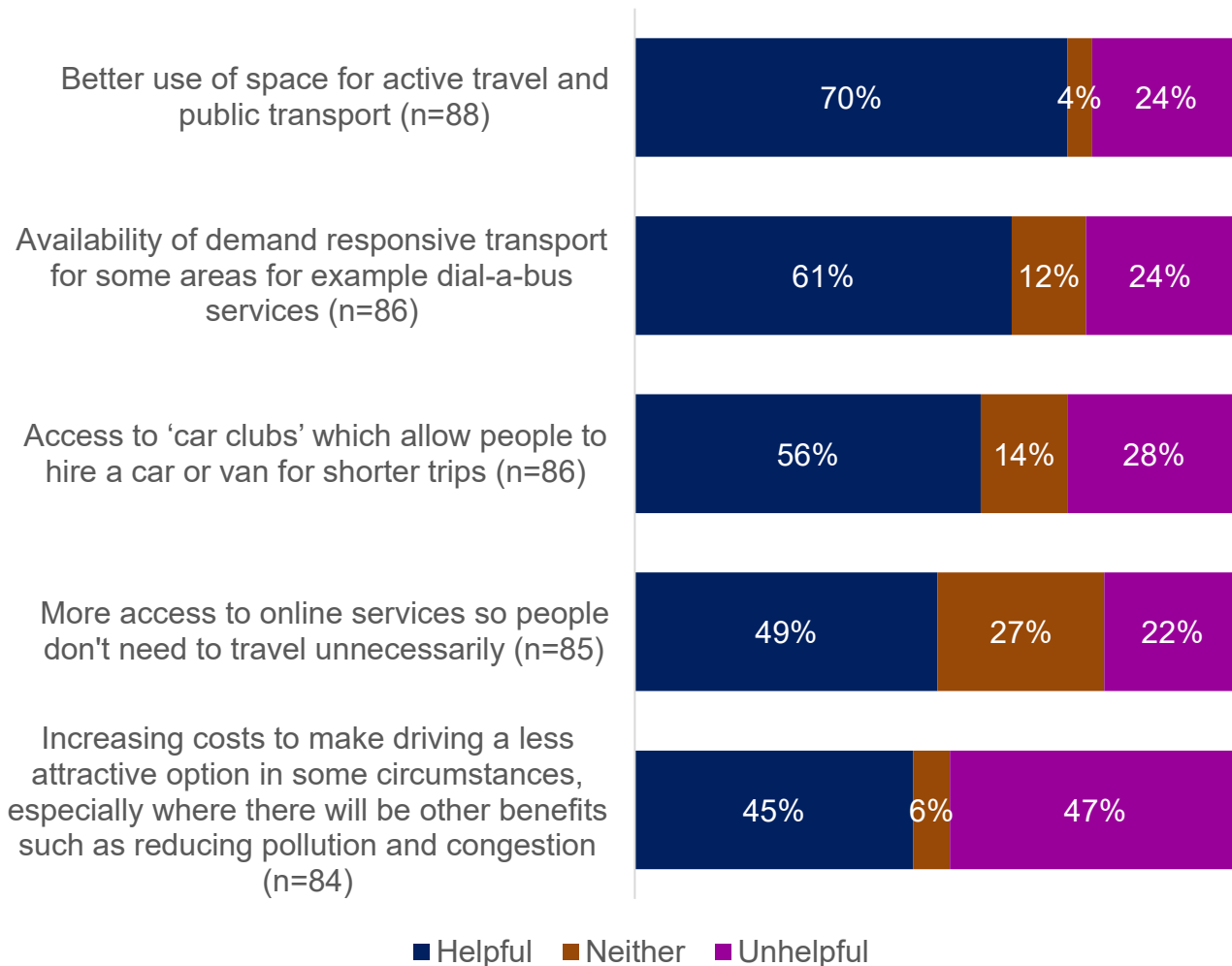
One group felt that a fundamental issue was that public transport is often not a viable alternative to private car use. They noted it often takes longer, there are infrequent services, poor connections, patchy rural coverage, and a lack of early morning or late evening options. Until public transport is fast, reliable, and accessible enough to compete with car travel, participants felt that meaningful change would not occur.

Other Issues: Several groups highlighted that the cost of transport in the islands and in rural areas was much higher, relative to income, than in the rest of Scotland. Similarly, people in rural and island communities were particularly vulnerable to climate-related disruptions to the transport network and this could make plans unfair for those affected.

The safety of both public transport and active travel was also raised across different groups. This included fear of becoming the victim of 'hate crime' which acted as a deterrent to using public transport options for some. Addressing issues of safety was seen as particularly important for those from visible minority groups, as well as those living in isolated areas.

3.3 Reducing Car Use

Q5. Which of the priorities we have set out in the draft Plan do you think would be most helpful for people like you to reduce how often, or how far, they drive in a private car?



Note: additional respondents answered 'don't know' so percentages may not add up to 100 %

The chart shows that 'Better use of space for active travel and public transport' was the most supported statement (70% rated as helpful, n=62; 24% as unhelpful, n=21; and 4% as neither, n=4). The least supported option was 'Increasing costs to make driving a less attractive option in some circumstances, especially where there will be other benefits such as reducing pollution and congestion' (45% rated as helpful, n=38; 47% as unhelpful; n=39; and 6% as neither, n=5).

For the remaining priorities, the chart shows that 'Availability of demand responsive transport for some areas e.g. dial-a-bus' was the second most supported statement (61% rated as helpful, n=52; 24% as unhelpful (n=21); and 12% as neither, n=10). The priority 'Access to car clubs which allow people to hire cars/vans for shorter trips' was rated as helpful by just over half of respondents (56%, n=48), unhelpful by 28% (n=24) and neither by 14% (n=12). Finally, 'More access to online services

so people don't need to travel unnecessarily was rated as helpful by just under half (n=42), as unhelpful by 22% (n=19) and as neither by 27% (n=23).

Respondents were also asked to provide qualitative comments at this question. Some focused on their reasons for supporting or not supporting the proposed options. A few simply outlined what they were already doing to reduce car use. This included the use of public transport, cycling, and utilising online meetings by individuals, and a range of policies and initiatives implemented by organisations.

Nearly half of the individuals who commented provided negative feedback at this question. These respondents either highlighted the existing problems and shortcomings of different modes of sustainable transport (as reasons for continuing car use), or expressed resistance towards the proposal to increase the costs of car use. Organisations were again, more supportive overall, either highlighting which options they supported most, providing discussion of each of the proposed options, and/or offering suggestions and caveats for further consideration.

3.3.1 Providing Attractive Alternatives to Car Use

The provision of realistic alternatives to private car use was considered crucial. In particular, consideration of how accessible these alternatives are was needed, particularly in rural areas and for specific groups of people. This included the need for:

- Better public transport provision;
- A safe active travel network;
- Consideration of e-bikes, improved cycling infrastructure (e.g. cycle storage), bike hire and shared micromobility (SMM) schemes;
- The ability to combine active travel and public transport (such as good links, and better access to take bikes on buses and trains);
- The availability of park-and-ride facilities (which include long-stay parking for those leaving the area to visit other areas using public transport);
- The availability of car clubs, particularly when combined with incentives to convert fleets to EVs;
- Cheap car rental, car sharing and car club access at transport hubs for visitors;
- Allowing motorbikes to access bus lanes and free parking; and
- The provision of DRT where appropriate, particularly for disabled people, in areas without public transport options, and in rural and island locations.

While a few organisations indicated support for the 'better use of space for active travel and public transport', it was also stressed that flexible solutions were needed. These should be targeted to different needs, demographics, locations and situations where they can have the maximum impact. It was felt that a one-size-fits-all approach would be neither appropriate nor successful.

A few organisations also cautioned that unintended consequences would need to be borne in mind. For example, that the introduction of DRT or community transport options could impact on the viability of taxi and private hire companies. Where this was introduced to replace public transport, it could have an adverse impact and increase car trips.

A few other organisations highlighted that changes would be needed in policy and procedures to support travel and transport changes. These changes would need to be implemented quickly. This included changes to the requirements for active travel improvements (such as not being based on accident statistics), and streamlining design and decision processes. In relation to car clubs, it was suggested that the availability of affordable insurance products needed to be addressed as this was currently a major barrier to provision. It was also suggested that public sector support may be needed for car clubs in non-urban and rural areas, and that public charging costs for EVs must also be considered. It was suggested that funding decisions currently appeared to contradict the priorities set out in the Plan, with funding for bus services, DRT and school transport options having been cut. These would need to be addressed if the just transition plan was to be successful.

3.3.2 Digital Connectivity

Although digital connectivity was not discussed by individuals, several organisations commented on this option. Most were supportive of this overall, noting it would bring advantages by both reducing travel and increasing access to vital services for some people. However, some also strongly cautioned against reliance upon this or switching to online only provisions. They stressed that this could encourage further social isolation and the exclusion of vulnerable groups from such services. For example, some older people and disabled people who may be digitally excluded due to a lack of access to technology, connectivity issues, or a lack of confidence. Therefore, it was stressed that programmes and coaching would need to be factored in to improve digital connectivity. However, it was also considered very important that online services did not replace local in-person services. In-person provision would remain essential in maintaining accessibility for all.

3.3.3 Increasing Costs for Car Use

Some respondents supported the proposal to increase costs to make driving less attractive, albeit to differing degrees. Several (typically, but not exclusively individuals and third sector organisations) fully supported the use of disincentives and saw this as key to driving modal shift and the reduction in car journeys. These respondents advocated for the introduction of road user charging, road tolls for CO₂ and NO_x emitting vehicles, and the inclusion of associated costs, such as parking and parking permit fees:

“The lack of disincentives to private car use is a major barrier to modal shift and reducing carbon emissions from transport. These interventions need to be at a local (i.e. reducing car parking spaces, increasing parking charges, enforcement of pavement parking ban), national (i.e. road user charging, expanding Low Emission Zones)

and UK (i.e. higher fuel duty, restrictions on 'autobesity') level.”
(Third Sector Transport Organisation)

A few respondents stressed that, while they were not averse to options which would increase the cost of car based travel, the creation of more accessible alternatives needed to come **before** the introduction of disincentives. Alternatively, both needed to be undertaken together.

Other respondents (consisting of individuals, local government and third sector organisations), supported increasing the cost of private car travel only in certain circumstances. For example, increasing costs in areas where good public transport links exist but not for those in areas poorly served by alternatives to private car use. Indeed, most organisations who commented on this issue were concerned that costs should not be increased for vulnerable groups, where no viable alternative transport options exist, or where this could have a detrimental impact on the local economy due to demand reduction. It was argued that this would require careful consideration before such changes were implemented. Due consideration would need to be given to potential detrimental social or economic impacts as this could exacerbate transport poverty and unfairly impact those with no alternative options.

3.3.4 Against Discouraging Car Use

Many individuals and several organisations (largely but not exclusively third sector organisations) were expressly against increasing the cost of car use and trying to force people out of their cars.

Individuals stressed that car use was essential for certain groups. This included people with disabilities, those in very remote areas, and where public transport and active travel options are inaccessible or impractical. They noted that car use also provided personal safety benefits when travelling at night. These respondents felt that none of the options presented would enable people in these situations to move to an alternative mode.

Similarly, third sector organisations stressed that such an approach would disproportionately and detrimentally impact certain groups. These included older and disabled people, those living in rural areas, those who rely on their cars due to health conditions, those living in areas with a lack of viable alternatives, and where services have been centralised rather than provided at the local level. It was argued that, if such disincentives were introduced, then significant exemptions, support and viable alternatives would be needed to mitigate the impact on vulnerable groups:

“Increasing costs would not encourage older people who rely on their car, particularly if they do so because of rurality, health conditions, caring responsibilities, or work, to use other forms of transport... If car use became even more expensive, it risks becoming unaffordable for those who need to use it most. This would only serve to further isolate some of the most vulnerable older people, increase loneliness, contribute to poor physical and mental health outcomes, cause people to cut back on other essentials to

afford necessary car use, and exacerbate existing inequalities around access to services.” (Other Third Sector Organisation)

Others (largely individuals) were against the proposal to increase the cost of car use as they either considered it generally unrealistic or to be in opposition with the principle of personal choice. One individual also stressed that raising the cost of car use would be counterproductive in promoting the green transition, as this could be hijacked as negative marketing.

One private sector organisation was also against increasing costs of car use due to concerns that this could impact on business delivery and restrict expansion into new areas.

3.3.5 Other Comments

A few respondents felt that all options that had been outlined were sensible and should be implemented in tandem. Similarly, they argued that all means possible should be used to discourage car use.

Beyond the proposed options, a few organisations expressed support for the introduction of behaviour change initiatives. They noted that wider culture change would be required for the desired modal shift and net zero targets to be met. A few also again expressed support for 20 minute neighbourhoods.

3.3.6 Engagement Event Feedback

Engagement events asked the same question in the same way.

Participants (like written consultation respondents) stressed that there was no ‘one size fits all’ approach. It was felt that a clear understanding of the research about what supports behaviour change was needed. In addition, identifying research gaps to be addressed would also be important to inform decision making.

Better use of road space: This was seen as particularly useful for urban communities. Participants in one group pointed out that this would only support low-income groups if it was also accompanied by a ‘just’ public transport system and enhanced public transport infrastructure. Integration between active travel routes and public transport was also flagged as important. Another group discussed the need to reduce parking availability to help achieve this goal. Others simply supported this as a positive option without elaborating why.

Access to online services: This option prompted a variety of different viewpoints. Very different perspectives were expressed depending on the extent to which people could currently access face-to-face services. Issues raised included:

- That this would require broadband to be seen as a basic utility everyone needs;
- Concerns about resilience, i.e. what happens when the internet goes down?;
- Questions about who defines what is ‘necessary’, for whom and how?; and

- Recognising that some online services are positive but there is also a real desire to reverse the shift to online in some spaces.

A few different groups noted issues, including those representing women and asylum seekers. This included that not everyone has access to Wi-Fi or the required IT so work would be needed to tackle digital exclusion. Additionally, it was noted that a greater move to online services could be exclusionary for some, and have mental health impacts (especially for those who already work or study online). As such, retaining a choice between online and in-person services was key.

Demand Responsive Transport: Participants were positive about this option. Some groups shared positive experiences of DRT services, as well as disappointment where such services had been lost. The flexibility of these services was valued, as was their role in supporting older people. Some suggested that broader access to these services would be valuable, rather than a focus on particular groups.

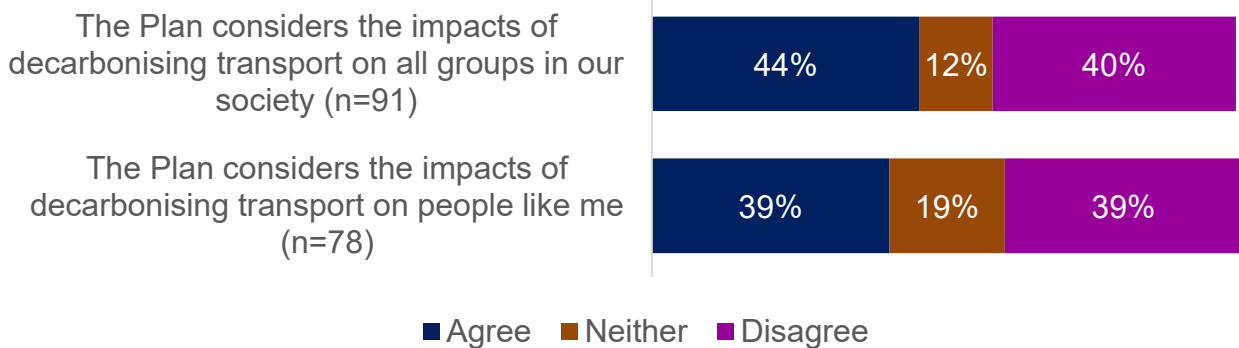
Car clubs: Questions and concerns around the accessibility of car clubs were raised. Participants in some groups had good experiences of car clubs or car sharing schemes. However, there was also a lack of knowledge across the events more generally as to how schemes work and different models available. Some participants in one group were concerned about affordability, and worried about 'borrowing' someone else's car. Some groups simply did not see this as a realistic or viable option for the majority. Others noted that this was not inclusive (e.g. car clubs do not accept disabled drivers, older people, and people without driving licenses). The idea appeared to be welcomed in principle, but was not seen as a standalone solution suitable for all.

Increasing costs to make driving a less attractive option: This option appeared to be less well supported overall among event participants. One group expressed that fees would not be welcomed at a time when everything else was increasing in cost. Participants in some groups were not clear on how this approach would help people on low incomes. They were concerned that it would actively make life more unaffordable for people who may rely on driving out of necessity rather than choice. Questions were also raised around the mechanisms by which costs would be increased e.g. through taxation or use of tolls. In some groups, this option was not welcomed at all and was seen as overly controlling. Potential for this to displace traffic as people try to avoid fees was also raised. Young people also felt that this was unfair for people living in rural areas and who need to use a car. In another group, participants felt that this option may also undermine or negatively impact on people's support for the wider net zero policy.

In more general terms, some participants felt that the options listed were limited. One group suggested that investment to transform the public transport system was conspicuous by its absence. Approaches also needed to be individually and community led (and avoid being urban centric). Overall, a combination of some elements of each of the options presented was seen as necessary to meet different people's and communities' needs.

3.4 Taking Account of All Groups in Society

Q6. Does the draft Plan take all groups in society into account in setting out a vision for a future transport system for people and communities?



Note: additional respondents answered 'don't know' so percentages may not add up to 100 %

Responses to both statements within this question were split with no clear consensus emerging. At the first statement, 'The Plan considers the impacts of decarbonising transport on all groups in our society', 44% (n=40) either agreed or strongly agreed and 40% (n=36) strongly disagreed (12% neither agreed nor disagreed n=11). Similarly, at the second statement, 'The Plan considers the impacts of decarbonising transport on people like me', 39% (n=30) either agreed or strongly agreed while 39% (n=30) strongly disagreed (19% neither agreed nor disagreed, n=15).

Respondents were also invited to provide qualitative feedback at this question.

3.4.1 Rural and Island Locations

While several organisations acknowledged that the Plan provided a focus on rural and island locations, it was felt that the issues facing these communities were not fully addressed. Both organisations and individuals suggested that more detail, nuance and specific consideration of locational issues was needed:

"More explicit focus on the specific challenges faced by remote and island communities would ensure that all groups are adequately considered. Tailoring solutions to the unique needs of these communities is essential for achieving equity in the transport system." (Public Sector Transport Organisation)

Several specific issues related to the experiences of rural areas were highlighted, including that:

- The proportion of household budgets spent on transport are often higher in rural and island areas;
- Car travel is often essential, with public transport either non-existent or involving longer journey times than driving;

- Public transport is often unreliable;
- Towns and villages are not linked to one another by public transport, with routes typically only heading into the nearest urban area; and
- There are often experiences of social isolation and poor access to services.

3.4.2 Disabled People

Again, while a few organisations acknowledged that the Plan did consider people with disabilities, it was felt that it treated them as a largely homogenous group. Instead, they suggested that much greater detail, nuance and focus was required to reflect the different needs and experiences across different travel options. It also needed to outline the impact that changes might have on different groups. In particular, it was highlighted that people with different disabilities, of different severities, the impact of multiple conditions, and the different types of mobility aids required, all impact on travel and transport choices. It was also suggested that the intersectionality of disabled people and other personal characteristics needed to be taken into account.

Respondents again stressed how and why disabled people are often reliant upon car use, and highlighted the lack of accessibility or difficulties they faced in using alternatives. They felt that the Plan did not take account of these issues, or the impact that the proposals would have on disabled people.

A few organisations also flagged concerns not highlighted in the Plan, in relation to safety, particularly of older and disabled people. They noted that the ability to move around public spaces could be compromised as a result of a move to EVs or active travel infrastructure. For example, EVs tended to be quieter and can therefore pose a risk to those relying on auditory cues for safety⁴. Also, the charging infrastructure can limit pavement space and require people to manoeuvre around it, while cables can create trip hazards. Meanwhile, floating bus stops (located beyond cycle lanes) were said to pose a safety hazard for all pedestrians and bus users, but especially for the visually impaired and those with mobility issues.

A few organisations suggested that specific priorities, actions and measures for disabled people (as well as older people and other vulnerable groups) was needed. Further, organisations advocated for co-design approaches to be taken, engaging and involving disabled people and other vulnerable groups, to ensure inclusivity is built into all initiatives and transport design going forward.

3.4.3 Other Groups

The main other group highlighted by respondents (again, both individuals and largely, but not exclusively, third sector organisations) as not being fully taken into account was older people. Comments were largely consistent with those related to disabled people, i.e. the challenges of using public transport and other modes, the lack of consideration of their needs and the impacts on this specific group, and the need to consider intersectionality.

⁴ Although it should be noted that EVs now need to emit a noise at low speeds.

Other groups that were highlighted as not being fully considered included:

- Car users and the impacts of the proposals on them, including those who rely on car use for work, due to age or disability, for transporting dependents, and due to the impracticality of public transport;
- Workers and the issues facing those trying to get to work, particularly in rural areas, those working shifts, those accessing industrial areas, and those required to transport goods or equipment for work;
- Low income households and those experiencing poverty;
- Carers needing to support other people's travel needs and make multiple journeys, often at short notice;
- Parents and consideration of the school run;
- Motorcyclists and PTW users;
- All those living with protected characteristics; and
- Safety concerns for all (not just women and girls).

A few individuals also felt that people with higher financial means were not taken into account, although opposing views were expressed. A few felt that more needed to be included in the Plan to tackle the travel behaviours (and particularly air travel) of those with higher incomes. Meanwhile, others felt that this group was being targeted with disincentives and that the likely impacts were not fully explored or taken into account.

3.4.4 Other Comments

Several organisations stressed the need for greater nuance within the Plan, priorities and actions needed to deliver a just transition. As noted above, this included providing greater nuance related to the needs and impacts on different groups. It was also suggested that the gaps (discussed at Q1 and Q4) would have implications for the different groups that would need to be considered. Again, it was stressed that different approaches and interventions, as well as monitoring methods would be needed at a local level. Therefore, the Plan (and any subsequent funding) needed to support such flexibility.

3.5 Additional Accessibility Considerations

Q7. Is there anything else you would like to see in the draft Plan for people who are more likely to face challenges accessing affordable, convenient and safe travel options?

This question sought free text feedback only - no closed question element was included. Overall, 69 respondents provided substantive feedback, including 27 individuals and 42 organisations. Despite the question focusing on additional elements that should be added to the Plan for people more likely to face challenges in accessing transport options, many respondents provided broader feedback. This often identified other things which respondents felt could be added to, or addressed by, the Plan. Suggestions for additional considerations and mechanisms needed for

the overall success of the Plan were also outlined. This broader interpretation made the identification of themes and recurring topics difficult as responses covered a very wide range of issues with little consistency.

Respondents largely focused their answers on topics already covered above. This included highlighting the need for improved public transport options; improvements to active travel provision; the provision of support for DRT and community transport options; and more thought being needed in relation to specific population groups and geographic areas. A few organisations reiterated the need to develop effective partnerships; to acknowledge that actions outwith the transport sector would be needed; for a fully costed and funded delivery plan to be provided; to consider shift workers; promote motorcycling; and to fully consider and tackle safety concerns. Among a few individuals, there was again a resistance towards either reducing car usage or net zero policy generally.

3.5.1 Feedback from Individuals

Only a few new elements were identified by more than one individual, as outlined below. However, most were only discussed by two or three respondents each:

- More maintenance and upgrading of the road infrastructure to improve safety;
- Consider the role of taxis and private hire to support private car use, including providing discounted taxi fares for older and disabled people;
- Improved behaviour and safety on public transport and active travel routes, as well as at stops and stations;
- Focus on increasing the charging network and providing standardisation in structures, apps and costs, which should be comparable with home charging rates to ensure equality; and
- A desire for data to confirm the climate emergency and expected impact of the proposals.

3.5.2 Feedback from Organisations

Only one topic was discussed by organisations with any frequency. This was the need to undertake consultation, meaningful engagement, and co-design. In particular, there was a need to target specific groups in order to understand needs, to ensure solutions are suitable, and to encourage change. These groups included older people, disabled people and other vulnerable groups, those on low incomes, those in different geographic and urban/rural/island areas, residents and businesses.

Very few other new issues were discussed by organisations. A few suggested greater focus on affordable transport options for low income households, in areas of multiple deprivation, in rural areas and in the planning of large scale residential or mixed use developments. A few others felt that the Plan should consider transport's role in access to healthcare.

3.6 Making Public Transport More Accessible

Engagement event participants were not asked what they would like to see in the draft Plan for people who are more likely to face challenges accessing affordable, convenient and safe travel options. Rather they were asked more specifically, what could be done to make public transport more accessible.

Q7. What else should be done to make public transport more accessible to people? (more available, affordable, safer, easier to use)

Across events, the main issues raised were very similar and were all linked to “ensuring the basics” were covered in relation to public transport. The following elements were considered as being optimal:

- Accessibility (including for those with protected characteristics);
- Frequency (including regular service in both rural and urban areas and running services later at night and more often during off peak hours);
- Availability (including better intercity connections and more direct routes);
- Reliability (again, in both urban and rural areas, and consequences for lateness);
- Affordability (including stability in fares; consistency in ticket prices in different areas; more options for free or subsidised travel; and removal of cost barriers);
- Accept a variety of payment methods (e.g. cash, card and online);
- Connectivity and integration between different services and different modes;
- Facilities and cleanliness (both on board and at transport hubs);
- Safety (especially on board and at interchanges, including adequate staffing); and
- Provision of more and better information on the public transport system.

Across different groups, in addition to the “basics” above, very specific additional suggestions were also made for:

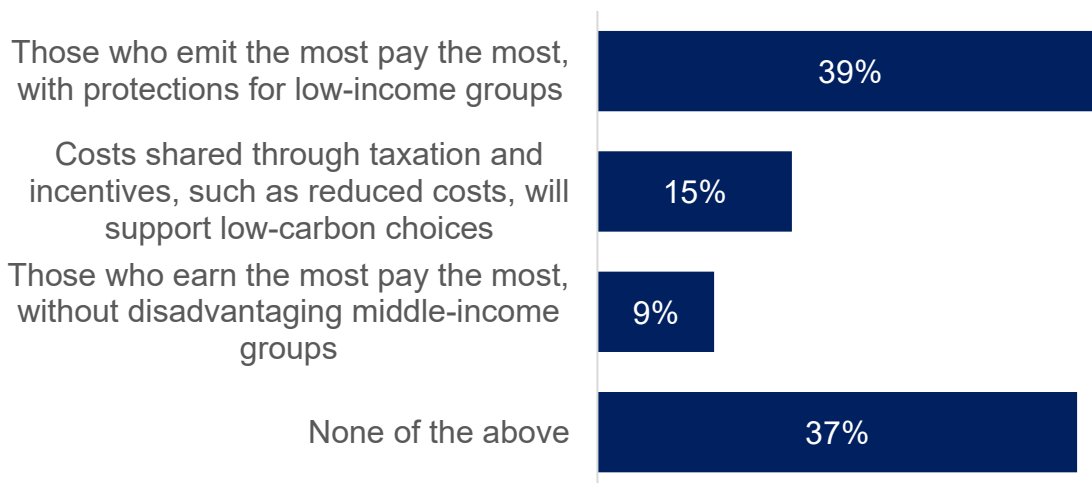
- Clearer and more modern interchanges and bus stops (with shelters and digital displays);
- More spaces for wheelchairs on public transport;
- The use of smaller vehicles on rural routes where large buses may not be used to capacity;
- Specific employer transport-to-work schemes;
- Better bike and bus integration, including allowing bikes on buses;
- Promoting buses (and shared cars) for commutes;
- Establishing convenient, low-cost high-speed rail connections to major cities;

- Making bus drivers more welcoming as well as encouraging more diversity in the driver workforce; and
- Bringing transport back into public hands to improve accountability, reduce costs, and expand access.

Unlike one individual who submitted a written response calling for the under 22s free bus travel to be scrapped, young people who were consulted gave unanimously positive feedback on the under 22s free bus pass. Indeed, there were calls for it to be expanded to cover travel by train, tram and ferry, as well as to offer discounts for flights. Young people also supported expanding the scheme to all young people under the age of 26.

3.7 Guiding Principles

Q8. Which of the following principles do you think should be the most important to guide the development of a fair system of payment, to deliver a just transition to net zero in Scotland?



Base: n=87

Of those who answered the question, over a third (39%, n=34) supported the option that ‘Those who emit the most pay the most, with protections for low-income groups’. However, similar numbers did not support any of the options (37%, n=32). Only small numbers chose the remaining answer options, 15% (n=13) answered ‘Costs shared through taxation and incentives, such as reduced costs, will support low-carbon choices’ and 9% (n=8) that ‘Those who earn the most pay the most, without disadvantaging middle-income groups’.

3.7.1 Those Who Emit the Most Pay the Most

Overall, 21 respondents provided further feedback on this option.

Several agreed explicitly with the ‘polluter pays’ principle. Meanwhile, others outlined their agreement with the concept more generally, and argued that this would be the fairest approach:

“To get the change needed to tackle emissions, actions should be focused on those causing the most pollution.” (Individual)

A few respondents specifically advocated for the protection of low-income households in order to avoid disproportionately impacting vulnerable groups. However, a few others suggested that there may not need to be protections for low or middle-income groups, or those in rural areas, as they should also be encouraged to reduce their emissions.

A few respondents indicated that they supported both polluters and high earners paying the most. This was largely because high earners tend to also be the highest polluters.

The Just Transition Commission response also considered this approach to paying for the transition. They suggested that a weakness in the draft Plan was that it did not set out how this would be achieved, or how existing carbon inequality informed the overall strategic approach. It was felt that a stronger definition of transport poverty was needed, along with consideration of how to address this and how to close the gap between those at the top and bottom of the scale.

3.7.2 Cost Shared Through Taxation and Incentives

Only nine respondents provided further comments about sharing costs via taxation and incentives.

Most of those who commented expressed general support for this option. Some considered it to be the most appropriate or palatable option. Others outlined suggestions for the types of incentives (or disincentives for car use) they thought would be helpful. These included incentives to switch to EVs or other low-carbon alternatives; a reward or loyalty scheme for public transport use; moving the public transport network into public ownership to ensure profits are reinvested into services; reduced parking supply; increased parking costs; workplace parking levies; and road user charging.

A few third sector organisations provided more reticent support, however. One felt that none of the options presented were desirable, but that taxation and incentives was the least objectionable. Another caveated their support by stressing that protections would be required for those on low and modest incomes, vulnerable groups, and those with higher costs of living.

3.7.3 Those Who Earn the Most Pay the Most

Only three respondents provided further comments on this option. Two were concerned about raising costs where public transport options are not suitable, while one suggested that a combination of income-based payments and incentives to encourage sustainable transport choices would be most effective.

3.7.4 None of the Above

Overall, 30 respondents provided further comments about why none of the options were appropriate.

Again, some respondents were concerned about negative impacts on those beyond low-income groups. This included disabled people, older people, those in rural areas, those with caring responsibilities, those with health issues, and those that have no other choice than to use their car. It was felt that the options presented did not address their needs and could unfairly impact them. Individuals noted that the cost of EVs was often beyond the means of many people, and therefore any incentives to support moving to such vehicle types would only support the better off (a view supported by the Just Transition Commission). It was also considered unrealistic to expect large scale modal shift towards active travel and public transport, as people were reliant upon their cars.

A few also identified potential unintended consequences and negative issues associated with the promotion of EVs. The size and weight of many EVs was seen as a negative issue, with respondents suggesting these should not be promoted as positive alternatives. In addition, safety concerns were highlighted, including the quieter operation of EVs being a risk to other road users, and the increased risk of fires from e-battery vehicles⁵.

A few respondents highlighted the problems and shortcomings with each of the options offered. This included that higher income households are likely to be a smaller percentage of the population to target, they are more likely to already have more modern and lower emission vehicles, or they may still face transport poverty or be in situations where alternatives to car use are not available. Paying to emit, taxation and incentives could also have unintended consequences. For example, taxing those who are unable to afford newer and cleaner vehicles, incentives only being accessible to the better off, and paying to emit only be a deterrent where it risks pushing households into poverty whilst allowing the better off to pay to continue as before.

A few organisations noted that they supported more than one option, which they thought could be used in combination. Others suggested introducing road user pricing as a funding mechanism.

Again, a few individuals were sceptical about the need for climate change action, or the overall impact that Scotland alone could have as a result of any net zero measures. Others were against tax increases, restrictions on choice and car use, or felt the changes and options to finance them were impractical.

3.7.5 Viable Alternatives Required

Regardless of the option chosen, some respondents again stressed that viable alternatives to private car use needed to be available to encourage and facilitate modal shift. This would require improvements to public transport and active travel options, addressing the lack of alternative options in rural areas, and ensuring services are available locally. Otherwise, it was felt that people would still not be able to switch away from cars:

⁵ It should be noted, however, that EVs now need to emit a noise at low speeds and many studies have found ICE vehicles are more prone to fires than EVs.

“It is those that drive the most (individuals and businesses) that will be asked to change their habits the most. This will require considering what mechanisms can discourage car use, but this can only be done where there are reasonable and effective alternatives to the car that cater for the range of a household needs.” (Public Sector Transport Organisation)

3.8 How to Make Things Greener and Fairer

Again, rather than asking engagement event participants about the fairest payment system model to deliver a just transition, the question was reworded resulting in a slightly different focus and potentially different interpretation.

Q8. Which of the following ideas do you think would make things greener and fairer? 1. Those who pollute the most pay the most; 2. Those who earn the most pay the most; 3. We could all share the cost - e.g. through taxes (and rewards for using greener forms of transport); and 4. None of the above

General views were expressed that options needed to be progressive and affordable in order to support a just transition. There was also recognition that investing in areas such as active travel would hopefully reduce costs in other areas, such as health. Similarly, investing in certain transport infrastructure may generate new income to support economic growth.

Comments were also made that the current options focused only on the individual and placed responsibility on them to change their behaviour. Meanwhile, it appeared that businesses (some of whom are big polluters) can continue to do what they want.

Feedback in relation to specific options are outlined below.

Those who pollute the most pay the most: There were mixed views across sessions depending on the profile of participants. In general terms, event participants were supportive of this principle when applied to organisations, corporations and businesses (acknowledging that those in industry emit the most). However, they were less supportive or unsure about its relevance to individuals and households.

For individuals, the principle of the ‘polluter pays’ was seen as too simple. This was especially true in relation to minority groups (including disabled people) and those in low-income households, who rely on ICE cars through necessity. It was felt that there was an inherent ‘presumption of choice’ with this approach which would not reflect reality for many individuals. Others were more supportive of the idea that people should pay more for driving ICE vehicles, but this was not unanimous. Some felt that wealthier individuals who could afford EVs and could afford to fly should pay a bit more. However, others felt that caveats may need to be applied when considering rural communities and where choices were constrained. The main sense to emerge was that those who pollute through choice should pay, whereas those who do so out of necessity should not.

Those who earn the most pay the most: On the whole, participants were not positive about this option, perceiving it as too simplistic and potentially unfair. Groups felt that emissions should be directly rather than indirectly targeted. They also suggested that calculations should include a combination of income and emissions (rather than earnings alone). Again, a more tailored approach that factored in individual circumstances was urged. For example, those who earn the most and have good access to alternatives without reasonable excuses to make the shift were most culpable.

Again, the importance of targeting corporations and businesses rather than individuals was raised, as well as the need to frame this in terms of benefits not costs.

We could all share the cost: Some participants responded positively to the idea of collective responsibility, whereas others felt that options which targeted behaviour were more appropriate. There was interest in the idea of 'rewards for using greener forms of transport'. However, some groups felt unable to comment without more detail on what this would mean in practice, and there was scepticism about what this would look like at scale. Young people in particular appeared to welcome sharing of costs, as long as there was protection for low-income groups.

Overall, participants felt that the framing of options primarily around increasing costs and creating disincentives meant there was not enough of an emphasis on incentives and positively changing behaviour. It was identified that narrative and framing would be key so as not to appear punitive. In particular, they felt it would need to be clear and explicit how any increased costs were being used to invest in alternatives. Across different groups, participants were not clear on what any revenue raised from car use would be used for.

Crucially, many felt that none of the options were 'greener and fairer' unless people were provided with meaningful alternative options and choices. Ensuring a reliable and affordable public transport system was again seen as a key requirement.

Again, as with written consultation responses, a range of other possibilities were also raised in relation to generating money. Suggestions included: use of subsidiarity models; workplace parking levies; private businesses providing their own transport services; increased taxation on private planes; wider taxation (e.g. tourist taxes); and encouraging modal shift.

4. Workers

4.1 Priority Actions

Q9. Are there any gaps in our priority actions to support workers in the transition of the transport sector?

Over half (57.5%, n=49) of those who answered this question indicated that there were gaps in the priority actions to support workers in the transition of the transport sector.

Respondents were also asked to provide qualitative feedback at this question, with 64 providing substantive comments.

While the question had asked respondents to say whether their answer related to all workers or transport workers, only nine respondents made this clear. Six respondents had focused on all workers, two focused on transport workers, and three focused on other workers not in the transport sector.

While individuals provided a diverse range of feedback, there were very few common issues or topics. The only issue mentioned by more than one individual was a sense that workers in the transport industry may, in certain cases, need additional training and support. It was generally felt that for many, the transition would be reasonably natural and seamless, e.g. for drivers, where skills would be fully transferrable. Meanwhile, others may require training and upskilling, however, it was suggested that this should again happen naturally, with companies providing the training required for existing and new staff:

“For drivers, skills are fully transferable from fossil fuel vehicles to EVs. The situation may be different for mechanics and those in the supply chains. For them a just transition will be important.”
(Individual)

Responses from organisations were generally positive and sought to ensure that all issues would be considered for a just transition. Three broad topics were discussed by organisations, including:

- Workforce supply, recruitment, training and retention;
- Areas for government support and responsibility; and
- Commuting and workplace interventions.

4.1.1 Workforce Supply, Recruitment, Training and Retention

A few organisations felt that the Plan and priorities captured the challenges facing the transport sector and workforce, and that it highlighted the need for a focus on skills, recruitment, training and retention of staff. Others, however, saw these as key issues without commenting on whether these were adequately reflected in the draft Plan or not. These respondents suggested that a key focus needed to be addressing any knowledge and skills gaps, the provision of education and training,

and supporting or developing strategies for recruitment, retraining, upskilling, redeployment, and retention of staff:

“Most support measures are tailored to transport-specific roles (e.g. bus drivers, logistics workers, engineers). Workers in adjacent sectors (e.g. vehicle manufacturing, fuel supply, or digital tech) may benefit from equally clearly defined support pathways. In a similar vein, whilst training is a focus, more detailed, sector-specific retraining strategies, especially for those in carbon-intensive transport roles, would be beneficial.” (Private Sector Transport Organisation)

One organisation also stressed the need to ensure that coverage in this respect extended to volunteers in the community transport sector.

While it was acknowledged that the net zero policy and transport transition represented an opportunity for growth and job creation, several discussed current problems with the supply of transport workers. It was felt there was already a shortage of workers, especially in certain sectors. This included bus and train drivers, taxi drivers, and drivers for DRT and community transport. Challenges to recruitment and retention were said to involve a range of factors. This included pay and conditions, the high cost of living, housing shortages, and declining populations in particular areas. Any expansion of the public transport system would therefore need to tackle this problem as well as the wider connected issues.

While individuals had felt that much of the skills transfer and retraining would be reasonably straightforward, there were concerns among organisations that this would not be the case. Organisations specifically stressed that replacing jobs in the fossil fuel industry with roles in the renewables sector would not be seamless. Skills were not directly transferrable and so staff would require additional training or retraining. Organisations were also concerned that some workers could be left behind in this process, for example, older workers, disabled workers, and those not local to education and training opportunities. Similarly, there were concerns over the potential exclusion of young people due to them having fewer skills and lower levels of training and experience.

It was felt that opportunities for jobs and training were needed across Scotland, and should not only be concentrated in areas with good public transport links as this could exclude large sections of the population. Rather, rural colleges and local training opportunities were also needed. In addition, targeted training opportunities were said to be required in specific areas and sectors in order to equip the local population and to fill particular skills gaps.

A few (including the Just Transition Commission) felt that consideration of the impact of technological advances was needed in the Plan and priorities. This included AI, virtual reality, the digitisation of travel information, digital twinning, Geographic Information Systems (GIS), automation, and driverless vehicles. It was felt that the transport workforce would need to become skilled in these technologies and that long term skills and workforce planning needed to take account of this. Even where some technological advancements were not considered as having an

immediate impact (such as driverless vehicles), it was noted that the target date of 2045 meant these issues could become more relevant over time. A few stressed that the negative impact on workers of these new technologies also needed to be considered, such as job losses and the need to interact with increasing automation of roles/decisions.

Several organisations also discussed the need for greater diversity, equality and inclusion (DEI) in the transport workforce. This was relevant to recruitment, staff retention, and career progression. In particular, organisations were keen to see targeted and tailored interventions for disabled workers, women, older workers, ethnic minorities, and other underrepresented groups:

“We know numerous roles exist that would suit disabled workers, including within control centres, management, planning and decision making. The Just Transition Plan for Transport would be an ideal opportunity to put in place an action plan to increase the number of disabled employees throughout the sector at all levels, and resource the supports needed to ensure retention and progression of disabled workers.” (Other Third Sector Organisation)

In relation to staff retention, a few organisations also flagged the importance of staff in delivering safe services (perceived or actual). Staff on-board services and at stops/stations were one of the key aspects to impact on safety of the public transport network. Therefore, respondents advocated for the retention of staff rather than efficiency and cost saving measures which result in the removal of staff. Similarly, ensuring safe work environments was also key for transport workers, and was seen as important to both recruitment and retention.

4.1.2 Government Responsibility

Several organisations stressed that employers and businesses would require funding and support in order to deliver the just transition. It was said that this would include investment and funding for skills development, and would require input from a range of support sources, such as local authorities, Business Gateway, and Scottish Enterprise. Similarly, respondents highlighted that many of these public sector organisations and other support services would also require funding and support, which should be considered within this section of the Plan.

Respondents also argued that continued engagement would be needed with businesses and employers to understand ongoing needs in terms of skills and resources. Similarly, collaboration and partnership working among all relevant stakeholders would also be required to ensure businesses can attract and retain staff and deliver on net zero ambitions. Two organisations also stressed the need for active involvement of workers and unions in all engagement and transition activities, and advocated for a worker-led transition.

A few organisations (including the Just Transition Commission) suggested that greater detail was needed in the Plan regarding the information and support that would be available to help people transition between roles. For example, one queried whether information would be available on different training programmes

and funding or financial support. Another sought information on which types of jobs were likely to be able to transition into equivalent roles in the net zero structure, and which jobs were likely to disappear or be replaced by new jobs that would be filled by different workers. Similarly, the Just Transition Commission suggested that the Plan should be clear about where job losses are expected, as well as any mitigation measures to minimise disruption and support that will be available to help people.

It was stressed that a sustained strategic effort would be required to achieve both net zero ambitions and a just transition. New jobs would not only need to be available and accessible, but also attractive to the workforce.

4.1.3 Commuting and Workplace Interventions

A few respondents (including organisations and individuals) felt greater clarity and focus was needed in this section of the Plan. Specifically, it was suggested that it was unclear whether this section intended to focus only on workers within the transport sector, or whether it included all workers who rely on transport to commute or conduct their jobs.

Further, it was suggested that more needed to be included in the priorities to support commuters to make more sustainable and greener travel choices. In particular, a few felt that support for motorcycling and PTWs would be advantageous here.

A few respondents also identified a range of employer/workplace based interventions that could be supported and encouraged, including:

- Flexible working hours;
- Working from home;
- Workplace based car clubs and car share schemes, bike share and bike libraries;
- EV charging schemes for employees;
- Salary sacrifice schemes and loans to purchase travel hardware and equipment, such as mopeds, e-bikes and bikes; and
- Provision of work based transport, particularly for shift and night shift workers.

In addition, respondents again advocated for wider improvements and interventions that would support commuters. This included improvement to the public transport network; the provision of facilities and infrastructure, such as lockers and secure parking in towns, cities and transport hubs; and better integration of active travel and public transport, including the ability to carry bikes/e-bikes on-board.

4.1.4 Engagement Event Feedback

Rather than being asked about the priority actions and gaps for transport workers, engagement event participants were asked more specifically about whether they would be interested in working in the transport sector and what might help encourage or support them to do so.

Q9. Now that we have identified the jobs that need to be developed, do you think that you would be interested in these types of jobs? What would make you interested in this kind of work? What support would you need to get into a career in this industry?

Responses among engagement event participants were very mixed where this question was discussed.

The main aspects considered appealing or helpful by several different groups (representing a range of demographics), included:

- Awareness raising about employment and career opportunities, with a need for targeted promotion for different demographic groups;
- Good and fair pay, along with job and financial security;
- Career development opportunities;
- Access to training and apprenticeships, as well as funding for these opportunities;
- Entry level positions and trial periods; and
- Improved access to flexible childcare.

Suggestions were also made to potentially attract specific demographics to the sector. To attract women, it was suggested that it would be important to encourage girls into STEM subjects, and to address safety concerns and the provision of women's facilities. To attract asylum seekers and 'New Scots', training may need to include language related support, and barriers related to the work visa system needed to be removed. Additional factors that would be helpful in attracting young people, included better role models, the provision of free travel, better working hours, and a guaranteed job at the end of any training.

It was also suggested that the transport sector needed to tackle workplace cultures and provide a more inclusive environment. In particular, there were perceptions of transport being a male dominated industry, which could discouraged many from joining the industry.

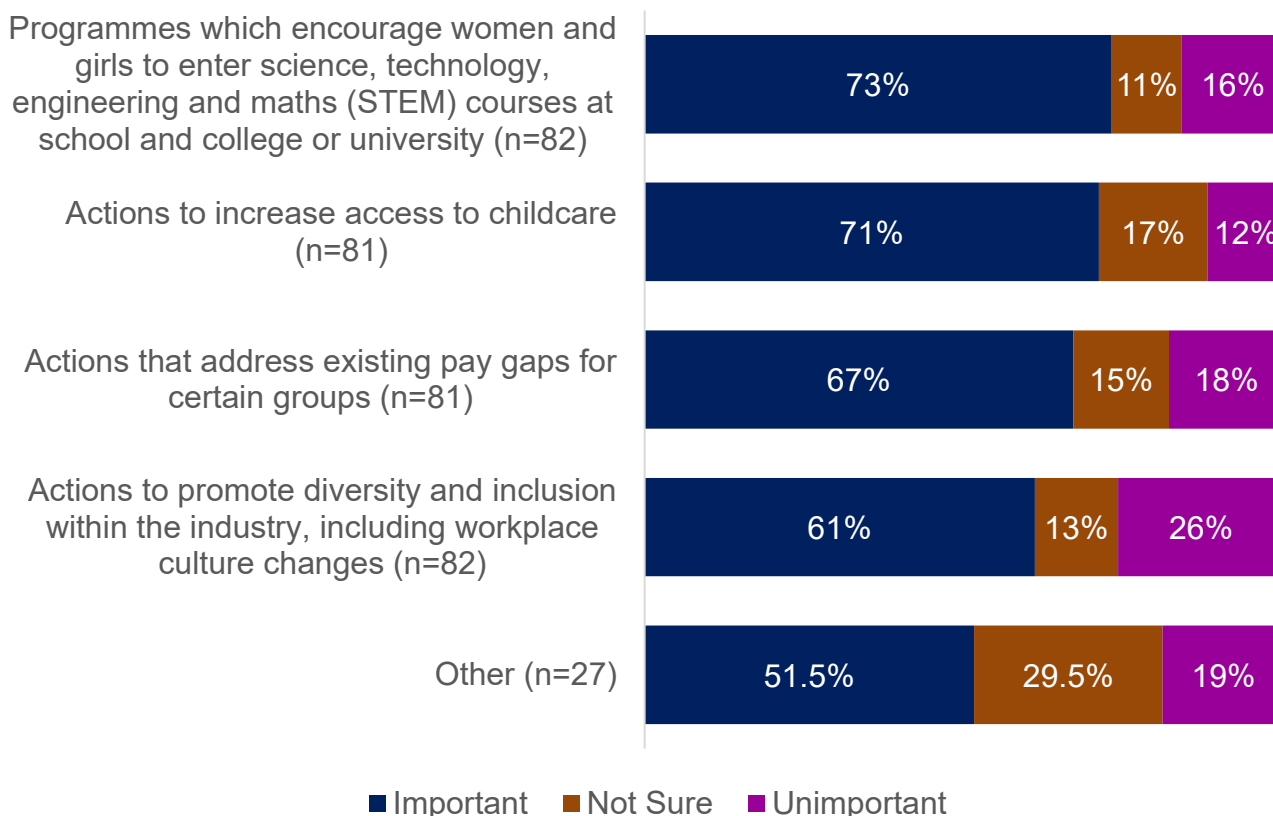
In more general terms, participants suggested that focusing on areas that currently had workforce shortages could help prioritisation (e.g. shortages in bus and freight drivers).

While not answering the set question directly, one group also provided more general observations regarding working conditions in the transport industry, which could be off-putting to potential new recruits. Participants detailed concerns about long, antisocial hours, high workloads, outdated equipment, and physically demanding tasks. Several highlighted stress linked to unpredictable rosters, chronic fatigue, and poor health impacts. A recurring theme was the strain placed on workers by unrealistic timetables, short turnaround times, and insufficient staffing - issues particularly prevalent in rail and road transport. Concerns also extended to

other sectors including ferries, with reports of long-term wage suppression, ageing fleets, and the displacement of Scottish seafarers by lower-paid overseas labour.

4.2 Making Transport Jobs More Attractive

Q10. How important are the following actions to make transport jobs more attractive to people who are not as likely to work in the sector, such as women and younger people?



High levels of support were expressed for each of these options. For example, as shown in the chart, all four of the main options received high levels of support with 73% (n=60); 71% (n=58); 67% (n=54); and 61% (n=50) all rating these options as important. Of those who chose the ‘Other’ option, just over half felt additional actions would be important (n=14).

For the first three options the figures for those rating these as unimportant or indicating they were unsure were low: ‘Programmes which encourage women and girls to enter science, technology, engineering and mathematics (STEM) at school, college or university’ (unimportant – 16%, n=13; not sure – 11%); ‘Actions to increase access to childcare’ (unimportant – 12%, n=10; not sure – 17%, n=14) and ‘Actions that address existing pay gaps for certain groups’ (unimportant – 18%; not sure – 15%). However figures for the remaining proposals were slightly higher: ‘Actions to promote diversity and inclusion within the industry, including workplace culture changes’ (unimportant, 26%, n=21; not sure – 13%, n=71) and ‘Other’ (unimportant – 19%, n=5; 29.5% not sure, n=8). Several organisations noted that all proposals were important and necessary:

“[Organisation name] believes that all the actions outlined are important steps toward making transport careers more attractive to underrepresented groups, including women and young people. We recognise that achieving this will require a multifaceted approach, addressing education, financial barriers, and cultural perceptions, so that transport roles are not only accessible but also appealing to a broader and more diverse pool of people.” (Other Private Sector Organisation)

While respondents were also asked to detail the ‘other’ actions which they thought might make transport jobs more attractive, many elaborated on the other four proposals. Overall, 46 respondents provided comments at this question.

4.2.1 Education and Awareness Raising

Organisations that discussed the proposal to encourage women and girls into STEM subjects at school, college and university were generally supportive of this:

“We strongly support initiatives that encourage early engagement in STEM. Given the technical nature of many transport careers, these programmes can play a critical role in addressing gender disparities by helping to overcome ingrained stereotypes and equipping young women with the necessary skills and confidence to pursue opportunities in the sector. We recommend these efforts include mentorship schemes, work placements, and visible female role models from within the sector.” (Private Sector Transport Organisation)

A few individuals, however, also stressed the need not to overlook boys. Rather they felt that being provided with a good education, careers advice, and an awareness of options was important for all young people.

It was also suggested that a range of related aspects were needed more generally, and not just for women and girls or at an education level. In particular, greater awareness raising of the transport sector as a career option; promotion of what roles are available; and information, funding and support around the routes into the sector was required more widely. Respondents advocated for working with schools as well as wider employability services to raise the profile of the sector, to market jobs to the next generation of workers, and to attract those who may face barriers to employment. It was felt that clear progression pathways needed to be highlighted, and that public-facing campaigns were needed to challenge stereotypes and promote diverse role-models.

In addition to STEM subjects, the role of apprenticeships was also stressed by a few respondents. This was seen as a valuable option to attract people into the transport sector. However, one organisation advocated for reforms to the way this is operated and funded in Scotland. They suggested this should be more comparable with the English system, which would make it more attractive for Scottish employers.

4.2.2 Inclusive Practices and Culture Change

Several organisations advocated for accessible and inclusive workplace practices within the transport sector:

“Creating an inclusive and equitable work environment can attract a diverse workforce and ensure that all individuals have equal opportunities in the transport sector.” (Public Sector Transport Organisation)

Organisations were keen to see support which would encourage the recruitment of women, young people, disabled people, those from ethnic minorities, and other underrepresented groups. While respondents did not assign a hierarchy in terms of which groups should be prioritised, more detail was, however, provided in relation to women. It was stressed that changes were needed to allow women to sustain long-term careers in transport. This included changes to pregnancy and maternity leave, and to balance work and caring responsibilities. Similarly, recruiting and retaining young people was another area of interest for organisations. It was noted that transport workers, particularly in certain sectors (such as volunteers in community transport), were often older. Recruitment and retention was important but challenging, particularly in areas outwith the Central Belt or in rural areas with declining populations.

Organisations suggested more wholesale structural and cultural changes were required across the transport sector. This was considered necessary both in relation to recruitment practices and in the workplace environment to ensure retention of a diverse workforce. It was suggested that inclusive workplace practices and cultures needed to be developed. This included management accountability, inclusive recruitment, training on unconscious bias, the development of appropriate policies and robust monitoring and reporting practices.

4.2.3 Pay and Conditions

Addressing pay gaps was discussed by a few organisations, who stressed the importance of tackling the issue. It was felt that transparent pay structures and regular audits could be helpful and might make the sector more attractive to underrepresented groups.

It was also noted, however, that pay and conditions generally (rather than necessarily pay gaps) was an issue in recruiting and retaining workers in certain areas:

“...pay and conditions for bus drivers has been a challenge to retaining drivers and ensuring a strong pipeline of new workers into the industry.” (Cross-Sector Organisation)

The need for improvements to terms and conditions (as a separate issue to pay) was also discussed by organisations (including the Just Transition Commission) with some frequency. The specifics of this varied by sector, but suggestions included improved welfare and facilities for long distance transport workers; addressing the disparity between public and private sector employees; tackling the

unsocial and inflexible nature of certain roles; modernising the sector and working practices; providing career progression; being able to work from home; and the availability of flexible working.

4.2.4 Childcare and Flexible Working

A few organisations discussed the provision of childcare. It was felt that this was crucial to support women (in particular) into, and to return to, transport jobs. It was highlighted that the provision of childcare was challenging where roles involved shift work, night shifts, and other non-traditional hours. However, this issue was also of particular relevance and importance for such roles, as current childcare provision does not generally accommodate these types of working patterns:

“Access to affordable and flexible childcare is a key enabler for many, particularly women with young children, to enter or remain in employment. This is especially relevant in transport roles that involve shift work or non-traditional hours. Supporting childcare provision or introducing flexible working policies can significantly improve workforce participation.” (Private Sector Transport Organisation)

It was also stressed, however, that promoting flexible working was equally important. Similarly, it would be important to address the nature of certain shifts, particularly those considered to be overly long or involve overnight working. It was noted that these were prohibitive for those with caring responsibilities (and disproportionately women).

4.2.5 Against the Proposals

Several individuals outlined resistance towards the proposals. Again, a few were sceptical about the realities of the climate emergency and felt that public money could be better used elsewhere. Others were unconvinced about why focusing on the diversity of the transport sector was relevant to decarbonising transport.

A few individuals were also opposed to a focus on DEI in the workplace generally, the use of positive discrimination, or trying to force people into specific sectors. Rather they supported equal opportunities and allowing people to choose their own career paths:

“I do not believe children should be pressured to work towards a career path which they do not wish to choose. Opportunities should be open, depending on ability and achievement, to all children. Employment should be based on ability, not biased against any group on colour, creed, gender or any other irrelevant characteristic. To bias in favour of one group is to bias equally against another group, so is intrinsically wrong.” (Individual)

It should be noted that no organisations expressed resistance to DEI principles.

4.2.6 Engagement Event Feedback

While engagement event participants were asked an almost identical question, the order of the wording potentially placed stronger emphasis and focus on young people, women and New Scots compared to the main consultation document.

Q10. How important are the following actions to make transport jobs more attractive to young people, women and New Scots (groups that are currently not as likely to work in transport jobs)?

There was mixed feedback across different events depending on the profile of participants, with no clear messages emerging.

Programmes which encourage women and girls to enter STEM courses at school and college or university: Feedback included that seeing women doing these jobs helps to promote STEM jobs as women's jobs. Action on this from primary school upwards, was encouraged. It was also felt that future technologies and the creation of new roles in the transport industry may have the potential to attract more women and reduce the gender employment gap, provided women are recruited and retained. Overall, this action was supported in principle.

Actions promoting diversity and inclusion within the industry, including workplace culture changes: Feedback included a need to focus on working in the sector to tackle workplace abuse. It was highlighted that there is a negative discourse across society in this space, and that this discourages women from entering it. Challenges could be exacerbated where additional protected characteristics were also held. It was suggested that women, young people, and minority groups within relevant sectors should help to lead on the development of a more inclusive framework.

In addition to workplace policies and culture, another area raised was that basic elements of uniform and safety wear were not always available in women's sizes or to the same degree of choice. It was felt that there should be parity to ensure that women feel welcome in the space.

Actions that address existing pay gaps for certain groups: Among female participants, there was limited discussion on pay beyond consensus that equal pay is essential and should not need to be justified.

Consistent with the written responses, existing transport workers discussed the need for changes to terms and conditions in order to support the sector's future. They emphasised:

- Reduced shift lengths and mandatory rest breaks;
- Limits on consecutive antisocial shifts (e.g. late-to-early transitions);
- Guaranteed access to leave;
- Fatigue management and improved rostering;
- Support for flexible or part-time working;
- A move toward a shorter working week (e.g. 32-hour or 4-day week);

- Universal wage parity across transport operators; and
- Investment in toilet and rest facilities, especially for road-based workers.

General sentiments were shared that the current workforce was facing significant physical, mental, and economic pressures. Despite comparatively positive ratings for pay and job security in some unionised workplaces, the long-term sustainability of the sector was under threat from underinvestment, exploitative conditions, and insufficient future planning they felt. One group argued for immediate action to address worker fatigue, restore dignity in transport jobs, and ensure all workers are supported to adapt to technological and environmental change.

Actions to increase access to childcare: It was felt that inclusion of childcare in the list was interesting and necessary. However, it was noted that this is not seen as necessary for men to access work in transport so this sits alongside a wider need to shift care patterns and practice within society. For example, better paternity policies for men were encouraged to help shift the balance of caring responsibilities. As a sector that employs mainly men, transport employers could demonstrate actions that encourage men to take care of children from the earliest point.

It was also noted that access to childcare varies across the country and can be particularly challenging in rural areas. As such, joining up transport planning with wider government policy on childcare would be necessary.

Some female event participants also specifically felt that the provision of flexible working opportunities would be essential to encourage women into the sector. It was noted that some women leave the transport sector because they cannot maintain a work-life balance or manage caring responsibilities.

Other suggestions: A few other suggestions about how to make transport jobs more attractive were provided across the engagement events. These included:

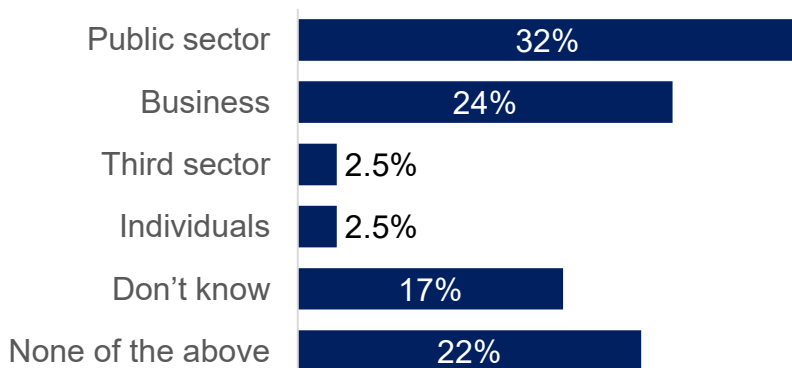
- Tackling safety issues and providing safe working environments for all;
- Supporting asylum seekers and New Scots with permission to work;
- Providing initial and ongoing training; and
- Targeted awareness raising and recruitment.

While not answering the set question directly, one group representing the views of existing transport workers also gave feedback on additional support that may be needed in the sector. Workers called for:

- Better access to role-relevant IT and digital training;
- Paid or employer-funded training;
- Greater flexibility for shift workers to engage in development;
- Support for progression across the public sector; and
- Future-proofing through investment in modern technologies and training for specialist skills.

4.3 Improving Diversity

Q11. Actions to improve diversity in the transport sector would be most effective if they were mostly led by:



Base: n=82

Of those who answered the question, around a third (32%, n=26) felt that the public sector should lead on actions to improve diversity, followed by around a quarter (24%, n=20) who felt that business should lead this. However, 22% (n=18) indicated that none of the suggested sectors should lead this. Only small numbers chose the remaining answer options: 2.5% felt that the third sector should lead actions (n=2); a further 2.5% that individuals should lead actions and 17% didn't know who should lead (n=14)

While respondents were not invited to comment further at this question, several respondents (n=9) did include additional feedback. All but one of these responses came from organisations.

A few either suggested that all options were relevant, or advocated for a partnership approach between stakeholders. One organisation also stressed that measures would be most effective if undertaken by those that employ workers in the transport sector, regardless of whether this is public or private sector.

However, one organisation felt that the private sector had not been recognised as a positive role model for change. Meanwhile another felt that, while women and young people had been considered by the draft Plan, attention also needed to be paid to other minority groups, such as people with disabilities, minority ethnic communities, the LGBTQIA+ community, and others.

4.3.1 Engagement Event Feedback

Engagement event participants were also asked to discuss this issue, although it was only discussed at a small number of events.

Q11. Who should lead efforts to encourage people like you to work in the transport sector? Businesses, voluntary organisations, education, public sector, individuals themselves?

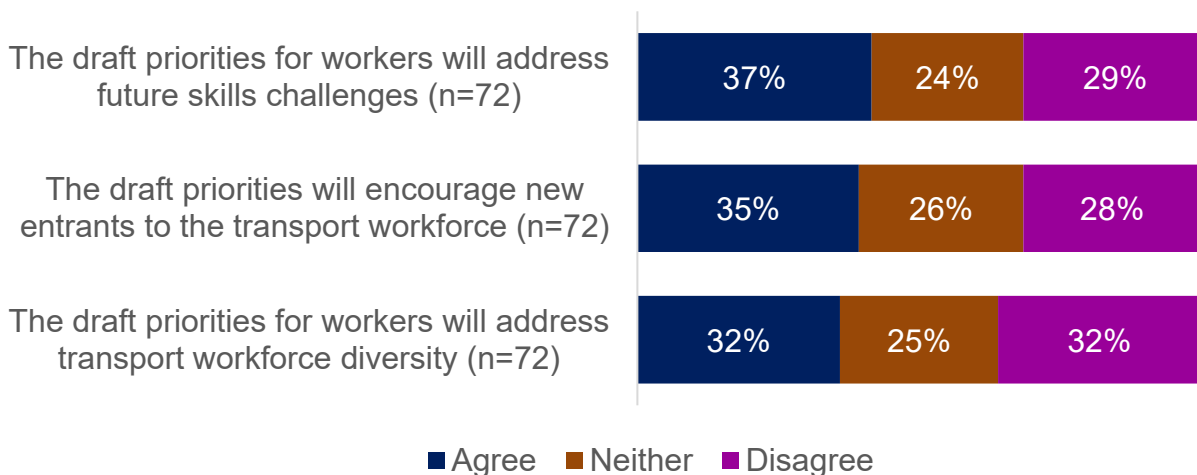
Feedback strongly favoured the public sector being responsible for leading efforts to encourage people to work in the transport sector. Education was the second most popular choice. Only a small number of individual participants supported businesses and voluntary organisations leading such efforts.

While most thought the public sector had the most important role to play, educational bodies were said to have a key role in providing information about relevant courses and raising awareness of career options in the sector. One group suggested that young people themselves should have the opportunity to be involved in recruitment planning to ensure this is accessible and meets their needs. This would require support from all the above sectors, and education in particular.

One group also expressed that the onus was on “everyone” to encourage diverse communities to work in the transport sector. Another highlighted the need for holistic approaches. This would take into account (a) the role of educating young people on various industries, (b) require systemic efforts to ensure diversity is embedded across the recruitment process, and (c) involve community partners to support long-term career development opportunities.

4.4 Addressing Workforce and Skills Challenges

Q12. Does the summary of priorities for workers in the draft Plan address future workforce and skills challenges you expect to have, as the transport sector decarbonises?



Note: additional respondents answered ‘don’t know’ so percentages may not add up to 100 %

Agreement with each of the statements was generally low, with around a third of respondents either strongly agreeing or agreeing with each (37%, n=27; 35%, n=25; 32%, n=23 respectively). Additionally, around a third disagreed with each

statement (29%, n=21; 28%; n=20; 32%, n=23 respectively) and approximately a quarter stated they neither agreed nor disagreed (24%, n=17; 26%, n=19; 25%; n=18).

Respondents were also invited to provide additional comments, with 39 respondents providing substantive feedback.

Most individuals did not answer the question directly. Instead, they either outlined issues already considered at earlier questions, or outlined opposition to the proposals in general. Among the few who did address the question, there were no common themes or topics discussed.

Organisations also provided mixed responses. Some focused on the question set. Others, however, outlined their support for the existing content, outlined actions already underway, or provided more general responses about a net zero and just transition within the transport industry.

4.4.1 Support for Draft Priorities

A few organisations confirmed that addressing the priorities set out in the draft Plan could elicit change:

“Targeting education, training, skills development and pathways to employment opportunities to underrepresented groups including people with protected characteristics and other disadvantaged, marginalised and minoritised groups could increase inclusion and diversity in the workplace benefiting individuals, businesses and communities.” (Other Private Sector Organisation)

4.4.2 Areas which Require Support

Specific sectors and locations were highlighted as requiring attention. These included:

- Driver recruitment and retention, particularly across bus and rail operators, community transport providers, and the wholesale sector;
- Workforce challenges in remote, rural and island areas;
- The diversity of transport modes and differing skills required in each; and
- Recognising the importance and needs of the community transport sector.

In addition, specific skills shortages (or potential future shortages) were also flagged, including:

- Those required for the maintenance and repair of EVs and associated infrastructure, as well as potentially for hydrogen powered vehicles/infrastructure; and
- In relation to new technology, such as AI, virtual reality, and the digitisation of travel information:

“As transport systems become more integrated with digital technologies, there will be an increased need for jobs outside of a traditional ‘transport sector’ for example, data scientists, software engineers, and experts in artificial intelligence (AI) to design and manage smart, sustainable transport systems. This may lead to a shortage of skilled workers in these areas.” (Local Government Organisation)

Again, however, it was stressed that the impacts on the workforce of AI and autonomous vehicles needed to be given serious consideration.

4.4.3 Additional Issues for Consideration

More detail was said to be required on how the priorities would be delivered, including the need for actions, timescales, and system maps. This was relevant to workforce diversity and how new people would be attracted into the industry. It was also relevant to support that would be available for smaller businesses, particularly related to reskilling.

Other issues discussed by a few organisations each included the need for:

- Collaborative partnership working, both between different sectors and organisations, and including workers and unions;
- Geographic distribution of jobs and opportunities so that rural and island areas are not disadvantaged or left behind;
- Consideration of demand side issues, such as private ownership, the impacts of driving license certification requirements, and staffing costs;
- More research to understand issues, with robust data and modelling used to support workforce planning;
- Monitoring of the progress and success of the priorities over time;
- Structural barriers to employment to be removed; and
- Fair Work First principles to be installed across the transport sector, which include stronger protections and clearer enforcement mechanisms.

4.4.4 Engagement Event Feedback

While engagement event participants were not specifically asked Q12, a few did provide similar feedback to the comments and concerns above.

In some events, detailed suggestions and recommendations were put forward for changing, updating or taking forward the Plan. One group provided a series of recommendations under five broad themes:

- Create an ambitious, integrated public transport vision;
- Prioritise workers’ rights and sectoral planning;
- Target inequalities proactively;
- Invest in infrastructure and green industry; and

- Set clear, accountable targets.

This same group concluded that the draft Plan did not meet the urgency or scale of the challenges ahead. They felt that it lacked coherence, ambition, and practical commitments to deliver a just transition. The group did stress that stakeholders across sectors were willing to work constructively with the Scottish Government. However, they expected a revised Plan that put people, workers, and public ownership at its heart. Investment, integration, and accountability must drive the next iteration, they felt.

Another group provided an extensive list of suggestions and recommendations to enhance opportunities for health. This also considered how to minimise potential negative impacts of the Plan.

In addition, one event discussed the challenges and actions needed to address heavy duty vehicle (HDV) skills and gender diversity⁶. Feedback noted that the transition to zero emission heavy duty vehicles (ZE HDV) presented a particular challenge. This was because:

- The HDV sector was currently further behind other road transport sectors in this regard;
- There were several skills challenges, including:
 - a shortage of trained professionals to service and maintain ZE HDVs; and
 - competition for skills with other sectors, particularly for high-demand roles like electrical engineers;
- There are resource challenges for small businesses;
- There is a lack of vocational education routes; and
- There are low levels of collaboration between sectors.

Participants also described challenges around effectively balancing gender diversity initiatives with a need to take forward actions that ensure long-term cultural change.

In order to “catch up” the group set out 12 actions to be implemented, under four key themes, these being to:

- Clearly map out how to address the HDV sector’s skills challenges;
- Revise the HDV sector’s vision for careers and diversity;
- Raise awareness of the HDV sector and its opportunities; and
- Increase training capacity for the HDV sector.

⁶ Note: this event took place before the publication of the draft Plan and therefore did not follow the set consultation questions. Insights gathered on future priorities for the sector are included here for completeness.

5. Businesses and Organisations

5.1 Priority Actions

Q13. Are there any gaps in our approach to setting out opportunities and priorities for businesses and other organisations in the transition of the transport sector?

Of those who answered the question, half (50%, n=36) said there were gaps in the approach for opportunities and priorities for businesses and other organisations in the transition of the transport sector.

In response to the open-ended component of this question, several **organisations** simply cross-referenced the views already given in response to earlier questions.

5.1.1 Opportunities

Decarbonisation of HDVs: While welcome, organisations encouraged support to better scope out this opportunity in terms of specific suppliers or manufacturers who should be supported. Barriers to commercial fleets switching to electric vehicles were flagged, including that the majority of heavy goods vehicle (HGV) fleets using EVs are generally limited to local or regional transport:

“The Plan mentions the development of a Fleet Decarbonisation Action Plan for the public sector but lacks specific details on how this will be implemented. More information on the steps and timelines for public sector fleet transition would help businesses understand the opportunities and challenges associated with this process.” (Private Sector Transport Organisation)

Several other organisations also stressed that more thought was needed around impacts on businesses operating fleets of light goods vehicles (LGVs). Views were expressed that vans/LGVs need greater regulation as the total emissions from vans and cars is greater than from HGVs when taken as a whole.

Charging and refuelling infrastructure: Several organisations stressed that they were already working hard to achieve better infrastructure. They welcomed opportunities to feed into strategic thinking on this aspect of the Plan. Opportunities to explore infrastructure sharing between public, private and third sector fleets in the future were encouraged. It was also noted that developing adequate and reliable charging infrastructure was crucial for supporting the widespread adoption of EVs (especially in rural areas where grid connection costs were viewed as prohibitively expensive). Similarly, it was stressed that HGV and bus fleet chargers require much larger grid capacity. Therefore, investment in the power supply network (including staffing) would be substantial.

Some commented that there was a lack of specific actions and timelines for the deployment of charging and refuelling infrastructure:

“More concrete steps and commitments are required to ensure that businesses can plan and invest with confidence. This includes

detailed plans for grid connections and land access, as well as collaboration with Distribution Network Operators (DNOs) and the National Energy System Operator (NESO)... There have been initiatives put forward elsewhere in the UK looking at shared charging infrastructure and how to make this more accessible. This discussion was not in the Plan, and could be a relevant avenue to explore in Scotland to facilitate the transition, even where commercial operators do not yet have access to depot charging.”
(Private Sector Transport Organisation)

Consideration of infrastructure beyond the UK border and into Europe was also encouraged in relation to long haul freight.

Sustainable aviation fuel: While seen as a definite area for future development, with opportunities to use surplus green energy being stressed, there was little specific feedback on this opportunity. One organisation noted that southern Scotland may have a key role to play here, given their proximity to both Scottish (and English) international airports and the regional green fuel demand for ferries in the south. One individual highlighted that potential side effects of using sustainable aviation fuel must not be overlooked.

Respondents stressed **additional opportunities** for:

- Future development of sustainable aviation fuel;
- Highlighting gains that have already been made in the public sector (including the higher rate of decarbonisation within the public sector fleet);
- Encouraging wider public sector fleet sharing and wider sharing of infrastructure costs between all sectors (public, private and third);
- More incentives for businesses and community groups to purchase second hand EV vehicles;
- Reinstatement of schemes such as the ‘plugged-in communities grant funding’ available to community transport operators to decarbonise the fleet through procurement of EVs and charge points; and
- Expansion of low carbon transport loan schemes for domestic drivers and businesses for the purchase of zero emission vehicles, to increase the pace of transition.

More generally, opportunities for even greater partnership working were also highlighted. This included encouraging cooperation between commercial organisations and those in different markets. Others stressed opportunities for more involvement of the Scottish Government in partnership working to ensure delivery of a just transition across sectors.

A small number of organisations mentioned innovation (such as the role of digital solutions in helping businesses reduce emissions through smarter mobility) and technological innovations (such as AI and VR). They noted that these could feature more in the Plan, both to support business operations to become greener and in considering the skills needed by the transport workforce.

5.1.2 Challenges

The main organisational concern focused on how funding and resources would be secured to support the required changes. For example, financial support would be necessary to decarbonise fleets, install charging infrastructure, and adapt practices to reduce emissions:

“...while noting and welcoming progress made to date to decarbonise public transport fleets, greater investment is required to accommodate the higher upfront costs of electric buses. This combined with need to address infrastructure challenges such as grid upgrades, make transition particularly challenging without enhanced government support.” (Public Sector Transport Organisation)

Sustained investment and delivery of charging infrastructure (especially in remote mainland areas) was encouraged.

Other more general comments were made that the pace and scale of changes required looked very difficult to achieve. This was perhaps not well captured in the Plan. Operators would also need confidence in the technology and the robustness of commercial viability of zero emission HGVs to enable the transition in the shortest time possible. There were also reflections that most major truck original equipment manufacturers (OEMs) were quoting 2030 or later as the date that hydrogen fuel cell trucks would be available to commercial operators. Without sufficient government support, this may slip further. Similarly, it was stressed that EV and low carbon alternatives of plant and other equipment was not yet widely available. As such the impacts of the Plan in this respect may be limited.

5.1.3 Gaps

Perhaps the biggest perceived gap identified was the need for greater consideration of how to decarbonise journeys to work, and a focus on behaviour-change schemes. For example, encouraging modal shift to active and sustainable transport, encouraging ‘local living’, and promoting car sharing and cycle to work schemes. Promoting the benefits of modal shift to business and their customers should also feature, it was suggested. Funding support and greater national consistency on staff travel plans and associated measures was also encouraged.

The other main gaps and/or areas for future activity suggested were:

- Freight decarbonisation, including maritime and ferry logistics, and the need for improved rail freight infrastructure/strategic freight hubs;
- Addressing the interests of the full range of ferry owners and operators/focus on workboat electrification for aquaculture and port services;
- The needs of businesses with larger fleet vehicles where EVs may not be an option;
- Opportunities to retrofit existing vehicles, and discussion of the environmental impact of disposing of or decommissioning combustion vehicles;

- More emphasis on low carbon last-mile delivery options e.g. by cargo bikes and EVs, and funding support for this from Transport Scotland;
- Discussion of the potential for greater use of battery electric vehicles (BEVs);
- Working low emission fuels into the draft plan and recognising their contribution; and
- Recognition that, while renewably generated electricity is much cheaper than fossil fuels, lower prices are not necessarily passed on to users.

Some comments were also made around the resilience of the energy grid. It was noted that extreme weather events due to climate change created risks. In addition, there are increasing and competing demands on power generation, given the pace of decarbonisation across all sectors (not only transport). Linked to this, the impact on the planning system could also be a barrier, it was suggested. In particular, where applications related to power generation raise significant local opposition, leading to delays:

“The increase in energy needed to support the transition to EVs should be modelled. The network should be resilient to likely climatic and other impacts. A community wealth building approach should be taken to develop the energy infrastructure to meet needs.” (Other Public Sector Organisation)

There were also calls for ensuring that performance indicators were regularly updated and accurately reflected the progress towards a just transition. This would allow businesses to plan and adapt effectively. A small number of organisations also commented that the regulation surrounding both the weight and length dimensions of zero emission vehicles must be reviewed.

5.1.4 Issues for Small and Micro Businesses

Several organisations noted that there was scope for greater focus on the costs and logistical challenges faced by small and micro businesses when transitioning to zero emission vehicles. This included the need to consider:

- What pathways would be available for small and independent operators in the HDV sector to engage with private finance models to support high upfront costs of zero emission vehicles and infrastructure;
- Clearer guidance on how businesses in general (but particularly small and medium-sized enterprises(SMEs)) can access funding and/or support for transitioning to zero emission vehicles and infrastructure;
- More detailed strategies and financial mechanisms to support SMEs in accessing affordable financing and overcoming technological uncertainties; and
- More robust support for early adopters:

“While the draft Plan provides useful guidance on decarbonisation, there is a lack of focus on smaller businesses and non-transport organisations, particularly those in the public and social enterprise

sectors, that rely on transport for workforce mobility or delivering services. Many of these organisations may not have the resources to navigate the transition effectively.” (Other Third Sector Organisation)

Other more practical issues were also highlighted, including the need for more consideration of how smaller businesses could either share charging facilities with each other or with larger organisations. SMEs (and some larger businesses and organisations) could use cargo e-bikes for some or all of their transport needs, it was suggested, and this could be included in plans.

Comments were also made that the take up of incentive packages was likely to be limited. For example, by only those organisations with the buying power to negotiate good deals, or where affordability was less of a concern. Impacts on smaller businesses was again an area which could feature more in this regard.

The Just Transition Commission suggested that different business ownership models needed to be considered, and more detail provided on how SMEs would be supported. They noted that some sectors of the transport system were more consolidated, while others were highly fragmented and complex. There was concern that SMEs may struggle to deliver change, and that specific interventions may be required.

Other non-transport organisations also suggested that the Plan overlooked many businesses that were not in the transport sector. They noted that some businesses rely heavily upon transport for their operation, or where business related travel was a feature. It was suggested this needed greater consideration. Similarly, it was felt that greater recognition was needed of community groups who provide or support travel and transport.

5.1.5 Rural and Island Communities

Specifically in relation to businesses in rural and island communities, it was noted that the Plan could benefit from more tailored solutions for these areas. This might include:

- Greater focus on rural and island-specific business needs, particularly in sectors like tourism, aquaculture, agriculture, and logistics that are heavily reliant on transport;
- Specific support for vehicles that are crucial for supplying these communities;
- Consideration of the fact that electric bus fleets operate primarily in cities, where higher patronage leads to healthier profit margins and LEZ is a driver (with discussion of decarbonisation of buses in more rural areas not fully considered within the Plan);
- Discussion of the challenges of accessing charging infrastructure in rural areas and their suitability for charging larger commercial vehicles;
- More emphasis on regional variations in skills demand and infrastructure needs; and

- ‘Range anxiety’ as a contributor to how EV drivers use their vehicles and the type of journeys they make, especially in rural areas:

“It will be easier for urban areas to transition smoothly, not so much for rural areas and so continued reliance on vehicles that still use fossil fuels needs to be considered. As stated, EV infrastructure needs to be enhanced across the rural regions so that businesses can recharge their electric vehicle fleet confidently.” (Other Third Sector Organisation)

There was also some concern that one potential downside of the just transition plans was that operators may sell or reassign older more polluting vehicles to suburban and rural areas. They would, therefore, not benefit from cleaner technologies in the same way as urban communities.

Respondents representing rural areas also stressed that the challenges may be felt most acutely by those businesses that had a heavy reliance on transport for goods and services. The impacts on the rural economy needed to be well-considered and accompanied by investment and resources to ensure a just transition for rural economies. Others commented more generally that initiatives and interventions should be tailored to meet the needs of different types of areas and different communities of interest.

Several respondents ultimately encouraged more guidance on how plans should be implemented to help businesses to realise just transition ambitions.

5.1.6 Impacts on Employees

A small number of organisations focussed on the impacts of the Plan on employees within businesses, including that:

- Businesses with employees without off-street parking may face higher costs, due to it being more expensive to run an electric vehicle on the public charging network than on a domestic tariff;
- Such businesses may have to contend with resistance to using these vehicles from staff finding public charging less convenient than using conventional fuelling infrastructure; and
- Businesses should look to ensure there is long term job security for young people entering work, with a suggestion that the Plan lacks reflection in relation to listening to young people’s needs.

5.1.7 Feedback from Individuals

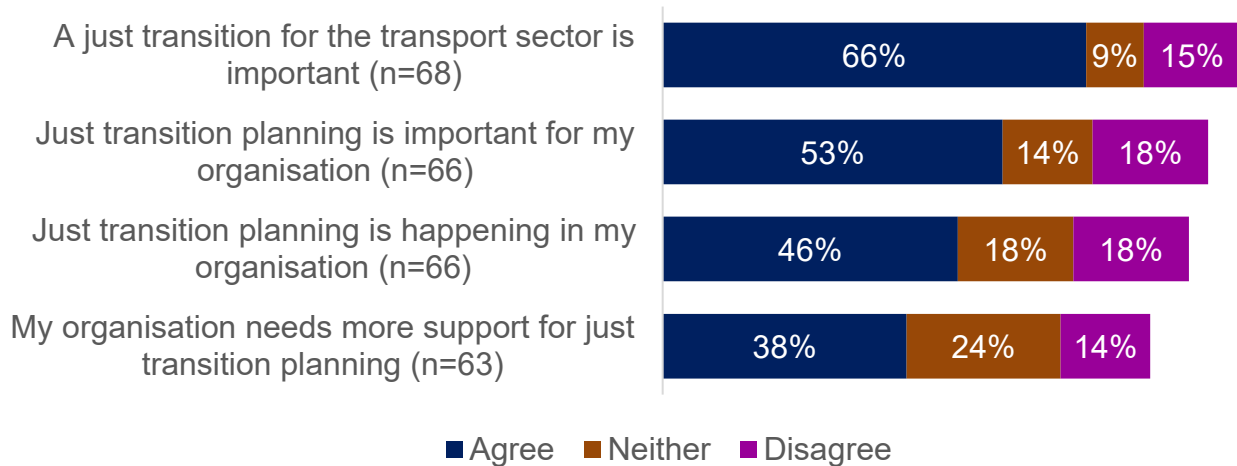
Feedback from individuals focused broadly on the financial implications of the approach set out in the Plan. This included:

- The cost of the proposals to the taxpayer and potential for wasted money; and
- How to ensure growth of the economy as a result of the proposals.

A small number of comments also focussed on timescales for implementation (which were seen as ambitious). Other individuals also commented on the limited applicability of the Plan to niche or smaller businesses.

5.2 Just Transition Planning

Q14. What does just transition planning mean for your organisation or industry?



Note: additional respondents answered 'don't know' so percentages may not add up to 100 %

Two thirds of respondents who answered this question agreed that a just transition for the transport sector was important (66%, n=45). However, declining proportions agreed that it was important for their own organisation (53%, n=35), that it was happening in their organisation (46%, n=30) , and that their organisation needed more support for transition planning (38%, n=24).

The chart also illustrates the low numbers who disagreed with each statement or who indicated they neither agreed nor disagreed. A total of 15% disagreed that a just transition sector for the transport sector was important (n=10), 18% disagreed that just transition planning was important for their own organisation (n=12); 18% that it was happening in their organisations (n=12) and 14% disagreed their organisation needed more support for transition planning (n=9). The figures neither agreeing nor disagreeing with these statements were 9% (n=6); 14% (n=9); 18% (n=12) and 24% (n=15) respectively.

At this question, respondents were also asked to outline just transition planning in their own organisation, and to highlight whether their sector or organisation was doing something others could learn from.

Very few substantive comments were received from individuals. Among those who did respond, the main sentiments were that just transition planning was either not necessary, was not a priority for businesses, was not viable or was not likely to be realised unless accompanied by regulations to enforce change. A very small number of organisational respondents echoed these views.

5.2.1 Existing Positive Actions

The majority of organisations highlighted the positive steps they were already taking, including:

- Electrification and decarbonising of fleets, and modal shift (e.g. greater use of rail freight);
- Exploring low-carbon fuels and the potential for synthetic fuels (produced from renewable sources which can be used in existing ICE vehicles), and advocating for a technology-neutral approach to decarbonisation;
- Ensuring that just transitions are at the heart of business practices. This included procurement and supply chain decisions, as well as local actions plans, strategic documents, and target setting exercises (including local authority Climate Action Plans, Net Zero Carbon Route Maps, Regional Transport Strategies, Local Outcome Improvement Plans, Local Development Plans, Adaptation Actions Plans, Sustainable Development and Climate Change Strategies, Mobility Strategy Objectives, Actions, and local Equalities Impact Assessments);
- Growing the public EV charging network by installing charging infrastructure, and creating shared charging opportunities by making charging available to other businesses;
- Implementing measures to reduce emissions from manufacturing processes, including using 100% carbon-free energy;
- Incentivising staff/volunteers to use public transport for work related and leisure travel, and working to provide affordable and accessible EVs to service users, customers and employees; and
- Increasing the level of renewable electricity being provided.

Others again mentioned the need for culture change away from private vehicle dependency, which was something they were pursuing, but remained a challenge without a reliable public transport infrastructure to support change.

5.2.2 Future Planning

Respondents highlighted examples of positive or innovative practice which they felt could be used to inform future planning, including:

- Learning from the experience of the Scottish Offshore Wind Energy Council (SOWEC) and their work on the Strategic Investment Assessment (SIA) and Strategic Investment Model (SIM) process, which helped to develop the strategic investment prospectus for Offshore Wind in Scotland, promoting collaboration across public and private sector investors, whilst encouraging and guiding private investment to where it was required;
- Learning from recent hydrogen related transport projects over a number of years across road vehicles, ferries and aviation;

- Commissioning of a feasibility study relating to the transition of segments of the HGV fleet in the North East of Scotland to BEV HGVs and the associated infrastructure requirements;
- Engagement of PhD students undertaking research into how a just transition can be ensured, with learning to influence the development of future strategies and plans taken forward;
- Greater support and strategic guidance to local authorities from the Scottish Government on developing tenders for public charging infrastructure;
- Initiatives to boost access to home charging for employees (i.e. not all employees have suitable charging infrastructure or live close to any charging points and consideration must be given to, where possible, the fitment of home charging infrastructure);
- Investment in education and knowledge based programmes, assisting HGV users to better understand the reasons for the transition, as well as how to start to make the transition;
- Funding of initiatives (such as Culture for Climate Scotland) and associated projects (such as the Transforming Audience Travel Through Art project and networking events such as Green Tease that have focused on the place based just transition); and
- Production of employee, service user and customer guides and resources in relation to sustainable travel.

As with previous questions, organisations again encouraged cross-sector working to help businesses reach their goals. This included setting up forums to share learning and insights across local areas.

Several organisations again argued for ongoing financial support to help them implement required changes (e.g. grant funding agreements, creation of centrally based investment vehicles to assist all local authorities, and financial support for new vehicle and infrastructure purchase). Assistance with identifying the areas where organisations would struggle and collaborative work to find solutions to 'gaps' (in capacity and resource) was encouraged:

“[It] is unlikely that a number of national targets will be achieved in the region within the existing resources and powers available to the partners. Where such gaps are identified, we ask that ongoing engagement with the Scottish Government and its officials be established to work together to help each other achieve these critical national aspirations.” (Public Sector Transport Organisation)

Additional support was also encouraged. In particular, it was suggested that locally tailored strategic guidance would be helpful. More specifically, the insurance industry was identified as a sector where workforce training would be required to ensure understanding and appropriate underwriting of risks associated with the move to new vehicle types. It was also suggested that community-led planning should be adopted to find local solutions. Further, it was felt that the Scottish Government and Transport Scotland should take a greater role in influencing,

inspiring and incentivising greater public and private sector collaboration and investment to develop the infrastructure and supply chains needed to deliver a just transition in the Scottish transport sector.

Many organisations (especially public sector organisations) had already embedded or were starting to embed just transition into their forward programmes. Organisations also acknowledged that in pursuing a just transition, they would: help to maximise accessibility to business, development, cultural, and tourist opportunities among communities; empower people to make sustainable choices; create clear structures and timeframes around which businesses could plan their investment and delivery; support local workforces; contribute to wider environmental targets; and achieve greater partnership working across different sectors. Others stressed the role of a just transition in supporting wider population health:

“We believe that a just transition within the transport sector should eradicate transport poverty and ensure equitable access to the transport system... This will contribute to improvements in population health, wellbeing, and a reduction in health inequalities... The just transition can address existing and avoid creating new inequalities, build a stronger democracy, empower people and communities to act and enable community ownership, enabling everyone in Scotland to thrive.” (Other Public Sector Organisation)

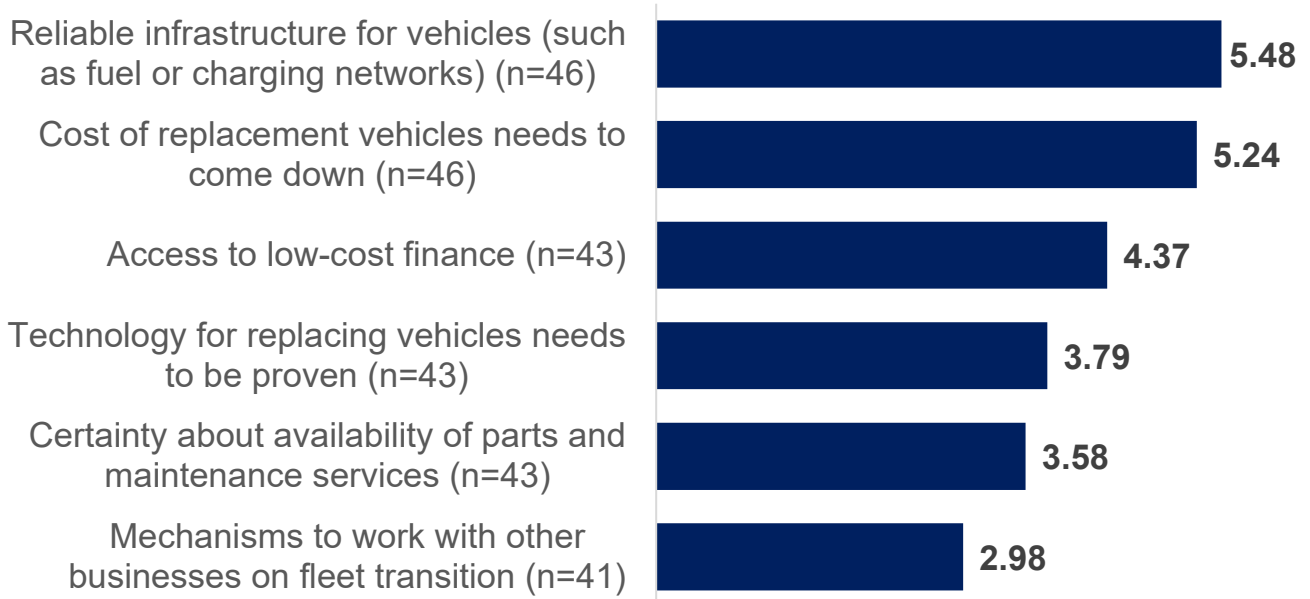
Overall, responses to this question evidenced a shared commitment to embracing the environmental, economic and social benefits of a just transition with several examples given of work already undertaken to embed the Plan.

5.3 Supporting Transition of Vehicles to Zero Emissions Alternatives

Q15. Which of the following priorities would you consider to be most important to enable you to transition your vehicles to zero emission alternatives?

Overall, 54 (44%) respondents provided a response at this question and ranked all, most or some of the options provided. A further two respondents (who submitted their response via email/post) selected the options they supported but did not rank these, while one respondent (who again responded via email/post) ranked some of the responses and selected others without ranking them.

Based on the inverted mean average ranking score, preferences were ordered as shown in the chart below, where the option with the highest score represents the most important (excluding ‘other’ as this represented a range of feedback). The scores for each answer options were ‘Reliable infrastructure for vehicles (such as fuel or charging networks)’ – 5.48; ‘Cost of replacement vehicles needs to come down’ – 5.24; ‘Access to low-cost finance’ – 4.37; ‘Technology for replacing vehicles needs to be proven’ – 3.79; ‘Certainty about availability of parts and maintenance services’ – 3.58 and ‘Mechanisms to work with other businesses on fleet transition’ – 2.98.



5.3.1 Feedback from Individuals

The main substantive feedback among the few individuals who answered this question was that:

- Emissions involved in the manufacture of alternative forms of transport must be taken into account, as well as the cost and emissions involved in the decommissioning of existing vehicles;
- Society must move away from the expectation that everybody should be able to own a private vehicle, to maximise use of active travel and public transport options; and
- The Plan should prioritise how to improve businesses' use of no transport, active transport and public transport options.

5.3.2 Feedback from Organisations

Organisational respondents again stressed that their priorities were mainly cost related, including the need for:

- Additional resource to install EV infrastructure, expand grid capacity and replace fossil fuel powered vehicles in existing fleets;
- Reducing costs of replacement vehicles;
- Passing on the lower costs of renewably generated electricity to users, to bolster the financial case for accelerating fleet decarbonisation;
- Access to ongoing funding to cover the range of local service vehicles, community transport, DRT and school transport;
- Consistent and long-term government policy around zero emission vehicle finance and incentives;
- Access to low-cost finance;

- Support for organisations with fewer resources (such as small businesses, local authorities, and social enterprises) in implementing fleet transitions, through grants, subsidies, and simplified processes; and
- Clarifying ‘end-of-life value’ for electric HGVs and addressing ‘investment risk’ (i.e. greater clarity is needed on battery reuse, recycling, and vehicle resale value to support long-term investment decisions):

“Undoubtedly, the cost of electric vehicles is one of, if not the largest concern for the transition to electric vehicles. Whilst we are seeing some reductions from manufacturers, prices are not lowering quickly enough, lower pricing will allow more vehicles to be brought into the fleet at a quicker pace. Continued support from government for business is critical to the success of any transition.” (Local Government Organisation)

Other priorities, which were disparate, and mentioned by just one respondent each, included:

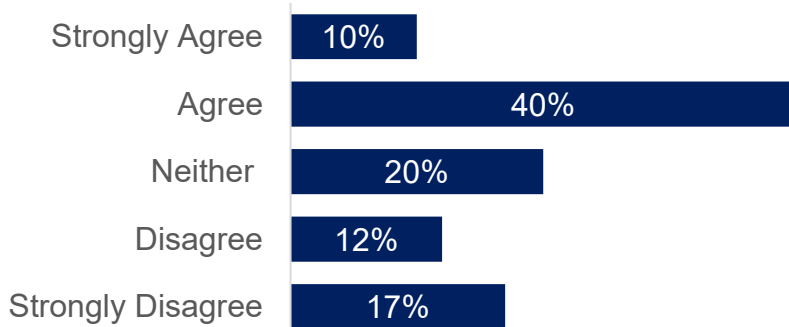
- Increased access to and availability of zero emissions rentals across Scotland;
- Delivering on the Zero Emission Truck Taskforce (ZETT) HGV Decarbonisation Pathway for Scotland;
- Proving/evidencing the technology needed for replacing vehicles;
- Introduction of mechanisms to work with other businesses on fleet transition;
- Informing infrastructure planning through research and emissions insights;
- Real-world testing/trials and operational experience of electric vehicles and sharing of insights across the sector;
- Information, demonstrations and support for cargo bike options;
- Addressing structural barriers to decarbonisation;
- Building business confidence in the transition to net zero;
- Establishing a publicly-owned ROSCO (a rolling stock leasing company);
- Creating certainty about availability of parts and maintenance services;
- A review of weights and dimensions for zero emission heavy trucks; and
- Education and growth of technically capable workforce through enhanced STEM streaming (including training of the young workforce).

A few organisations again highlighted the importance of reliable infrastructure for charging vehicles. Meanwhile, some simply noted that all of the options presented in the consultation paper were a priority and all were interlinked.

6. Monitoring and Reporting

6.1 Indicators to Measure Progress

Q16. What are your views on the draft indicators we have set out for measuring our progress toward delivering the just transition outcomes for the transport sector? The indicators will help measure progress towards delivering the just transition outcomes.



Note: a further 1% of respondents at this question answered 'don't know'

Of the 83 respondents that answered the closed part of this question, half (50%, n=41) either agreed or strongly agreed that the draft indicators would help measure progress towards delivering the just transition outcomes. Conversely, less than a third (29%, n=24) either disagreed or strongly disagreed. Additionally, 20% (n=17) neither agreed nor disagreed.

Respondents were also invited to comment on specific indicators or to outline issues with specific indicators. Several, however, outlined their reasoning for either supporting or not supporting the indicators more generally.

A wide range of very specific and unique comments were provided on individual indicators, along with suggestions for additional indicators, which were not possible to summarise. The more general comments and feedback are outlined below.

Regardless of respondents' level of agreement with the indicators, much of the qualitative feedback focused on shortcomings, issues, gaps and additional elements that should be included. Similar to some earlier questions, however, a wide range of concerns and suggestions were raised with little commonality between respondents.

6.1.1 Shortcomings and Issues

The main issues identified, included:

- That the indicators were not measurable or quantifiable;
- Some indicators lacked clarity and specificity, while others were too specific and would miss important information, or would be meaningless on their own without further context;

- Consistent metrics were needed for disaggregation, including for socio-economic and demographic groups, geographic disaggregation, and to capture local context;
- Limited effectiveness due to the simplified urban/rural distinctions adopted;
- Heavy reliance on survey data, national datasets with small sample sizes at the local level, and on previous surveys which may not be repeated;
- Focus on existing measures which may not be best suited to the outcomes in the Plan;
- Lacking information on the funding and actions that will be needed to achieve the indicators and priorities; and
- Failure to align to the National Performance Framework (NPF) outcomes, the Transport Scotland Active Travel Framework (ATF) outcomes and indicators, or the indicators being developed for the Climate View tool for use by all local authorities in Scotland.

6.1.2 Gaps and Suggestions

Elements felt to be missing were very wide ranging, and again typically only identified by one or two respondents each. These tended to focus on socio-economic, environmental, and health based issues, as well as monitoring use of different modes. Specific indicators and measures suggested included:

- Consideration of cost issues, such as affordability and transport poverty, value for money, the economy, funding and support provided, distribution of total public sector expenditure by transport types, and household expenditure on transport and public transport;
- Explicit tracking of traffic volumes, car kilometres, average trip distance and levels of congestion;
- Uptake and use of EVs, zero emission vehicles and hydrogen powered vehicles for businesses and households, as well as availability, reliability and costs of EV charging facilities (including for HGVs);
- Public transport perceptions and use, public transport network connectivity and integration, quality of public transport, accessibility, availability, efficiency, frequency, reliability, safety, and the number of active, new and cancelled public transport services;
- Shared bikes, e-bikes and e-scooter use, bike thefts, and perceptions of safety;
- Behaviour change and/or modal shift to public and active travel modes;
- The experiences of, and barriers faced by, disabled people, and the removal of barriers; and
- Environmental impact measures.

A few respondents (largely organisations) also suggested that new data sources and qualitative measures would be needed to monitor progress.

6.1.3 Engagement Event Feedback

Engagement event participants were not specifically asked about the monitoring and reporting elements of the main consultation document. However, one event summary (representing feedback from two focus groups) did raise points about the evaluation and monitoring of the Plan. These included:

- A general sense of disappointment with the indicators and a feeling that this was an important section of the Plan to get right; and
- A suggestion to engage more with the academic community to understand what will be done with the indicators and data and why, as well as a need for more thinking behind the indicators.

Overall, there was disappointment that this section was very output focused. Participants felt there should be more wellbeing indicators, and a focus on whether actions taken had improved people's lives.

6.2 Additional Data for Monitoring Progress

Q17. If you are aware of any other data being collected that could be used to monitor progress towards any of the outcomes set out in this Plan, please share details.

Overall, 26 respondents provided a substantive response to this question. Of these, 21 identified or suggested possible data sources that could be used to monitor progress. A further five respondents provided other comments much more general and overarching in nature.

All specific data sources and links to websites outlined by respondents were collated and provided to the Scottish Government under separate coverage. However, commonly mentioned sources included:

- The Scottish Household Survey;
- National, regional and local authority level data; and
- A variety of relevant research reports, evaluations, and other monitoring activities that had either been undertaken by the respondent's own organisation or others.

Other comments largely reiterated previous feedback.

7. Other Feedback

7.1 Other Issues

Several issues were raised across the consultation. Often these points had more general relevance to the Plan, or were relevant to all of the main sections. These are outlined below.

It was noted that any changes to the previous (and now scrapped) Scottish Government commitment to reduce kilometres travelled by car by 20% by 2030 would need to be addressed in the Plan. A few respondents were also disappointed about the previous downgrading of this target (i.e. becoming a 20% reduction in car use), and that this and other targets were under review⁷. Similarly, there was frustration that existing targets had been missed. These respondents urged the Scottish Government to retain targets to reduce car use and increase sustainable travel.

There was said to be a need for the Plan to consider the misaligned pricing in transport - it was felt that action was needed to bring about fair pricing. A few saw this as requiring serious consideration, assessment of, and introduction of traffic management options. If this issue was not addressed, it was felt that a move to EV ownership would dominate the transition, with public transport remaining unattractive and inequalities being exacerbated.

The need to tackle the decline in fuel duty revenue as EV uptake increases was also a significant concern and priority issue for a few respondents. It was noted that the decline in this revenue would result in public expenditure restrictions. In turn, this would have a negative impact on public transport and active travel investment.

Several respondents, including the Just Transition Commission, advocated for greater focus on tackling frequent flying and private jets within the Plan. A few were also keen to tackle SUV use in urban areas. In relation to these issues, respondents were generally supportive of demand management measures to address these sources of emissions.

There were also repeated calls from a few respondents for public transport, including buses, trains and ferries, to be brought into public ownership.

A few respondents also warned that consideration of Scotland's current transport infrastructure was needed. This would help to determine whether the current provision can accommodate the necessary changes, and to identify any upgrades needed to cope with climate change and support a net zero transition. Indeed, safety concerns were noted about the ability to deliver current services (particularly in rail), with increased funding and investment said to be needed.

⁷ Including that 30% of Scottish Government-owned ferries should be low emission by 2032, and that scheduled flights between Scottish airports should be decarbonised by 2040.

8. Previous Participation Reports

It should be noted that the previous participation programme had a different focus and a different set of questions guiding the discussions. However, the findings from the 12 reports provide considerable consistency with the current feedback in terms of the topics and issues which were important. This suggests there has been little change in the priorities, and little progress in achieving these since 2023.

8.1 Key Findings

Consistent with the current consultation, feedback from 2023 highlighted the importance of the following issues:

- Prioritising alternatives to car use, including improvements to sustainable transport options, and for these to be in place before introducing disincentives for driving;
- Support for a move to EVs coupled with reluctance to rely solely on this to provide a just transition in transport;
- Support for measures to reduce the need for travel, as long as digital exclusion was considered. This would also require input from other sectors, such as planning;
- Support for education, consistent messaging and awareness raising to bring about behaviour change. Meaningful community engagement was also needed;
- Mixed feedback related to demand management measures. Support in specific circumstances, e.g. to tackle unnecessary SUV use and the use of private jets, frequent flying and short or domestic flights (with potential exceptions for island travel). Less support as expressed for general disincentives for car use in general;
- Mixed feedback and little consensus on how to pay for the transition;
- Workforce issues needing to be addressed. This included training for new and existing workers, as well as appropriate strategies and improvements in pay, terms and conditions to attract new workers. Concern was also raised over the automation of roles;
- The need to consider and provide exceptions or support for vulnerable groups and/or those living in rural areas, including those who do not have access to non-car based alternative travel options; and
- Concerns around infrastructure resilience, including digital connectivity and the transport system in the case of adverse weather conditions and climate change impacts.

9. Concluding Remarks

Several key issues were raised repeatedly throughout the consultation. These issues also highlight consistency with the key findings from the 2023 feedback. The recurring themes included:

- That the plan should be much more action focused, outlining how change will be achieved, and including lines of responsibility and timescales for change;
- The need to improve public transport to make this a viable, accessible and attractive option;
- The need to improve active travel opportunities and infrastructure;
- The need to better integrate active travel and public transport;
- More focus was needed on the sustainable transport hierarchy;
- More detailed consideration was needed of different vulnerable groups and rural areas. They are likely to be more car dependent by necessity, less able to purchase EVs, and may find it more difficult to get transport related jobs;
- Greater support was expressed for ‘carrot’ rather than ‘stick’ approaches, although a few organisations did support the use of disincentives and traffic management approaches;
- Ensure policies provide targeted support where needed to avoid any unintended consequences;
- Ongoing meaningful engagement with stakeholders and collaborative working approaches will be key to successful design and delivery;
- Other policy areas and sectors of the economy will need to be considered and included for the Plan to be successful; and
- The need for financial and other support for individuals, communities, and businesses, as well as the public sector, third sector and education to deliver the required changes.

Several respondents were resistant to any changes which may negatively impact, discourage travel, or increase costs for vulnerable groups who have no other transport options outwith private car use. They were keen for appropriate mitigation measures to be reflected in the Plan. In addition, several individuals were sceptical of the draft Plan or the need for climate change action. This illustrates the importance of positive communication and messaging with the general public to secure support and buy-in.

Valuable feedback was provided across the consultation. Some comments were very specific and relevant to individual sections only. Other comments were more generalisable and relevant throughout the draft Plan. This feedback will inform future just transition planning in the transport sector.

Appendix A Respondent Profile

Written Responses

Organisational Sector

Organisations were asked to identify their sector within the Respondent Information Form (RIF) issued alongside the consultation. This information was checked by the research team to ensure consistency, and to allocate sectors to organisations that had not identified a sector⁸. The number of respondents per sector are outlined in the table below.

Organisational Sector	Number	Percent
Local government	8	12%
Public sector - transport related	7	10%
Public sector - other	5	7%
Private sector - transport related	5	7%
Private sector - other	8	12%
Third sector - transport related	13	19%
Third sector - other	18	27%
Higher education	2	3%
Cross-sector	2	3%
Total	68	100%

Urban Rural Classification

Respondents were also asked to identify where they lived against the [Scottish Government's six-point urban rural classification system](#), plus options for the islands and outside of Scotland. Due to the wording of this question, it was mostly answered by individuals, with many organisations either providing no response or basing their answer on their main office location (despite often having wider coverage). Individual's responses to this question were reviewed manually for accuracy and consistency. Classifications were checked against postcode data provided in the RIF, resulting in two respondents being recategorised. As the question asked about where respondents lived, location classification data was removed from all organisations. It was assumed that most/all organisations would have a national remit covering all of Scotland, or that they would either represent

⁸ The RIF provided to those who submitted emailed/postal responses did not include this question, so sectors had to be coded by the research team.

people from or provide services across a mix of different geographic areas. The final number of respondents per urban rural classification is outlined in the table below.

Urban Rural Classification	Number	Percent
Large urban	19	15%
Other urban	4	3%
Accessible small town	13	11%
Accessible rural area	13	11%
Remote small town	1	1%
Remote rural area	4	3%
Islands	1	1%
Organisations (National & Mixed Coverage)	68	55%
Total	123	100%

Following this initial classification, it was agreed with the Scottish Government that some categories would be collated in order to provide more robust numbers per group for the analysis. As such, the final categories and numbers were:

- Organisations (national/mixed coverage): n=68
- Urban: n=23
- Accessible areas: n=26; and
- Remote, rural and island areas: n=6.

Engagement Events

In addition to the written responses, a number of engagement events were held to provide an alternative method of engagement. Discussions across these events focused on the first three sections of the consultation document, i.e. the draft vision and outcomes, the people and communities section, and on workers. Engagement event participants were not specifically asked to comment on the businesses and organisations section of the consultation document, or on monitoring and reporting, although some comments were provided in relation to this final section.

In total, **10 sets of summary notes** were provided for analysis, however, not all outlined the number of engagement events that had taken place, or the number of people who had participated. Nine sets of summary notes did indicate that focus groups had taken place. These provided feedback from **25 separate focus groups**. Eight sets of notes indicated the number of people who attended these focus groups, representing feedback from **266 attendees**. One organisation also reported feedback from a roundtable discussion, a national survey, one-to-one

discussions, and a site visit to a bus operator. However, the survey element was the only area where the numbers of participants was disclosed, with **over 200 people responding to the organisation's questionnaire**. As such, the engagement events represent feedback from a large but unknown number of people.

Across the event feedback, various groups were represented, including:

- Children and young people;
- Women;
- People experiencing poverty;
- People from minority ethnic backgrounds;
- Transport workers and those involved in the transport industry;
- Those representing public health and mental health interests; and
- Those interested in climate policy.

At least one organisational written response was also informed by a focus group with disabled people, as well as in-person sessions and other engagement work. Their engagement activities specifically focused on the draft Plan and drew upon feedback from previous transport based engagement. While this response was treated as a written response (as it largely offered the organisational perspective), it is important to note this was also informed by wider feedback.

Previous Participation Reports

In the summer of 2023, a public participation programme was undertaken, which conducted engagement to set out areas of priority for the Just Transition Plans. This participation programme consisted of **over 100 online or in-person events** across Scotland, with **around 1,000 attendees** in total. Several of these events were transport-specific or included consideration of transport, using a [transport discussion paper](#) developed by the Scottish Government as guiding material. In order to determine whether there had been any changes in priorities or progression of the issues between 2023 and now, the results of the current consultation were compared to findings of the previous participation programme.

In total, **12 previous participation reports** were identified by the Scottish Government as including relevant information to transport, and were included in this analysis (see Appendix B). These reports varied in style, with some representing notes taken at workshop events, and others being final published reports that collated findings from the different sectors explored as part of this programme. Some reports were publicly available online, while other unpublished sources were provided by the Scottish Government.

Appendix B Previous Participation Papers

Published Reports:

Improvement Service (October 2023) [Just Transition Public Sector Engagement Report](#)

One Parent Families Scotland (March 2024) [Climate Change and a Just Transition](#)

YouthLink Scotland (undated) [Scottish Government Just Transition Climate Change Policy Engagement Evaluation Report: YouthLink Scotland](#)

Eco-Congregation (undated) [Just Transition Engagement](#)

Poverty Alliance (September 2023) [Get Heard Scotland: Participation of people with experience of poverty in the Just Transition Plan for Transport](#)

climateXchange (May 2024) [A fair distribution of costs and benefits in Scotland's Just Transition: findings from deliberative research](#)

Unpublished Reports:

TPXimpact (March 2023) Climate Change Planning Workshops Report

Banchory Climate Change Workshop - 28 June 2023

Campbeltown Climate Change Workshop - 22 June 2023

Edinburgh Climate Change Workshop - 10 July 2023

Elgin Climate Change Workshop - 29 June 2023

Stevenson Climate Change Workshop - 5 July 2023

Appendix C Quantitative Question Tables

Q1a. Do the draft outcomes reflect what the Plan should be aiming to achieve?

Answer options	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Don't know	Total (n)
I understand the draft outcomes	29 (30%)	44 (46%)	8 (8.5%)	7 (7%)	8 (8.5%)	0 (0%)	96
The draft outcomes reflect what the Plan should be aiming to achieve	11 (12%)	38 (40%)	13 (14%)	17 (18%)	14 (15%)	1 (1%)	94

Q2. Agreement with statements

Answer options	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Don't know	Total (n)
The Plan is easy to understand	8 (8%)	44 (46%)	18 (19%)	17 (18%)	9 (9%)	0 (0%)	96
The Plan is easy to use	6 (6%)	29 (30%)	28 (29%)	21 (22%)	9 (10%)	3 (3%)	96
The information in the Plan is helpful	6 (6%)	41 (43%)	15 (16%)	22 (23%)	12 (12%)	0 (0%)	96
The information in the Plan is relevant to me	11 (11%)	43 (46%)	13 (14%)	12 (13%)	15 (16%)	0 (0%)	94
The Plan is accessible to me	13 (14%)	44 (47%)	21 (23%)	10 (11%)	5 (5%)	0 (0%)	93

Q3a. Are you involved in any organised groups (for example a campaigning group, industry working group or public sector forum, which does not have to be climate-related) that considers how the transport sector is changing or could change in the future?

Answer options	Number	Percent	Valid Percent
Yes	44	36%	46%
No	52	42%	54%
Not answered	27	22%	N/A
Total	123	100%	n=96

Q4. Are there any gaps in our priority actions to support people and communities in the transition of the transport sector?

Answer options	Number	Percent	Valid Percent
Yes	76	62%	78%
No	12	10%	13%
Don't know	9	7%	9%
Not answered	26	21%	N/A
Total	123	100%	n=97

Q5. Which of the priorities we have set out in the draft Plan do you think would be most helpful for people like you to reduce how often, or how far, they drive in a private car?

Answer options	Very Helpful	Helpful	Neither	Unhelpful	Very Unhelpful	Don't know	Total (n)
More access to online services so people don't need to travel unnecessarily	13 (15%)	29 (34%)	23 (27%)	8 (10%)	10 (12%)	2 (2%)	85
Access to 'car clubs' which allow people to hire a car or van for shorter trips	18 (21%)	30 (35%)	12 (14%)	11 (13%)	13 (15%)	2 (2%)	86
Availability of demand responsive transport for some areas for example dial-a-bus services	24 (28%)	28 (33%)	10 (12%)	6 (7%)	15 (17%)	3 (3%)	86
Better use of space for active travel and public transport	39 (44%)	23 (26%)	3 (4%)	8 (9%)	13 (15%)	2 (2%)	88
Increasing costs to make driving a less attractive option in some circumstances, especially where there will be other benefits such as reducing pollution and congestion	22 (26%)	16 (19%)	5 (6%)	9 (11%)	30 (36%)	2 (2%)	84

Q6. Does the draft Plan take all groups in society into account in setting out a vision for a future transport system for people and communities?

Answer options	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Don't know	Total (n)
The Plan considers the impacts of decarbonising transport on all groups in our society	5 (6%)	35 (38%)	11 (12%)	0 (0%)	36 (40%)	4 (4%)	91
The Plan considers the impacts of decarbonising transport on people like me	5 (6%)	26 (33%)	15 (19%)	0 (0%)	30 (39%)	2 (3%)	78

Q8. Which of the following principles do you think should be the most important to guide the development of a fair system of payment, to deliver a just transition to net zero in Scotland?

Answer options	Number	Percent	Valid Percent
Those who emit the most pay the most, with protections for low-income groups	34	28%	39%
Costs shared through taxation and incentives, such as reduced costs, will support low-carbon choices	13	11%	15%
Those who earn the most pay the most, without disadvantaging middle-income groups	8	6%	9%
None of the above	32	26%	37%
Not answered	36	29%	N/A
Total	123	100%	n=87

Q9. Are there any gaps in our priority actions to support workers in the transition of the transport sector?

Answer options	Number	Percent	Valid Percent
Yes	49	40%	57.5%
No	15	12%	17.5%
Don't know	21	17%	25%
Not answered	38	31%	N/A
Total	123	100%	n=85

Q10. How important are the following actions to make transport jobs more attractive to people who are not as likely to work in the sector, such as women and younger people?

Answer options	Very Important	Important	Not Sure	Unimportant	Very Unimportant	Total (n)
Programmes which encourage women and girls to enter science, technology, engineering and maths (STEM) courses at school and college or university	29 (35%)	31 (38%)	9 (11%)	6 (7%)	7 (9%)	82
Actions to promote diversity and inclusion within the industry, including workplace culture changes	39 (48%)	11 (13%)	11 (13%)	9 (11%)	12 (15%)	82
Actions that address existing pay gaps for certain groups	31 (38%)	24 (29%)	12 (15%)	7 (9%)	7 (9%)	81
Actions to increase access to childcare	36 (45%)	21 (26%)	14 (17%)	4 (5%)	6 (7%)	81
Other	8 (29.5%)	6 (22%)	8 (29.5%)	1 (4%)	4 (15%)	27

Q11. Actions to improve diversity in the transport sector would be most effective if they were mostly led by:

Answer options	Number	Percent	Valid Percent
Public sector	26	21%	32%
Business ¹	20	16%	24%
Third sector	2	2%	2.5%
Individuals	2	2%	2.5%
Don't know	14	11%	17%
None of the above	18	15%	22%
Not answered	41	33%	N/A
Total	123	100%	n=82

¹ The option for 'Business' was not included in the main consultation paper but was included as an option in the Citizen Space questionnaire

Q12. Does the summary of priorities for workers in the draft Just Transition Plan address future workforce and skills challenges you expect to have, as the transport sector decarbonises?

Answer options	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Don't know	Total (n)
The draft priorities for workers will address future skills challenges	4 (5%)	23 (32%)	17 (24%)	10 (14%)	11 (15%)	7 (10%)	72
The draft priorities for workers will address transport workforce diversity	4 (6%)	19 (26%)	18 (25%)	9 (13%)	14 (19%)	8 (11%)	72
The draft priorities will encourage new entrants to the transport workforce	4 (6%)	21 (29%)	19 (26%)	9 (13%)	11 (15%)	8 (11%)	72

Q13. Are there any gaps in our approach to setting out opportunities and priorities for businesses and other organisations in the transition of the transport sector?

Answer options	Number	Percent	Valid Percent
Yes	36	29%	50%
No	18	15%	25%
Don't know	18	15%	25%
Not answered	51	41%	N/A
Total	123	100%	n=72

Q14. What does just transition planning mean for your organisation or industry?

Answer options	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Don't know	Total (n)
A just transition for the transport sector is important	34 (50%)	11 (16%)	6 (9%)	0 (0%)	10 (15%)	7 (10%)	68
Just transition planning is important for my organisation	27 (41%)	8 (12%)	9 (14%)	2 (3%)	10 (15%)	10 (15%)	66
Just transition planning is happening in my organisation	16 (25%)	14 (21%)	12 (18%)	2 (3%)	10 (15%)	12 (18%)	66
My organisation needs more support for just transition planning	14 (22%)	10 (16%)	15 (24%)	2 (3%)	7 (11%)	15 (24%)	63

Q15. Which of the following priorities would you consider to be most important to enable you to transition your vehicles to zero emission alternatives?

Answer options	Ranked 1	Ranked 2	Ranked 3	Ranked 4	Ranked 5	Ranked 6	Ranked 7	Total
Access to low-cost finance	10 (23%)	5 (12%)	8 (19%)	6 (14%)	3 (7%)	4 (9%)	7 (16%)	43
Cost of replacement vehicles needs to come down	16 (35%)	10 (22%)	5 (11%)	7 (15%)	1 (2%)	6 (13%)	1 (2%)	46
Technology for replacing vehicles needs to be proven	5 (12%)	10 (23%)	8 (19%)	3 (7%)	7 (16%)	3 (7%)	7 (16%)	43
Mechanisms to work with other businesses on fleet transition	0 (0%)	2 (5%)	2 (5%)	9 (22%)	11 (27%)	14 (34%)	3 (7%)	41
Reliable infrastructure for vehicles (such as fuel or charging networks)	12 (26%)	12 (26%)	11 (24%)	8 (17%)	3 (7%)	0 (0%)	0 (0%)	46
Certainty about availability of parts and maintenance services	0 (0%)	7 (16%)	5 (12%)	8 (19%)	11 (25%)	10 (23%)	2 (5%)	43
Other	11 (39%)	0 (0%)	3 (11%)	2 (7%)	1 (4%)	4 (14%)	7 (25%)	28

Q16. What are your views on the draft indicators we have set out for measuring our progress towards delivering the just transition outcomes for the transport sector? The indicators will help measure progress towards delivering the just transition outcomes

Answer options	Number	Percent	Valid Percent
Strongly Agree	8	6%	10%
Agree	33	27%	40%
Neither	17	14%	20%
Disagree	10	8%	12%
Strongly Disagree	14	11%	17%
Don't know	1	1%	1%
Not Answered	40	33%	N/A
Total	123	100%	n=83

Appendix D Glossary of Terms

- **20-Minute Communities** - Urban or suburban planning concept where residents can access essential services (work, school, shops, and healthcare) within a 20-minute walk or cycle from their home
- **4WD** - Four-Wheel Drive vehicle
- **Active Travel** - Walking, cycling, or wheeling as modes of transport, often promoted for health, environmental, and congestion-reducing benefits
- **ADT** - Air Departure Tax. A tax on flights departing from airports, intended to reduce aviation emissions
- **AI** - Artificial Intelligence. Technologies enabling machines to perform tasks requiring human intelligence, such as decision-making or pattern recognition
- **ATF** - Active Travel Framework. A Scottish Government framework promoting walking, cycling, and other forms of active transport
- **BEV** - Battery Electric Vehicle. Vehicles powered entirely by electricity stored in batteries
- **Biodiversity** - The variety and variability of life forms
- **Car Share Schemes** - Programs encouraging vehicle sharing among employees to reduce costs and emissions
- **Carbon-Intensive Transport** - Modes of transport producing high carbon emissions, typically fossil fuel-powered vehicles
- **Citizen Space** - The Scottish Government's online portal for hosting public consultations
- **CO₂** - Carbon Dioxide. A greenhouse gas emitted by burning fossil fuels; a key target for reduction in climate policies
- **Community Transport** - Flexible and accessible community-led transport provision. Operated to meet local needs and not for profit
- **DEI** - Diversity, Equality and Inclusion
- **DNO** - Distribution Network Operator. Companies responsible for operating electricity distribution networks
- **DRT** - Demand Responsive Transport. Flexible transport services that adjust routes and schedules based on passenger demand rather than fixed routes
- **EV** - Electric Vehicle. A vehicle powered entirely or partially by electricity
- **Fair Work First** - A Scottish Government initiative promoting fair pay, workforce engagement, and worker protections
- **Fleet Decarbonisation Action Plan** - A strategic plan to reduce greenhouse gas emissions from vehicle fleets, especially in the public sector
- **Fleet Transition** - The shift of vehicle fleets (public or private) from internal combustion engines to low-emission or electric vehicles
- **GIS** - Geographic Information Systems. Computer systems for capturing, storing, analyzing, and presenting spatial or geographic data
- **HDV** - Heavy Duty Vehicle. Large commercial vehicles such as trucks and buses used for freight or passenger transport
- **HGV** - Heavy Goods Vehicle. Large commercial vehicles such as trucks and buses used for freight or passenger transport

- **ICE** - Internal Combustion Engine. A traditional vehicle engine that burns petrol or diesel fuel to generate power
- **Integrated Ticketing** - A fare system allowing passengers to use multiple forms of public transport (e.g., bus, train) with a single ticket
- **JTP** - Just Transition Plan. Identifying the key challenges and opportunities that the transport sector faces in making a just transition to net zero
- **LEZ** - Low Emission Zone. Areas where access by high-emission vehicles is restricted or charged to improve air quality
- **LGBTQIA+** - Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Plus. Terms describing diverse sexual orientations and gender identities
- **LGV** - Light Goods Vehicle. Includes commercial vehicles such as vans, pick-up trucks and three-wheelers
- **Transport hubs** - Physical locations that integrate different transport modes with the aim of improving accessibility, connectivity, and sustainability within a transportation network
- **Micromobility** - Small, often shared, vehicles like bikes, e-bikes, and scooters designed for short-distance travel
- **Mobility Hubs** - Physical locations that integrate different transport modes with the aim of improving accessibility, connectivity, and sustainability within a transportation network
- **Modal Shift** - The transition from using one type of transport to another
- **NESO** - National Energy System Operator.
- **Net Zero** - Achieving a balance between greenhouse gas emissions used and produced, resulting in zero net emissions
- **NPF** - National Performance Framework
- **NTS** - National Transport Strategy. Scotland's long-term policy for transport planning and sustainability
- **OEM** - Original Equipment Manufacturer
- **Park and Stride** - Travel option to park outside congested areas and walk or use public transport for the rest of the journey
- **Pay-As-You-Go Road Pricing** - A system charging road users based on actual usage such as distance driven or congestion levels
- **Peak Fares** - Higher charges for public transport during peak travel hours (e.g. morning and evening rush hours)
- **PhD** - Doctor of Philosophy (academic degree)
- **Placemaking** - Planning and designing public spaces that promote people's health, happiness, and well-being
- **Protected Characteristics** - Legally defined characteristics under the Equality Act 2010 in the UK, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation
- **PT** - Public Transport. Shared passenger transport services such as buses, trains, trams, and ferries
- **PTW** - Powered Two Wheeler. A category of two-wheeled vehicles including motorcycles, scooters, and mopeds

- **Public Charging Infrastructure** - Publicly accessible EV charging points, essential for those without access to home chargers
- **RIF** - Respondent Information Form. A form used to gather demographic and classification data from consultation respondents
- **ROSCO** - Rolling Stock Company
- **RTP** - Regional Transport Partnership
- **SAF** - Sustainable Aviation Fuel. Renewable fuels that reduce carbon emissions compared to conventional aviation fuel
- **SG** - Scottish Government
- **SIA** - Strategic Investment Assessment
- **SIM** - Strategic Investment Model
- **SME** - Small to Medium-sized Enterprise
- **SMM** - Shared Micromobility. Transportation solutions like shared bikes, scooters, and e-bikes designed for short-distance travel
- **SOWEC** - Scottish Offshore Wind Energy Council
- **STEM** - Science, Technology, Engineering, and Mathematics. Academic disciplines critical to technical and engineering roles
- **Sustainable transport hierarchy** - Policy prioritising transport modes from most to least sustainable: walking, cycling, public transport, then private vehicles
- **SUV** - Sports Utility Vehicle. Larger passenger vehicles often associated with higher emissions and greater road space usage
- **Third Sector** - Non-governmental organisations including charities, voluntary groups, and social enterprises
- **TJTP** - Transport Just Transition Plan
- **Tourist tax** - A charge levied on visitors
- **Transport poverty** - When individuals or communities lack adequate, affordable, and reliable transport thus limiting access to services, employment, and social opportunities
- **Trip-chaining** - Visiting multiple stops or completing multiple tasks in a single trip
- **Upskilling/ Reskilling** - Training workers to improve or gain new skills
- **VR** - Virtual Reality
- **Vulnerable groups** - Communities at higher risk of exclusion, such as low income households, disabled people, older adults, minority communities
- **Wi-Fi** - Wireless Fidelity. Wireless internet connectivity technology, critical for digital access
- **Workplace Car Clubs** - Programs encouraging vehicle sharing among employees to reduce costs and emissions
- **Workforce Diversity** - Inclusion of individuals from varied backgrounds in employment, promoting equity and representation
- **ZE HDV** - Zero Emission Heavy Duty Vehicle. Heavy vehicle powered by technologies that produce no pollutants, such as electric or hydrogen fuel cells
- **Zero emission vehicles** - Vehicles producing no tailpipe emissions, including electric and hydrogen-powered vehicles
- **ZETT** - Zero Emission Truck Taskforce bringing together key representatives from the logistics, manufacturing, energy and finance sectors to shape the pathway to the decarbonisation of Scotland's road freight and logistics sector

The data collected for this publication may be made available on request, subject to consideration of legal and ethical factors. Please contact Thomas.Stroud@gov.scot for further information.



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