

Easy Read



Llywodraeth Cymru
Welsh Government

Just Transition Framework

A guide to help Wales reach net zero in a way that is fair for everyone



December 2025

How to use this document



This is an Easy Read version of: **Just Transition Framework**



You might need help to read it. Ask someone you know to help you



Llywodraeth Cymru
Welsh Government

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About this guide



We plan to reach **net zero** by 2050.



Net zero means the amount of harmful gas we put into the air is no more than the amount we can take out of it.

We do this by:

- Lowering the amount of harmful gases we put into the air.
- Finding ways to clean harmful gas from the air.



The move to **net zero** will change lots of things. And there will also be some challenges.



We will need new skills and technology.



We have written a guide to help make sure the benefits and costs are shared fairly by everyone.



The guide is called the **Just Transition Framework**.



We want everyone to use the guide when making new plans, policies and decisions about reducing harmful gases.



The guide helps organisations think about how their decisions could impact everyone.



The guide includes:

- What we want for Wales.
- What needs to be done to make sure the move to **net zero** is fair for everyone.
- Principles - rules to help keep things fair for people and the planet.

Why we need this guide



Climate change is already happening. We must act now to protect our planet.



Tackling climate change is a big challenge for everyone.



We need to look at how our work to protect the planet will affect people and the places they live.



The changes will affect businesses, services, communities, and people in different ways.



The guide will help to deal with these changes. And avoid harm to people and places.



The goal is to make Wales fairer, greener, and better for everyone.



We will work with businesses, organisations and communities to make this happen.

What we want for Wales



By 2050, we want:



- Wales to reach **net zero**.



- Wales to be fairer, greener, and better for everyone.



- Communities, businesses, and government to work together better.



- People to have good jobs and the skills they need.



- Nature to be protected and restored.



- Everyone to have access to jobs, housing, learning, and healthy lives.



- Welsh language and culture to do well.



- Communities to help make decisions about things that affect them.



- Wales to use resources carefully.



- Wales to be a leader in moving to **net zero**.



- To share our experience and knowledge to help others facing climate change.

What needs to be done

1. Look at good and bad effects



Look at the possible problems and benefits, and how they affect each other.

For example, using energy that is better for the planet can:



- Help make energy more affordable.



- Create new job opportunities for different people.



Questions organisations should think about when planning and making decisions:

- How does your plan or policy affect people, nature, money, and culture?
- Do we have proof to show the effects?
- Can it make things fairer for everyone?
- Does it help health, the planet, and business?
- Can different groups work together to get more benefits?

2. Work together



It is important to involve the people and groups who will be most affected.



For example, talking directly with local communities to get their ideas and views.

Questions organisations should think about when planning and making decisions:

- Have we thought about what people need and want?
- What can we learn from people who have been treated unfairly to stop it happening in future?
- Are we working with different groups?
- Can working together build trust?
- Have the people most affected been involved from the start?
- Is it easy for everyone to take part and feel included?



3. Planning and making decisions



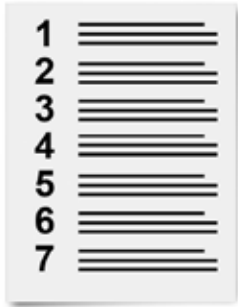
Government, businesses, organisations, charities and communities should follow this guide. They should use it when making plans and decisions.

Questions organisations should think about when planning and making decisions:



- Do we think about the long-term effects when making decisions?
- Does this help remove unfair barriers for some groups of people?
- How do we check if plans and actions are working?
- Do we look at the whole system when making plans and decisions?
- Are people working together when making decisions?
- Are organisations involved in important planning and decision making?
- Do communities help shape decisions?

Guiding principles



We have made 7 principles. These are rules to help keep things fair for people and the planet.



The 7 principles are based on the well-being goals of the Well-being of Future Generations (Wales) Act 2015.

1. Invest in skills, education, and a low-carbon economy



Questions to think about when making plans and policies:

- What new jobs or business opportunities can this create?
- Do people have the skills needed?
- How can we help people learn new skills for the future?
- How will it support workers, businesses, and skills?
- How will it reduce carbon and use resources wisely?
- What behaviours does it encourage or stop?
- How will it help local communities and reduce harm?



2. Deal with climate change and protect nature



Questions to think about when making plans and policies:

- In what ways will it affect the environment?
- How will it affect plants, animals and nature?
- How will it help reduce and deal with climate change?

3. Improve health and well-being



Questions to think about when making plans and policies:

- How will the changes affect people's health?
- Will the changes help people live healthier lives?
- Will the changes make it easier for health and social care in the future?

4. Promote equality and share benefits fairly



Questions to think about when making plans and policies:

- Who will benefit and who might be affected?
- How can we reduce harm?
- Will the changes help reduce poverty and give everyone a fair chance?
- How might different groups of people be impacted?

5. Impact on people and planet around the world



Questions to think about when making plans and policies

- Could the changes harm the environment or people in other countries? How can we reduce harm and be helpful to others?
- How can we share good ideas and knowledge with other countries?
- Can we learn from what other countries have done?

6. Support Welsh culture and language



Questions to think about when making plans and policies:

- Have communities been involved in the changes?
- Do the changes protect Welsh culture and language?
- Will the changes make culture more diverse?
- Are local traditions and knowledge included?

7. Involve communities from the start of making plans



Questions to think about when making plans and policies:

- How will people be involved in decisions?
- How can people share views and help plan solutions?
- Are underrepresented groups included? These are people who have fewer opportunities or who are not included enough.
- How will the changes make communities safe and connected?



How we will use the guide



The guide will help develop a plan called the **Carbon Budget 3 (2026–2030)**.



We will work with other organisations, businesses, and communities to try out the guide.



We will listen to views from people and make changes if needed.

1. Look at good and bad effects



We will gather and share information on how actions affect people and the planet.



This will help make changes that are fair to everyone.



We will use reports, assessments, and feedback from events and organisations.



We will learn from other countries about their experiences.

2. Work together



We will work with groups to make tools and guidance to move to **net zero** in a fair way.



This means working towards **net zero** without harming people or the planet.

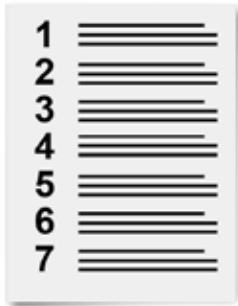


We will help workers, businesses, and the government talk about risks and opportunities.



We will involve communities in making decisions about climate.

3. Using the guide



We will follow the principles when making government policies.



We will check how policies affect different groups. Like race, age, gender, disability, religion, and money.



This will help people who make policies make better decisions. And give them helpful tools to make the right decisions.

How people involved in making plans and decisions can use the guide



Governments, public bodies, businesses, charities and communities need to work together.



Everyone should use the guide when making plans and decisions.



Follow the principles to help Wales reach its well-being goals. And to make decisions that are fair for everyone.

Public Sector



The public sector is services that the government pays for. Like councils, schools and hospitals.



Public sector and other organisations should use the guide when making or updating plans and policies.



Use the guide from the start of making any plans or policies.



The guide will help public sector and other organisations to follow the law. And meet well-being goals.

Business, voluntary organisations and community groups



Use the guide when making or updating plans and policies.



Look at the [Business Decarbonisation Guidance](#) for more help.

Hard words

Net zero

Net zero means the amount of harmful gas we put into the air, is no more than the amount we can take out of it.

We do this by:

- Lowering the amount of harmful gases we put into the air.
- Finding ways to clean harmful gas from the air.