

Senedd Cymru | Welsh Parliament

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

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

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

Gan adeiladu ar waith Archwilio Cymru, hoffai'r Pwyllgor gael barn am y canlynol:

1. Beth yw eich barn am rôl Llywodraeth Cymru yn cynorthwyo cyrff cyhoeddus i gwblhau'r pum cam a nodwyd yn adroddiad Archwilio Cymru?

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

2. Beth yw eich barn am ddefnyddio Statws carbon sero-net erbyn 2030: Trywydd ar gyfer datgarboneiddio ar draws sector cyhoeddus Cymru, fel ffordd o roi cyfeiriad strategol i gyrff cyhoeddus?

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

3. Beth yw eich barn am y cynnydd a wnaed gan gyrff cyhoeddus yn y meysydd gweithredu â blaenoriaeth a nodir yn y ddogfen: caffael cynaliadwy, adeiladau sero net, symudedd a thrafnidiaeth, a defnydd tir?

Not equipped to respond to this question

4. Beth yw eich barn am y cymorth sydd ar gael gan Lywodraeth Cymru i sicrhau cynnydd yn y meysydd blaenoriaeth, gan gynnwys unrhyw fylchau?

Not equipped to respond to this question

5. Oes gennych chi unrhyw sylwadau eraill yr hoffech eu codi o fewn cwmpas yr ymchwiliad hwn?

With an evidence panel of equality and sustainability organisations, I and colleagues at Cardiff Business School have worked with Welsh Government officials to produce a report mainstreaming

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