

## Appendix 1

Table 1: Examples of possible negative consequences of transitions to carbon neutrality for stakeholders, territories and cities and vulnerable groups

|  | Examples of potential negative consequences in the areas of ... |  |  |   |
|--|---|--|--|---|
| Cities have an economy based on ...  |   | Jobs and skills  | affordability  | participation / governance  |
| ... a high share of industries dependent on fossil energy production and use | cities:   | strong decrease on the number of current jobs;<br>decrease in population;<br>lower municipal budgets;<br>need to create new jobs and train workers | loss of income and reduced accessibility to goods and services, including energy-efficient housing, mobility, (clean) energy | higher share of vulnerable people that may be hampered in participation                                       |
|  | people:   | unemployment;<br>loss of income;<br>mental health problems;<br>need to resettle  | poverty;<br>unequal access to goods and services   | may have unequal access to participation and co-creation processes  |
| ... innovative, fossil free industries or service economy                    | cities:   | lack of qualified workers  | higher inequalities between social groups  | lower participation by vulnerable groups  |
|  | people  | unemployment do to lacking necessary qualification   | vulnerable groups may have limited access to goods and services  | vulnerable groups may have limited access to participation processes  |
| Vulnerable citizen groups regardless of the city type                        | low-income  | cannot afford training on new skills;<br>Lower access to digital technology  | low affordability in terms of resources and/or time  | no affordability to participate, in particular in forms that require technology (digital)                     |
|  | low educational level or less trained on digitalisation         | not finding new jobs;<br>need for training to change jobs  | not knowing their opportunities  | feel not able to participate;<br>cannot participate in certain forms of participation requiring higher skills |

|  |   |   |                                      |   |
|--|---|---|--------------------------------------|---|
|  | gender - women, homosexual, transgender, families | Cannot participate in trainings due child/elderly care; lack of income by spouses     | lack of own income or of the spouses | participation hindered by need for child or elderly care; stigma / specific needs not heard                       |
|  | age - children,                                   | mental health problems due to unemployed parents                                      | no means to participate              | lack of access to co-creation processes; specific needs not taken seriously                                       |
|  | age - elderly people                              | Not finding a new job; Lack of qualification for new jobs                             |                                      | lack of access to co-creation processes; specific needs not taken seriously                                       |
|  | sick, disabled                                    | new jobs or training forms may not fit their abilities                                |                                      | lack of access to co-creation processes; specific needs not taken seriously                                       |
|  | migration background                              | less access or ability to training for new jobs due to language and cultural barriers | not knowing their opportunities      | lack of access to co-creation processes due to language and cultural barriers; specific needs not taken seriously |
|  | lack of willingness or confidence to change       | no willingness for training on new jobs and skills                                    |                                      | excluding themselves from participation processes or blocking any change  |