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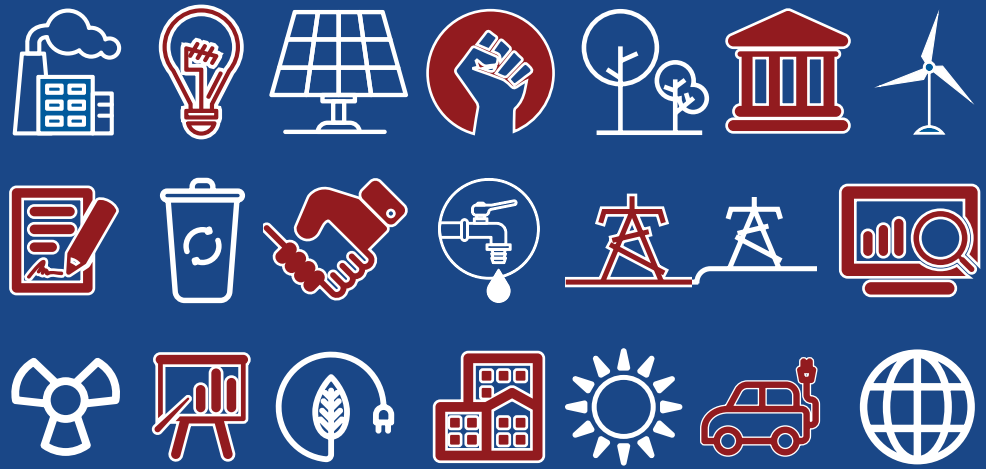
CLIMATE CHANGE STRATEGY PAPER

FOR TRADE UNIONS IN AFRICA



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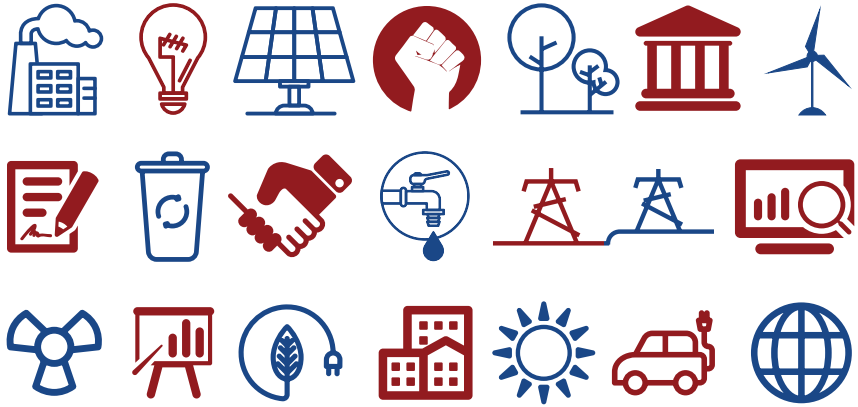

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PREFACE

Discussions on climate change are becoming increasingly important due to the growing scale of resultant devastation, as well as mounting evidence from empirical research conducted by eminent scientists, such as the Intergovernmental Panel on Climate Change (IPCC), on the severe impacts of climate change on the planet.

In Africa, the effects of climate change are visible in various sectors - including agriculture, mining, energy, manufacturing, tourism and wildlife, among others. The impacts on the economy and society are numerous and evident in most parts of the continent through the increase in natural disasters, such as extreme droughts and floods that result in food insecurity; a rise in climate-related internal migration; extreme high temperatures and poor labor productivity due chiefly to heat stress experienced during the hottest seasons in some parts of the continent.

Reports by the Intergovernmental Panel on Climate Change (IPCC) show that while Africa accounts for only 3.8 percent of global greenhouse emissions (compared to 23 percent for China, 19 percent for the United States, and 13 percent for the European Union), the continent is the region most vulnerable to the impacts of climate change. Broadly speaking, the climate crisis affects the planet as a whole and particularly burdens vulnerable peoples, communities and nations.

Furthermore, the depletion of natural resources by humans also contributes significantly to environmental degradation, which in turn exacerbates the environmental crisis currently being experienced. Thus, in addition to the growing and daunting phenomenon of general climate change, the world is also rapidly experiencing self-created and ever-expanding environmental change.

Intersections between these two phenomena – climate change and environmental change - can be found in a wide range of activities where workers make a living, including the agriculture, industry, construction, transportation and energy sectors. Workers and their livelihoods are adversely affected across all these sectors.

It is thus imperative that Trade Unions in Africa not only promote and defend jobs but also concern themselves with the environmental conditions under which jobs are currently created and sustained. Trade Unions in Africa actually need to understand fully that the jobs we fight for must also be jobs that are sustainable and help preserve the environment.

The ITUC-Africa strategy document is a follow up to the study on ***Trade Union Responses to Climate Change in Africa***, undertaken by ITUC-Africa with the support of the Trade Union Competence Center of the Friedrich Ebert Stiftung (FES) and the Africa Labor Research Network (ALRN) in 2014. The study challenged Trade Unions to develop clear strategies to engage climate change issues and further strengthen links to the broader questions of environmental justice.

This strategy document is a direct response to the recommendations raised from the research project and also fulfills ITUC-Africa's resolution on climate change adopted in 2015. It provides guidance and direction for effective engagement of African Trade Unions at national, sub–regional, regional and global levels on climate change and environmental issues.

Specifically, the strategy document recommends five key points for Trade Unions in addressing climate change. These include:

1. Capacity Building of Trade Unions on Climate Change Issues

2. Information Exchange, Advocacy and Awareness Creation among Trade Unions

3. Resource Mobilisation and Building Alliances by Trade Unions

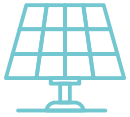
4. Building Institutional Mechanisms on Climate Change

5. Trade Union Policy and Legislative Demands

The document also spells out the roles and responsibilities of the ITUC-Africa Secretariat, Climate & Environment Desk officers at national level as well as that of their partners. This strategy is expected to be implemented at national, sub regional and regional levels.

Let us join hands in the fight to save our planet today and for future generations!

Kwasi Adu-Amankwah
General Secretary, ITUC-Africa



FOREWORD:

The ITUC-Africa strategy document on climate change has evolved from the co-operation between the FES Trade Union Competence Centre for sub-Saharan Africa (TUCC), ITUC-Africa and the African Labour Research Network (ALRN). The three organisations saw the need for a joint project aiming at the improvement of capacity within Trade Unions in dealing with the issue of climate change and environmental injustices. The parties recognised the challenges posed by the problem of climate change, which has a serious impact in Africa, and especially the negative impact it has on their economies. Key economic sectors in Africa, such as agriculture, energy, manufacturing and tourism, suffer from extreme weather patterns such as droughts, floods, excessive heat, etc. These sectors contribute significantly to the GDP, export earnings and employment in many African economies, so climate change disruptions in these sectors are therefore of serious concern. As a result African governments, with the help of the UNEP, have been formulating policies and programmes to intervene in the problems posed by climate change.

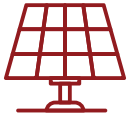
The first step in co-operation between the FES TUCC, ITUC-Africa and the ALRN involved a study on the impact of climate change in Africa and how governments and Trade Unions responded. Based on the analysis of selected countries as case studies – Benin, Ghana, Kenya, Zimbabwe and South Africa, the study revealed the limited involvement of Trade Unions in the issue of climate change. With the exception of COSATU in South Africa, African Trade Unions had no policies, structures or education programmes on climate change. The main reason for their limited involvement was lack of capacity. The study therefore made recommendations to fill the gaps thus identified and to bolster the capacity of unions in responding to the challenge of climate change.

The climate change strategy paper outlines a number of areas in which Trade Unions would need to make interventions as part of generating capacity. These include interventions in the area of information gathering and exchange, educational programmes, formulation of policies, establishment of relevant portfolios, etc. The strategy paper was presented and adopted at the ITUC-Africa congress in 2015 in Dakar. It is encouraging to notice that, since the adoption of the paper, at least two more national unions formulated policies and established structures to deal with climate change – the Zimbabwe Congress of Trade Unions (ZCTU) and the Nigeria Labour Congress (NLC). To support and fast-track processes of policy-formulation and awareness-raising on climate change within unions, the ITUC-Africa is running training programmes in the various sub-regions. A regional training on policy formulation was also undertaken for Trade Unions forming part of the ITUC-Africa climate change network. These programmes have been supported by the FES TUCC.

The FES TUCC values the co-operative relationship it enjoys with ITUC-Africa around the issue of climate change. It is our belief that the work undertaken will go a long way towards improving capacity within the unions to engage in climate change interventions. It is also acknowledged that the limited levels of development in Africa, where there is not much economic activity outside of the production systems that cause global warming, may affect the ability of African Trade Unions to embrace some of the interventions raised by the international Trade Union movement. The strategy paper should therefore lay the basis for more discussion and work around ways in which the issue of climate change and the economic structures that have historically evolved in Africa may be appropriately addressed by Trade Unions.

Bastian Schulz, Director, FES TUCC

1.0 CONTEXT AND RATIONALE



Climate change is one of the greatest threats to planet earth and also one of the most pressing issues confronting society today. The world is experiencing general climate change and also ever-expanding man-made environmental change. These two changes are interlinked. The environment changes as more resources are exploited and the climate changes as the resources are transformed and utilised for energy generation and for further extraction. Labour is central to the transformation of Nature, and for that matter what happens to the environment and the climate. By seeing itself as a community alongside a wider community of peoples, Labour can play a central role of contributing towards addressing ecological needs (in recognition of the planetary limits, as defined in Rio at the United Nations Conference on Environment and Development (UNCED), also known as the Rio de Janeiro Earth Summit, amongst others, held in Rio de Janeiro from 3 to 14 June 1992) while pursuing social transformation enabling humans to live with dignity. Rio was a critical milestone where humankind concluded that environmental destruction and destabilisation must be combated and that environmental conservation and restoration should be integral goals built into all development efforts. Rio was historic for overturning three United Nations Conventions, namely the UN Convention to Combat Desertification (NCCD), the Convention on Biological Diversity (UNCBD) and the United Nations Framework Convention on Climate Change (UNFCCC).

For Africa, the impact of climate change and associated global warming could be extremely severe. With its very large land mass, Africa will experience a temperature rise that is one and half times the average temperature rise experienced world-wide (GroundWork, 2011:4). Evidence suggests that a rise of a single degree in Africa will cause a loss of 65 percent of the continent's present maize growing capacity and an estimated fall of about 20 percent in overall food production. The Intergovernmental Panel on Climate Change (IPCC: 2007) predicts that

wheat production will disappear from Africa. In addition, an Oxfam report estimates that the price of wheat will increase by 120%, maize by 177% and processed rice by 107% before 2030 (Oxfam 2012:22). These increases would put the most basic food items out of the reach of many Africans and undermine their fundamental right to food. It is also estimated that a single degree rise in temperature will result in a 10% decline in rainfall by 2050, creating water stress for the 480 million people on the continent.

Africa also has large coastal areas at sea level or marginally above sea level. A warming of two degrees globally will produce a significant rise in sea levels, which will flood many coastal communities and destroy much of Africa's coastal infrastructure (Oxfam 2012:22). Concurrently a wide range of ever-growing environmental degradations will compound the negative impacts of climate change. Africa is also more vulnerable because it has fewer resources to deal with the results of climate change. Recent country scenario modeling on the effects of extreme weather events and drought for Ethiopia, Ghana and Mozambique on climate change estimates yearly adaptation costs of $6.4bn - $6.7bn (Oxfam 2012:13-14). This will make it impossible to afford adaptation interventions as the continent continues to lag behind in technology, skills and financial resources. Already the growing intensity of extreme weather events is taking a toll on peoples and communities in Africa. Floods have seriously impacted crops, livestock and infrastructure. Out of a total of 32.4 million persons displaced by flood globally in 2012, 8.2 million were in Africa.

[1] In Niger, for example, following several years of drought unusually severe rainfall in August 2010 saw 200 000 hungry and malnourished people being flooded out of their homes and their crops destroyed (GroundWork, 2011:4).

The African Regional Organisation of the International Trade Union Confederation (ITUC-Africa) has expressed keen interest to know the extent to which trade unions in Africa have been engaged in the design, implementation, verification and evaluation of climate change processes, policies and programmes. Questions have been raised about Trade Union involvement: to what extent are Trade Unions actually involved in climate change and environmental processes in Africa? Are they being sidelined or facing obstacles or have Trade Unions simply not been pro-active? For ITUC-Africa, such information is very useful for participation in the United Nations Framework Convention on Climate Change (UNFCCC) and the African regional climate processes. For that reason, ITUC-Africa with the support of the Friedrich Ebert Foundation (FES) Trade Union Competence Centre, engaged the African Labour Research Network (ALRN) to undertake research on ***Trade Union Responses to Climate Change in Africa***. The development objective of the whole project was to contribute to strengthening the capacity of African Trade Unions to deal with the immediate challenges presented by climate change. The study provided an objective review of the extent to which Trade Unions have been able to engage in climate change processes and issues across five sub-Saharan African countries, namely Benin, Ghana, Kenya, South Africa and Zimbabwe.

Evidence from these case studies shows a disturbingly limited Trade Union contribution in shaping the discourse and implementation of climate change at national, regional and continental levels in Africa, not to mention the global. The study challenged Trade Union leaders to develop clear strategies for engagement. It was argued that, while some Trade Unions may have made attempts to participate in the national policy frameworks, this has yielded very minimal results. Accordingly, a clear climate change strategy that provides guidance and direction for effective engagement is called for. It is in this context that ITUC–Africa decided to act upon the findings of the study by creating a concrete Climate Change Strategy. Subsequently the ITUC-Africa Congress in 2015 decided to strengthen the environmental justice concerns of the Climate Change Strategy Paper, with a view to guiding Trade Unions in their engagement at national, sub-regional, regional and global levels.

Climate Change, Environment and Social Justice

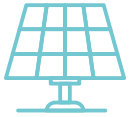
Areas of intersection between environmental and climate change crises can be found in a wide range of activities where workers make a living, including the agriculture, industry, construction, transportation and energy sectors. These sectors are connected by one factor: energy sources - which themselves have deep implications for climate and environmental change. In considering the implications of the intricate mix of human activities, it must be borne in mind that the original source of value is linked to the exploitation of Nature and Labour. Marx (1887) underscored this fact when he wrote that: "All progress in capitalist agriculture is a progress in the art, not only of robbing the worker, but of robbing the soil…"[2] Humankind's interaction with the physical environment has been pursued, first and foremost, to satisfy needs and, rather rapaciously, to meet market demands and even create more market demand. The result is destabilisation and destruction of the environment, including the atmosphere, leading to the climate crisis that is threatening to become a catastrophe.

Environmental injustice occurs when individuals, communities or territories are denied their right to enjoy and manage their environmental goods and to live in safety and dignity, oftentimes leading to various forms and levels of conflict. Some of these conflicts arise as a result of resource extraction, transformation, consumption and disposal. Environmental justice as a concept arose from the struggle to right those wrongs and resolve the conflicts. The scope of Environmental Justice includes "the fair treatment and meaningful involvement of all people, regardless of race, ethnicity, culture, income, or education level, with respect to development, implementation, and enforcement of employment laws, regulations, programmes, and policies."[3] The struggle for environmental justice has, since the 1980s, spurred a whole movement that has developed campaign slogans and concepts - bio-piracy, ecological debt, food sovereignty, water and climate justice, among others.

Climate justice begins with the recognition that communities and nations that have made the least contribution to the climate crisis are the ones who are suffering the most from the impact of the crisis. It also highlights the injustice inherent in the fact that increasingly the victims of climate change are expected to assume growing responsibility for the necessary mitigation and adaptation measures. The UNFCCC requires that actions should be guided by its principles, including the principle of equity and common but differentiated responsibilities and respective capabilities (CBDR). The principle of common but differentiated responsibilities and respective capacities is the bedrock of actions towards attaining climate justice. It recognises the historical responsibility for the climate crisis as well as the technological and financial capacities of parties involved. Historical responsibility demands that industrialised nations who have used a disproportionate amount of the carbon budget/atmospheric resources should bear the bulk of responsibility for mitigation actions, as well as accepting that those previously unfairly prejudiced should have a proportionately higher share of the remaining carbon budget. Emissions reduction and mitigation actions on this basis would be based on requirements of science – in a manner that all actions combine to achieve an agreed temperature change target.

The recognition of and payment for ecological and climate debt[4] are key demands of environmental justice. The recognition and payment of such debts would immediately eliminate the need for climate finance or even contentious 'loss and damage' demands. Climate debt also encompasses actions necessary to restore the cycles of Nature.[5] However, to date industrialised countries have strongly opposed assuming responsibility for this debt and waved it off the negotiation table.

Environmental justice is simply saying that one person's development should not result in another's under-development. Thus, the South African Environmental Protection Agency formulated a definition of environmental justice which reads: "No group of people should



bear a disproportionate share of the negative environmental consequences resulting from industrial, governmental and commercial operations or policies."[6] Environmental justice is an all-encompassing concept that demands both social and economic justice, including the right of workers to jobs with decent pay and a suitable work environment. It is within this broad concept that Trade Union climate change strategies should be developed, implemented and periodically reviewed.

While the term climate justice is used to frame global warming as an ethical and political issue, examining questions such as equality, human rights, collective rights and the historical responsibilities of climate change; environmental justice describes a social movement that focuses on the fair distribution of environmental benefits and burdens.

Climate and Environmental Degradation Intersections

The climate crisis has been attributed to the failure of the market, and the market is the anchor of the capitalist model of development. This model of development has also been termed the petroleum or fossil fuel-based civilization[7]. The hallmark of this model is the burning of fossil fuels to drive rapid economic growth. The eco-logic of industrial capitalism is three-pronged[8]: First, it relies on easy availability of fossil fuels – the fact that these are not renewable shows the natural limits to economic growth and also the unsustainable nature of this pathway. Secondly, the model constantly increases pollution, including carbon emissions and other pollutants arising from the production and consumption of goods; an associated feature is rapid urbanisation and land use changes. Thirdly, it is associated with rapid deforestation and declining biodiversity.

The current overarching global framework for tackling climate change is the Paris Agreement[9], the outcome of the 21st Conference of Parties (COP 21) of the United Nations Framework

Convention on Climate Change (UNFCCC). To secure the Agreement, the concerns of a wide spectrum of nations and stakeholders were captured in the Preamble. The key components of that agreement include the fact that actions would be on a pledge-and-review basis, termed Nationally Determined Contributions (NDCs). A major drawback is that the NDCs themselves are indicative of the actions that countries intend to take based on their national priorities, rather than being based on the requirements of science and the intentionality of the Preamble to the Agreement. Where countries act on the basis of NDCs the outcomes and effects of their actions are not predictable nor correlated to the targets determined by science. Another drawback of NDCs is that it is individual nations that determine at what point they would commence actions to cut emissions. For instance, China[10] plans to attain peaking of carbon dioxide by 2030 and reduce energy intensity by 2020, while India aims also to reduce her emissions by 33-35 percent below the 2005 levels, by 2030[11]. For other countries, the achievement of their targets is conditional upon availability of finance and technology. Meanwhile, even though the Green Climate Fund has been accepted, it has serious drawbacks because the rich industrialised countries of the North manipulate the mechanism through what has been described as 'creative accounting'; for example, by providing loan guarantees instead of grants. The Paris Agreement can thus be seen to be a permissive Agreement that promotes business as usual while national leaders claim that the world has entered a historic moment in climate change actions.

For Labour, the recognition of the need for a 'just transition of the workforce and the creation of Decent Work and quality jobs in accordance with nationally defined development priorities stands out as key in determining the actions and contributions that Labour can make as a collective. The recognition of the obligation to human rights, the right to food and health, the rights of migrants and of persons with disabilities; gender equality and the right to development are key reference points for any strategic interventions and engagement on climate in order to pursue climate, environmental and social justice.

Box 1: Excerpts from the Preamble of the Paris Agreement

1. being guided by its principles, including the principle of equity and common but differentiated responsibilities and respective capabilities, in the light of different national circumstances,

2. effective and progressive responses to the urgent threat of climate change on the basis of the best available scientific knowledge,

3. the specific needs and special circumstances of developing country Parties, especially those that are particularly vulnerable to the adverse effects of climate change, as provided for in the Convention,

4. the specific needs and special situations of the least developed countries with regard to funding and transfer of technology,

5. that Parties may be affected not only by climate change, but also by the impacts of the measures taken in response to it,

6. the intrinsic relationship that climate change actions, responses and impacts have with equitable access to sustainable development and eradication of poverty,

7. the fundamental priority of safeguarding food security and ending hunger, and the particular vulnerabilities of food production systems to the adverse impacts of climate change,

8. the imperatives of a just transition of the workforce and the creation of Decent Work and quality jobs in accordance with nationally defined development priorities,

9. that climate change is a common concern of humankind. Parties should, when taking action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity,

10. the importance of the conservation and enhancement, as appropriate, of sinks and reservoirs of the greenhouse gases referred to in the Convention,

11. the importance of ensuring the integrity of all ecosystems, including oceans, and the protection of biodiversity, recognised by some cultures as Mother Earth, and noting the importance for some of the concept of 'climate justice', when taking action to address climate change,

12. the importance of education, training, public awareness, public participation, public access to information and cooperation at all levels on the matters addressed in this Agreement,

13. the importance of the engagements of all levels of government and various actors, in accordance with respective national legislations of Parties, in addressing climate change,

14. sustainable lifestyles and sustainable patterns of consumption and production, with developed country Parties taking the lead, play an important role in addressing climate change.

Temperature Targets

Bearing in mind that efforts to tackle global warming by nations are to be nationally determined and not predicated on the computations or requirements of science, it is important to look at Article 2, the most central item of the Paris Agreement:

1. This Agreement, in enhancing the implementation of the Convention, including its objective, aims to strengthen the global response to the threat of climate change, in the context of sustainable development and efforts to eradicate poverty, including by:

a. Holding the increase in the global average temperature to well below 2°C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels, recognising that this would significantly reduce the risks and impacts of climate change;
b. Increasing the ability to adapt to the adverse impacts of climate change and foster climate resilience and low greenhouse gas emissions development, in a manner that does not threaten food production;
c. Making finance flows consistent with a pathway towards low greenhouse gas emissions and climate-resilient development.

2. This Agreement will be implemented to reflect equity and the principle of common but differentiated responsibilities and respective capabilities, in the light of different national circumstances.

Achieving the 1.5 degrees Celsius or well below 2 degrees Celsius temperature target remains questionable when a pledge-and-review mechanism is set in the very next Article of the Agreement rather than a legally binding emission-cut regime. Already, the IPCC has analysed the NDCs submitted by nations and shown that if all the pledges are fulfilled we would be on the pathway to a temperature increase above the 3 degrees Celsius mark.[12] That would spell a dead planet and, as the slogan goes, there are no jobs on a dead planet. This bleak reality calls for renewed efforts in scaling up the demands of Labour and the environmental justice movement for legally binding targets, informed by the CBDR.

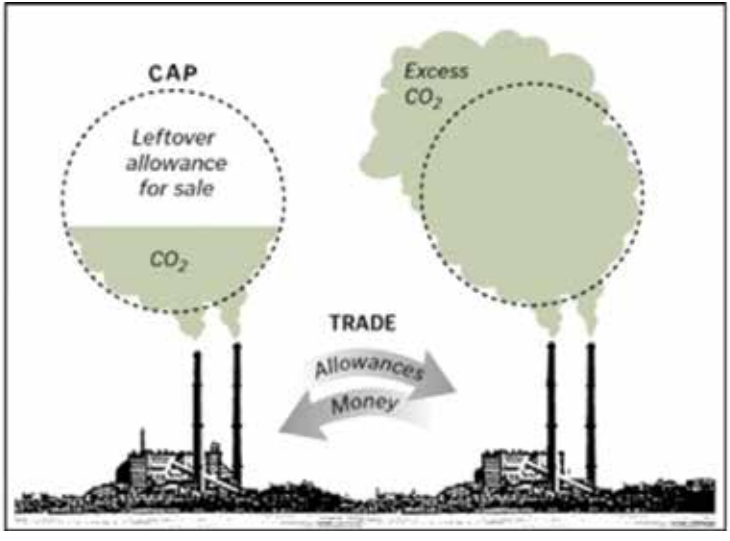


Figure 1: Cap and Trade (carbon offsetting)

The dire consequences of unchecked emissions is captured by Bidwai (2012) who warned: "*If the North relies on easy options like buying carbon offsets, the climate crisis will spiral out of control, with terrifying consequences for the world."* He called for an emergency action programme that would include "deep and early emissions cuts by the North, a serious commitment by the emerging economies to reduce the growth of their emissions, and major initiatives for adaptation and low-carbon technology development worldwide."[13] These observations point to important areas of action for Labour. They also demand an end to the illegitimate dichotomy between politics and economics.

2.0 TRADE UNION CONSENSUS ON AN ALTERNATIVE PARADIGM ON ENVIRONMENT AND CLIMATE CHANGE

Trade Unions do recognise that the fight against climate change and for environmental justice are an integral part of a broader fight against existing economic and social injustices faced by workers and the poor. In that regard, finding a viable solution to the growing environmental crisis is a fight against social and economic injustice. The climate change crisis is interrelated with the social and economic one, that has its roots in the prevailing production and consumption model; a model that considers Nature and ecosystems as a never-ending source of energy and materials (COSATU, 2011). This production model fails to recognise the needs of workers and the poor and thus places profits over the development of society. While consumption and populations keep growing, ecosystems and natural resources are being depleted; air, soil and water are increasingly polluted; and climate changes progressively affect the production of food as well as access to drinking water (COSATU, 2012). Arguably, the current model of depleting natural resources and the impact this has on the ecosystem is putting at risk the capacity of our societies to reproduce themselves and the existence of the future generations; the world is using and transforming Nature faster than the capacity that ecosystems possess to restore or replenish themselves. In many cases there is increased depletion of non-renewable resources, such as the fossil fuel reserves which took Nature millennia to accumulate. (Sustain Labour, 2011:8)

It is therefore evident that current development will have to give way to a more sustainable path that places workers and poor communities and countries at its center. A sustainable development paradigm model consists of a number of interlocking elements that include economic, social, political and environmental dimensions. The diagram below (Figure 1) suggests, illustratively, how important all these elements are in achieving a sustainable development model. Firstly, there is a critical interrelation between climate change and other elements and this reality should form part of an overall strategy towards a sustainable future. Environmental issues are not separate or new but must form part of our demands for social and economic transformation. Secondly, sustainable development requires a working class perspective that links workplace issues with community struggles for development and meeting basic needs. Third, environmental justice, with particular reference to climate justice, is an overarching principle arising from the fact that the historical responsibility for environmental and climate crises rests predominately on the rich industrialised countries, largely in the global North.

Figure 2: Sustainable Development Model (Source: Revised and adapted from Sustain Labour and ILO-ACTRAV, 2011).

3.0 TRADE UNIONS AND THE JUST TRANSITION

Trade Unions and many other observers are of the view that, given rising temperatures, developing and least developed countries cannot be expected to bear the adjustment cost of an international agreement on climate change. Interventions must speak to the necessary policy space that allows for a *just transition*, creation of decent jobs and a reduction in poverty. Developed countries must take the lead in reducing emissions and provide financial support for the shift towards a low carbon future in developing and low-income countries, without undermining development. It is argued that a low carbon trajectory must ensure that workers and the poor are not disadvantaged and disproportionally affected. Addressing climate change provides an opportunity for countries to develop their productive forces in an environmentally sustainable way to support and protect water sources, expand electricity generation based on renewable energy sources, support labour-intensive agricultural development, low carbon and affordable public transport, housing development that is more ecologically friendly and many more. More importantly, a shift to a low carbon economy must be carried out in the context of a *just transition*. A just transition does not disproportionately affect workers and the poor as countries shift towards reducing carbon emissions and embraces a number of key principles:

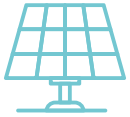
- The involvement of workers and communities is paramount in any decision on climate change policies;
- There must be no loss of employment as a result of climate change policies;
- Policy interventions must support the reduction of poverty, improve income and industrial development;

- A low carbon trajectory must create opportunities for investment in environmentally friendly activities that create decent jobs, that meet standards of health and safety, that promote gender equality, and that provide secure income;
- The development of a comprehensive social protection system is crucial in order to protect the most vulnerable during transition periods;
- Supporting researches into the impact of climate change on employment and livelihoods in order to better inform social and economic policies;
- Supporting ongoing skills development and retraining of workers to ensure that they can become part of the new low carbon development model as new sectors such as renewable energy emerge; and
- A just transition must be adequately funded, including funding for mitigation and adaptation measures that may have more impact on workers and the poor.

The 2015 ITUC-Africa Congress emphasised the enormous potential for the creation of green and Decent Work through a just transition that provides training, new skills, social protection, enhanced social dialogue and new green job opportunities as well as anticipating potential losses of economic activity, employment and income loss in certain sectors and regions, and thus the need to protect the most vulnerable.

It is imperative for Trade Unions in Africa not only to promote and defend jobs but also be more concerned about the environmental conditions under which current jobs are created and are thriving as well. In that regard, Trade Unions in Africa would need to understand that the jobs they are fighting for today are held on the backbone of an unjust, unstable and unsustainable environment. This state of affairs needs to be reversed. There is therefore the need for Trade Unions in Africa to develop and implement climate change policies through the development of capacity and strategies on green jobs and Decent Work, while strengthening linkages with the broader environmental justice movement.

4.0 EVIDENCE OF TRADE UNION RESPONSE ON CLIMATE CHANGE IN AFRICA



Research has established that climate change is an issue of concern for all the countries in Africa with visible impact on the key sectors of their economies such as agriculture, energy, manufacturing, transport and tourism (Kalusopa & Mote, 2014). These sectors have significant contributions to GDP, export earnings, employment and backward and forward linkages with other sectors of the economy. However, research has also confirmed that, although Trade Unions have often been defined as agents of change, their desired role in climate change in Africa has been slow in evolving, with marginal impact (Kalusopa & Mote, 2014). The studies have also found that there are several varied initiatives put in place by governments to address climate change, but they lack effective participation by workers as key stakeholders. Table 1 shows the extent of Trade Union response in the countries under study.

Table 1: Role of Trade Unions in Climate Change Programmes

Country	Existence of national legislative framework on the environment and climate	Climate change and Decent Work agenda	Impact of climate change on key sectors and Labour issues	Trade Union response to climate change
Benin	• Relatively sound framework • Ratified the UNFCCC • Mainstreamed into the national development framework	• Country's Decent Work programme does not address climate change • National social dialogue structure does not adequately address climate change	• Agriculture • Transport • Energy • Water • Human health • Industrial sector.	• No clear policy on climate change • Trade Union involvement is almost non-existent
Ghana	• Relatively sound framework • Ratified the UNFCCC • Mainstreamed into the national development framework • Developed appropriate migration action plans (NAMAS) • Has adaption strategy (NCCAS)	• Country's Decent Work programme does not address climate change • National social dialogue structure does not adequately address climate change	• Agriculture • Forestry • Energy	• No clear policy on climate change by Ghana TUC • Most union involvement is isolated or sector-based such as by General Agricultural Workers' Union (GAWU), Timber & Woodworkers' Union (TWU) and Public Services Workers' Union (PSWU)
Kenya	• Relatively sound framework • Ratified the UNFCCC • Mainstreamed into the national development framework • Has national white paper on strategic response to climate change	• Country's Decent Work programme does not address climate change • National social dialogue structure does not adequately address climate change	• Agricultural • Horticulture • Transport • Tourism • Energy sectors.	• Most union involvement is • isolated or sector-based such as by agriculture and forestry.

Country	Existence of national legislative framework on the environment and climate	Climate change and Decent Work agenda	Impact of climate change on key sectors and Labour issues	Trade Union response to climate change
South Africa	• Relatively sound framework • Ratified the UNFCCC • Mainstreamed into the national development framework • Has national white paper on strategic response to climate change	• Social dialogue structures at national level recognise climate change • Climate Change Policy Framework exists • No clarity in link of climate change in the Decent Work programme	• Mining • Energy • Agriculture • Chemicals manufacturing • Health (as a cross-cutting issue)	• Congress of South African Trade Unions (COSATU) has a comprehensive policy position but only six of its 21 affiliates have either a policy or resolution on climate • change • Significant campaign and engagement in most of the sectors with visible impact in the energy sector by the National Union of Metalworkers of South Africa • (NUMSA) and in mines through National Union of Mineworkers (NUM) • Still lacks capacity of leaders, shop stewards and members on climate change. • COSATU has joined efforts with another national Federation of Unions of South Africa (FEDUSA) • Has climate reference group for national campaigns

Country	Existence of national legislative framework on the environment and climate	Climate change and Decent Work agenda	Impact of climate change on key sectors and Labour issues	Trade Union response to climate change
Zimbabwe	• Relatively sound framework • Ratified the UNFCCC • Mainstreamed into the national development framework • Has national white paper on strategic response to climate change	• Zimbabwe Congress of Trade Unions (ZCTU) participated in the process of Decent Work Programme but reference made only to green jobs not climate change	• Agriculture • Energy • Tourism • Transport • Industry & commerce	• ZCTU does not have a policy on climate change and green jobs but recent resolutions prioritise the issue • Leading efforts by General Agriculture and Plantations Workers' Union of Zimbabwe (GAPWUZ), Commercial Workers' Union of Zimbabwe (CWUZ) and Zimbabwe Furniture Timber and Allied Trade Union (ZFTATU)

Source: Adapted from Kalusopa, T & Mote H (Eds). (2014). Trade Union Responses & Strategies on Climate Change in Africa.

5.0 RECOMMENDED STRATEGIES FOR TRADE UNIONS ON CLIMATE CHANGE IN AFRICA

Clearly, the evidence from research shows that Trade Union involvement in climate change and the environmental justice movement remains undefined, slow and low. It is thus imperative that Trade Unions in Africa devise strategies for effective engagement as a strategic response to the daunting climate change issues. Labour's strategic approach must include ensuring adequate and accessible communications concerning workplace environments. There must also be free, prior informed consent of workers with adequate consultation before being posted to hazardous tasks. Businesses must extend the same respect to communities in which they operate. There must be full compliance with occupational safety and health standards and, for a start, minimum environmental standards.

The key objectives of such a strategic response are to:

- Create and deepen awareness on issues of climate change and climate and environmental justice.
- Prioritise climate change in Trade Union programmes and policies.
- Provide direction and guidelines for Trade Union interventions on issues of climate change, with a strong emphasis on the environmental and climate injustices and how they are linked to the social, economic and political injustices that Trade Unions traditionally fight against.

- Articulate African Trade Union position(s) on relevant key issues on climate change and broader environmental justice concerns.
- Influence national, sub-regional, regional and global processes on climate change and the quest for environmental justice.

Below are five key recommended Trade Union strategies on climate change that ITUC–Africa should take into account:

Strategy 1: Capacity Building of Trade Unions on Climate Change Issues

a. Justification

Research has identified that an important obstacle to the engagement of Trade Unions at both national and enterprise levels is capacity. Trade Unions in Africa, including those that organise in climate-sensitive sectors, have limited capacity in climate change. For most unions, climate change and environmental justice issues are fairly new and the linkages between climate change and union work are not clearly articulated. It is therefore important for Trade Unions in Africa to build capacity on climate change and environmental justice. In this regard education and training programmes can equip Trade Union negotiators with the necessary knowledge and skills relevant to climate change.

b. Implementation Focus

(i). Enterprise level

Trade unions must:

- Enhance training and education at the shop-floor (shop stewards) level.
- Establish climate change desks in each union or by pooling resources to establish a common climate change desk.

(ii). National level (National Centers and Sector Unions)

Trade Unions must focus on:

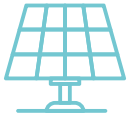
- Training and education of national and sectoral leaders, co-ordinators, negotiators, women and young workers, organisers and educators.
- Trade Union research on climate change and labour/employment issues.

Strategy 2: Information Exchange, Advocacy and Awareness Creation by Trade Union

a. Justification

Research has shown that information exchange, advocacy and awareness among Trade Unions is low. This means Trade Unions in Africa will need to deepen their information and analysis capacity, advocacy and communication capabilities.

b. Implementation Focus



(i). Enterprise level

Trade Unions must:

- Compile and disseminate well-researched policy positions on climate change and employment.
- Run workshops/seminars for sensitisation on climate change.
- Increase media coverage at all levels to brand and increase Trade Union political visibility on issues of climate change.
- Increase engagement in discussion forums, debates and publications on urgent national, sub-regional and regional issues around climate change.
- Promote eco-friendly practices and targeted campaigns in Trade Unions in workplaces that are in climate-sensitive sectors - such as agriculture, transport, energy, etc.

(ii). National level (National Centers and Sector Unions)

Trade Unions must:

- Establish a network of Trade Union climate change front-desks for easy communication, sharing of information and co-ordination of awareness campaigns.
- Promote, through national advocacy strategies, eco-friendly practices in transport, energy consumption, household purchases, workplace purchases, afforestation.
- Promote the adoption of eco-friendly production processes, inputs and waste disposal
- Development of Trade Union Information Communication (IEC) materials
- Establish a Trade Union information sharing platform through social media networks such as Facebook.
- Increase lobbying with national parliaments on workers' causes regarding climate change.

Strategy 3: Resource Mobilisation and Building Alliances by Trade Unions

a. Justification

One of the key challenges established by the research relates to inadequate resource mobilisation and poor alliance building by most Trade Unions on climate change in Africa. Trade Unions should advocate improved and sustainable funding for climate change programmes from both domestic and external sources, in particular resources that can facilitate upscaling of effective interventions. Trade Unions will have to advocate for adequate budgetary allocations for climate change. In terms of alliance building, research shows that any comprehensive climate change strategy will need to be anchored on an elaborate alliance building, collaboration and co-ordination of all the stakeholders involved in the implementation of climate strategy at organisational and national levels.

b. Implementation Focus

(i). Enterprise level

Trade Unions must:

- Encourage setting up collaborative research funding focusing on climate change, environmental justice and employment.
- Work on collaborative strategies on resource and expertise-pooling on climate change to deepen knowledge among Trade Unions and other relevant structures.
- Advocate for budgetary allocations to issues of climate change beyond OSHE programmes in organisations.

(ii). National level (National Centers and Sector Unions)

Trade Unions must:

- Advocate for improved and sustainable funding for a climate change programme from both domestic and external sources.
- Advocate for adequate national budgetary allocations for climate change.
- Advocate for an effective inter-ministerial technical committee that will provide the overall political guidance and support towards the implementation of national climate change strategies.
- Identification of and forging alliances with like-minded stakeholders on matters of common interest and developing joint actions/campaigns

Strategy 4: Building Institutional Mechanisms

a. Justification

Research has established that there is need for the development of institutional mechanisms through the establishment of technical working groups or steering committees on climate change and environment in Trade Union centers. These broad-based committees should provide the overall leadership for activities in the key sectors that are impacted by climate change. They will have cross-sectoral influence, including evidence-based policy formulation and recommendations, legislative reform initiatives, guidance on programme design and implementation, and overall monitoring of conditions in climate-sensitive sectors.

b. Implementation Focus

(i). Enterprise level

Trade Unions must:

- Expand the role of Occupational Safety Health and Environment (OSHE) committees to cover climate change or create a committee on climate change at organisational level.

(ii). National level (National Centers and Sector Unions)

Trade Unions must:

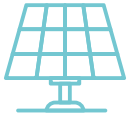
- Establish a national and sector union committees on climate change or make use of existing joint OSHE committees.
- Strengthen existing national institutional mechanisms, including national focal points responsible for climate change.
- Allocate adequate financing to climate change activities.

Strategy 5: Trade Union Policy and Legislative Framework Demands

a. Justification

Evidence from research suggests that although most countries have sound legal and policy frameworks designed to respond to climate change; ratified the United Nations Framework Convention on Climate Change (UNFCCC) and to some extent mainstreamed climate change issues into the national development frameworks; the impact of Trade Union engagement in

Africa remains weak. Accordingly, most Trade Unions need to deepen their social dialogue and make clear demands on issues of climate change. In that regard, the following are the key demands at enterprise (organisation) and national (national and sector) levels with respect to the existing policy and legislative framework. The Just Transition and Climate Justice principles are overarching concerns that should inform engagements at all levels



b. Implementation Focus

(i). Enterprise level

Trade Unions must ensure that:

- Engagement in current social dialogue structures with regard to climate change mitigation and adaptation is strengthened.
- The adoption of enterprise level climate change mitigation and adaptation measures in policies, Collective Bargaining Agreements (CBAs), Codes of Conduct and Environmental Management Systems.

(ii). National level (National Centers and Sector Unions)

Trade Unions must demand that:

- Governments should integrate climate change and environmental issues across all national development policies and strategies.
- National policies on climate change should recognise and integrate issues of Decent Work, green jobs, just transition, carbon tax, OSHE and tax incentives to enterprises and households that promote mitigation and adaption measures.

- Policies for renewable energy including biogas should be pursued.
- Public transport policy for reducing pollution should be encouraged.
- Effective and participatory enforcement of environmental legislation and policies should be strengthened.
- Governments should encourage the promotion of climate-resilient agriculture production through sustained agriculture research.
- Governments should promote afforestation programmes and conservation policies.
- Governments comply with the Rio principles (Polluter Pays, Common but Differentiated Responsibilities and the Rights to Information).

6.0 WORK PLAN MATRIX FOR IMPLEMENTING CLIMATE CHANGE STRATEGIES

Strategy 1: Capacity Building of Trade Unions on Climate Change Issues

Key objective: To build African Trade Unions' capacity on climate change.

ISSUES	OBJECTIVES	RESULTS	ACTIVITIES
Lack of in-depth national social dialogue on issues of climate change	To build trade union capacity on climate change issues	Increased presence of expertise in Trade Unions to enhance social dialogue on climate change and environmental issues in national policies	Training and education of national and sectoral leaders, co-ordinators, negotiators, women, young workers, organisers and educators.
Lack of human and resource pooling expertise to establish a common climate change desk		Increased number of climate change desks in trade unions for effective bargaining at enterprise level	Enhance the training and education at the leadership and shop-floor (shop stewards) level
Lack of Trade Union research on climate change and labour/ employment issues		Increased Trade Union research on climate change and environment and employment at enterprise, national, sub-regional and regional levels	Conduct research on climate change and labour /employment issues at enterprise, national, sub-regional and regional levels

Strategy 2: Information Exchange, Advocacy and Awareness among Trade Unions

Key objective: To enhance information exchange, advocacy and awareness capabilities of Trade Unions on climate change in Africa

ISSUES	OBJECTIVES	RESULTS	ACTIVITIES
Low knowledge and awareness of climate change issues among Trade Unions Low engagement in discussion forums and debates on climate change issues at national, sub-regional and regional level Low promotion of eco-friendly practices at workplaces in organisations that are based in climate-sensitive sectors such as agriculture, transport, energy, etc. Poor network of Trade Union climate change front-desks for easy communication, sharing of information and co-ordination of awareness campaigns. Lack of national advocacy strategies on eco-friendly practices in key sectors Lack of promotion and adoption of eco-friendly production processes, inputs and waste disposal	To enhance information exchange, advocacy and awareness capabilities of Trade Unions	Increased knowledge and awareness of climate change and environmental justice issues among Trade Unions	Compile and disseminate well-researched policies on climate change, environment and employment.
		Increased engagement in discussion forums, debates and publications on burning national, sub-regional and regional issues on climate change and environmental justice	Sensitisation workshops/ seminars on climate change and environmental justice
		Enhanced eco-friendly practices and targeted campaigns at workplaces in organisations that are in climate-sensitive sectors such as agriculture, transport, energy, etc.	Media coverage at all levels to brand and increase Trade Union political visibility on issues of climate change.
		Increased national advocacy strategies on eco-friendly practices in key sectors	Development of Trade Union Information Communication Communication (IEC) materials
		Increased promotion and adoption of eco-friendly production processes, inputs and waste disposal	Establish Trade Union information-sharing platform through social media networks such as Facebook.

Strategy 3: Resource Mobilisation and Building Alliances by Trade Unions

Key objective: To mobilise resources and build strong alliances on climate change among most Trade Unions in Africa.

ISSUES	OBJECTIVES	RESULTS	ACTIVITIES
Weak collaborative research funding with focus on climate change and employment. Weak collaborative strategies on human resource and expertise pooling among Trade Unions and other relevant stakeholders. Low budgetary allocations to issues of climate change beyond OSHE programs in organisations. Low funding for climate change programmes from both domestic and external sources. Weak inter-ministerial technical committees on the implementation of national climate change strategies. Poor alliance building of Trade Unions with other stakeholders. Especially the environmental justice civil society organisations and the movement in general.	To mobilise resources and build strong alliances on climate change among most Trade Unions in Africa	Increased collaborative research on climate change and employment	Encourage setting up collaborative research funding with a focus on climate change and employment
		Strengthened collaborative strategies on human resources, pooling expertise on climate change among Trade Unions and other relevant structures.	Collaborative strategies on human resources and expertise, pooling through Training of Trainers cycles
		Increased budgetary allocations climate change issues beyond OSHE programs in organisations.	Lobbying for increased budgetary allocations
		Improved and sustainable funding for climate change programmes from both domestic and external sources.	Writing joint proposals on climate change with other stakeholders
		Improved inter-ministerial co-ordination on issues of climate change	Setting/strengthening of inter-ministerial committees
		Increased alliance building between Trade Unions and other stakeholders	Setting up alliances on joint actions on climate change and environmental justice

Strategy 4: Building Institutional Mechanisms on Climate Change

Key objective: To build and strengthen the institutional mechanisms of Trade Unions in Africa for climate change

ISSUES	OBJECTIVES	RESULTS	ACTIVITIES
Existing national and sector union committees on climate change restricted to Occupational Safety and Health issues Weak national Trade Union institutional mechanisms and national focal points for climate change Low financing of national Trade Union structures on climate change Low access to financing by Trade Unions in support of climate change projects.	To strengthen institutional mechanisms on climate change in Trade Unions	Expansion of national and sector union Occupational Safety and Health committees to include climate change	Establish/expand national and sector union committees on climate change
		National Trade Union institutional mechanisms and national focal points for climate change and environment strengthened	Review existing national institutional structures and focal points responsible for climate change
		Increased financing of national Trade Union structures on climate change and environment.	Initiate resource mobilisation at organisational and national level.
		Increased access to financing by Trade Unions in support of climate change and environment projects.	Work with strategic CSO climate change sensitive organisations on joint financial proposals

Strategy 5: Policy and Legislative demands

Key objective: To deepen institutional social dialogue on climate change mitigation and adaptation in Africa.

ISSUES	KEY OBJECTIVES	RESULTS	ACTIVITIES
Poor integration of climate change across national development programmes Decent Work programmes do not integrate climate change issues Policies on renewable energy not rigorously pursued Public transport policy on pollution undefined Ineffective and non-participatory enforcement of environmental legislations Reduced role of the state in the research of climate-resilient agricultural production Weak afforestation programs and conservation policies Weak compliance with the Rio principles	To deepen institutional social dialogue on climate change mitigation and adaptation	Increased presence of climate change issues in national policies	Train affiliates in skills on social dialogue
		Decent Work programme to reflect climate change issues	Engage social partners in national dialogue to review Decent Work programme
		Renewable energy at the centre of the national climate agenda	Advocacy and campaigns
		Defined public transport policies that reflect climate change dimensions	Assist affiliates in policy development on public transport and climate change
		Improved participatory enforcement of environment and climate change	Assist affiliates in techniques in monitoring climate change enforcement regimes
		Increased role of governments in research on climate-resilient agriculture	Research and campaigns
		Improved afforestation programmes and conservation policies	Research and campaigns
		Compliance with Rio principles	Training of national focal points, leadership at regional and national levels
		Increased collaboration with civil society organisations working on various aspects of Rio	Joint campaign and advocacy activities on issues of interest to Labour

7.0 MONITORING AND EVALUATION OF THE IMPLEMENTATION OF CLIMATE CHANGE STRATEGY PAPER

The implementation of the climate strategy paper will depend on the following critical success factors.

1. Structural strength of the ITUC-Africa Secretariat Desk on Climate Change and Environment.
2. Responsiveness of the ITUC-Africa affiliates structures to the current dynamics on climate change.
3. Committed leadership in ITUC-Africa affiliates to champion climate change issues.
4. Structural strength of the ITUC-Africa administrative structures to effectively monitor targets through approved steering committees with review periods and realistic accountability targets on climate change.
5. Preparation of scheduled tasks and activities on climate change with clear delivery periods by ITUC-Africa.
6. Securing finances/resources by ITUC-Africa to implement the specific activities on climate change.

7.1 Roles and Responsibilities of ITUC-Africa Secretariat (Climate & Environment Desk), Affiliates & Partners

In addition to the core activities outlined in this strategic plan (also see log-frame presenting broad activities for the period 2017-2019), the ITUC-Africa Secretariat and affiliates have responsibilities that are outlined below:

a. Role of Climate & Environment Desk of The ITUC-Africa Secretariat

1. To support ITUC-AFRICA affiliates implementing policy and programme interventions on climate change.
2. Establishment of an interactive website that will promote information sharing among all the ITUC-Africa affiliates, stakeholders and the general public; and promote increased collaborative efforts on climate change.
3. Facilitate a forum to debate, share information, and strengthen collaboration on common priority areas on climate change.
4. Ensure that all emerging climate change issues relevant to the strategy paper are brought to the attention of ITUC-Africa affiliates.
5. Facilitate regional networking and collaboration amongst ITUC-Africa affiliates and national stakeholders within the region on climate change issues.
6. Support national and sub-regional stakeholders in formulating advocacy and engagement action plans around identified priority issues on climate change.
7. Increasing collaboration amongst ITUC-Africa affiliates and other stakeholders within the region working on climate change issues.

8. Undertake specific engagement activities on climate change with regional policy frameworks such as ECOWAS, ECA and SADC Secretariats.
9. Follow-up trends and developments within the wider environmental justice movement.

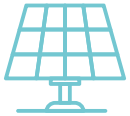
b. Role of ITUC-Africa Affiliates on Climate Change & Environment

1. Support the ITUC-Africa Secretariat in the implementation of activities on climate change at the national level.
2. Ensure that all relevant national stakeholders are involved in ITUC-Africa related activities.
3. Mainstream the ITUC-Africa strategy paper (e.g. in thematic areas for workshops, programs and strategic interventions).
4. Support the ITUC-Africa Secretariat to identify priority areas on climate change and possible spaces for non-state actors' participation in consultation processes at regional level.
5. Undertake national lobbying and engagement activities with policy-makers specifically on the Decent Work agenda and climate change and employment.

c. Role of Strategic & Alliance Partners on Climate Change & Environment

That ITUC-Africa continue to maintain and expand its current strategic and alliance partners on climate change, and extend the scope and coverage of partnerships to include environment justice and priority environment issues; it would accordingly expect partners to have the following role in the implementation of its strategic objectives:

1. Mobilise their own resources to implement common activities with ITUC-Africa at the regional and national levels.
2. Work towards strengthening their national co-ordination and collaboration of activities at regional and national levels.
3. Provide and contribute information resources to the ITUC-Africa Secretariat so as to strengthen information sharing, creating possible areas of co-operation/collaboration, informing policy formulation and strategic regional and national interventions.
4. Build alliances with the wider environmental and justice movement.



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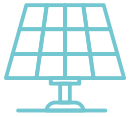

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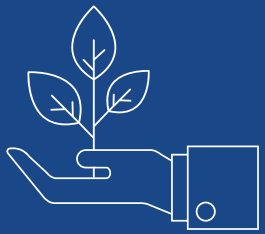

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