



# **ASSESSMENT STUDY ON TRADE UNION PARTICIPATION IN SHAPING CLIMATE POLICIES TO ENSURE JUST TRANSITION AND JOB SECURITY**

**Kigali, June 2024**

## Table of Contents

<b>1. INTRODUCTION</b>	<b>4</b>
1.1. Background and Context	4
1.2. Key definition	5
1.2.1. Greening of the Economy	5
1.2.2. Just Transition	5
1.3. Climate Economy	6
1.3.1. Component of climate economy	6
1.4. Climate economy and workforce	7
1.5. Actor of climate economy	9
1.6. Participation in Legal Standards Settlement on Climate Change	13
1.6.1. Key Partners Involved in Setting Up Legal Instruments Procedure at the International	13
<b>2. The Study Rationale</b>	<b>14</b>
2.1. The study objectives	15
2.1.1. Overall objective	15
2.1.2. Specific objectives	15
2.1.3. The scope of work	16
<b>3. Methodology and approach</b>	<b>16</b>
3.1. Data Collection	17
3.2. Documentary Review	18
3.3. Interviews	18
3.4. Data Analysis	18
3.5. Research Approach	19
3.6. Categories of respondents	19
3.7. Sampling techniques and sample size	19
3.9. Limitations of the assessment	20
<b>4. Assessment findings</b>	<b>21</b>
4.1. Climate Change Impact on Workers	21
4.2. Economic Sectors Affected by Climate Change in Rwanda	21
4.3. National Strategy to Address Climate Change in Rwanda	22
4.4. Trade Union Capacity to Face Climate Economy	22
4.5. Status of Trade union participation to address climate change in Rwanda	23
4.6. Climate policies	24

<b>4.7. core existing climate policies .....</b>	<b>24</b>
<b>4.7.1. Mitigation Policies .....</b>	<b>24</b>
<b>4.7.2. Adaptation Policies: .....</b>	<b>25</b>
<b>4.7.3. International Cooperation:.....</b>	<b>25</b>
<b>4.7.4. Research and Innovation:.....</b>	<b>25</b>
<b>4.8. Role of the Rwanda Workers’ Trade Union Confederation (CESTRAR) in setting climate change policies .....</b>	<b>26</b>
<b>4.9. Integrating Climate Goals into Union Agendas- CESTRAR’s Approach to Integrating Climate Goals .....</b>	<b>30</b>
<b>4.10. Key concerns of CESTRAR .....</b>	<b>31</b>
<b>4.10.2. Areas of Alignment in Rwanda .....</b>	<b>32</b>
<b>4.10.3. Opportunities for Collaboration - situation of Rwanda .....</b>	<b>33</b>
<b>4.11.1. Advocacy and Policy Influence: what CESTRAR is doing? .....</b>	<b>35</b>
<b>4.11.2. Ensuring a Just Transition: what CESTRAR is doing? .....</b>	<b>37</b>
<b>4.11.3. Job Security and Creation: what CESTRAR is doing?.....</b>	<b>38</b>
<b>4.12. Key recommendations from your research findings.....</b>	<b>39</b>
<b>5. Conclusion and way forwards.....</b>	<b>42</b>
<b>4. References.....</b>	<b>43</b>

# **1. INTRODUCTION**

## **1.1. Background and Context**

The emergence of the new climate economy represents a transformative shift in global economic dynamics, driven by the urgent need to address climate change. This shift involves changes in policy, regulation, and economic activities aimed at mitigating climate change impacts and promoting sustainable development.

As climate change intensifies, the need for robust and effective climate policies becomes increasingly urgent. Crafting these policies requires balancing environmental sustainability with the socio-economic realities faced by workers. Trade unions play a pivotal role in this balance, ensuring the transition to a low-carbon economy is both environmentally sound and just for all workers. Their involvement is crucial in shaping policies that protect workers' rights and livelihoods while advancing climate goals.

This assessment explores the multifaceted role and participation level of trade unions in advocating for and influencing climate policies, ensuring a just transition, and securing job security in the evolving economic landscape. By examining their advocacy efforts, strategic collaborations, and educational initiatives, in the face of climate change challenges, we can assess how trade unions should participate in shaping climate policies to mitigate work's climate change impacts and foster a fair and sustainable future for the workforce.

## **1.2. Key definition**

### **1.2.1. Greening of the Economy.**

Green economics is a methodology of economics that supports the harmonious interaction between humans and nature and attempts to meet the needs of both simultaneously. Green economists may study the impact of alternative energy sources, sustainable agriculture, wildlife protection, or environmental policies.

### **1.2.2. Just Transition**

Just Transition is a principle, a process, and a practice.” Just Transition is a vision-led, unifying, and place-based set of principles, processes, and practices that build economic and political power to shift from an extractive economy to a regenerative economy. This means approaching production and consumption cycles holistically and waste-free.

### **1.2.3. Climate**

It is usually defined as the average weather, or more rigorously, as the statistical description in terms of the mean and variability of relevant quantities over a period ranging from months to thousands or millions of years. The classical period for averaging these variables is 30 years, as defined by the World Meteorological Organization. The relevant quantities are most often surface variables such as temperature, precipitation, and wind (IPCC, 2014).

### **1.2.4. Climate Change**

A change of climate that is attributed directly or indirectly to human activity that alters the composition of the global atmosphere and which is in addition to natural climate variability observed over comparable periods.

### **1.2.5. Climate Resilience**

This can be used to describe a broader agenda than adaptation as defined above. It captures activities that build the ability to deal with climate variability – both today and in the future. Climate resilience-building activities include many existing development investments including those in agriculture, food security, health, land management, and infrastructure sectors.

### **1.2.6. Job security**

Job security is generally valued by employees as it provides a sense of stability, allows for long-term career planning, and reduces the stress and uncertainty associated with the possibility of job loss. However, it is important to note that job security can vary depending on the industry, economic conditions, and the specific employer's policies and practices.

## **1.3. Climate Economy**

### **1.3.1. Component of climate economy**

Climate economy refers to the sector of the global economy that is focused on addressing climate change and promoting sustainability. It encompasses industries, technologies, policies, and practices aimed at reducing greenhouse gas emissions, adapting to the impacts of climate change, and transitioning towards a low-carbon, resilient future. The climate economy includes renewable energy, energy efficiency, sustainable transportation, green infrastructure, climate-smart agriculture, and other related sectors (New Climate Economy, 2018). Additionally, it involves the development and implementation of policies and regulations that support these objectives, as well as investments in research, innovation, and education to advance sustainability goals. Overall, the climate economy represents a shift towards economic activities that prioritize environmental stewardship and address the challenges of climate change. The Transitioning to a climate economy involves:

1. Renewable Energy: Investing in solar, wind, hydro, and geothermal power.
2. Energy Efficiency: Enhancing efficiency in industries, transport, buildings, and appliances.
3. Carbon Pricing: Using taxes or cap-and-trade to reduce emissions.
4. Sustainable Transport: Promoting public transit and electric vehicles.
5. Circular Economy: Reusing, recycling, and reducing waste.
6. Green Infrastructure: Developing eco-friendly urban spaces.
7. Nature-Based Solutions: Utilizing forests and sustainable land management.
8. Adaptation and Resilience: Preparing for climate impacts like extreme weather.
9. Green Finance: Investing in low-carbon projects.
10. Policy and Regulation: Implementing supportive laws for climate action.

#### **1.4. Climate economy and workforce**

The intersection of the climate economy and the workforce presents several challenges and complexities to a sustainable future of work. Some of the key problematic areas include:

##### **1.4.1. Job Displacement and Transition**

Shifting towards a low-carbon economy may lead to job displacement in industries reliant on fossil fuels, such as coal mining or oil extraction (International Labour Organization, 2018). Workers in these sectors may face unemployment or underemployment as demand for their services declines. Transitioning these workers to new industries or occupations requires comprehensive support, including retraining programs, education initiatives, and financial assistance to ease the transition and ensure livelihoods are protected.

### **1.4.2. Income Inequality and Social Equity**

Low-income and marginalized communities are disproportionately affected by environmental degradation and extreme weather events (World Bank, 2021). Similarly, they may face barriers to accessing green jobs or renewable energy technologies, further widening the income gap. Addressing these disparities requires proactive policies that prioritize social equity and ensure that the benefits of the climate economy are shared equitably across society.

### **1.4.3. Labor Rights and Worker Protections**

Upholding labor rights and protecting workers' interests is essential in the transition to a sustainable economy (International Labour Organization, n.d.). This includes ensuring fair wages, safe working conditions, and the right to organize and bargain collectively. Trade unions and worker advocacy groups play a critical role in advocating for these rights and ensuring that workers are not exploited or marginalized in the transition to a sustainable economy.

### **1.4.4. Just Transition**

Achieving a just transition requires engaging with affected communities and workers in decision-making processes, providing support for affected industries and workers, and investing in the development of new green industries and job opportunities (International Trade Union Confederation, 2021). Balancing environmental sustainability with social and economic considerations is essential to achieving a just transition that benefits both people and the planet.

### **1.4.5. Skills Gap and Education**

Addressing the skills gap between the existing workforce and the needs of emerging green industries requires investments in education and training programs (International Labour Organization, 2020). These programs equip workers with the necessary skills to thrive in the climate economy and ensure a smooth transition to new green jobs.



#### **1.4.6. Resilience and Adaptation**

Building resilience and adapting to climate change impacts requires investments in infrastructure, disaster preparedness, and community resilience initiatives (United Nations Framework Convention on Climate Change, n.d.). The workforce plays a crucial role in implementing these measures and ensuring that communities are prepared for the challenges posed by climate change.

#### **1.5. Actor of climate economy.**

The climate economy refers to an economic system that prioritizes sustainable practices, renewable energy, and low-carbon technologies to combat climate change. Key actors in the climate economy include:

- Governments at various levels: International, national, and local governments develop and implement policies and regulations (UNFCCC, 2015).
- International organizations: Entities like the United Nations and the World Bank support global climate initiatives (World Bank, 2020).
- Private sector companies: Especially those in renewable energy, transportation, and manufacturing, drive innovation and investment in sustainable technologies (IRENA, 2019).
- Civil society organizations: Environmental NGOs such as Greenpeace and the WWF advocate for environmental protection and policy changes (Greenpeace, 2021; WWF, 2022).
- Trade unions and labor organizations: Represent the interests of workers, ensuring fair labor practices and advocating for just transitions (ILO, 2015).
- Research institutions and think tanks: Provide data, analysis, and recommendations to shape climate policies and practices (IPCC, 2021).

## **1.6 Rwanda's legal framework efforts, and intervention regarding Climate change**

- Constitution of the Republic of Rwanda of 2003 (revised in 2015) The Constitution of the Republic of Rwanda of 2003 (revised in 2015) provides the binding legal framework that guided this policy: Article 22 on “Right to a clean environment”: Everyone has the right to live in a clean and healthy environment. Article 53 on “Protection of the environment”: Everyone must protect, safeguard and promote the environment. It also indicates that the State ensures the protection of the environment. Lastly, it stipulates that a law determines modalities for protecting, conserving, and promoting the environment.
- The Organic Law N° 04/2005 determining the modalities of protection, conservation, and promotion of the environment was promulgated in April 2005 making way for the management of the environment.
- In April 2006, law N° 16/2006 of 03/04/2006 was promulgated to determine the organization, functioning, and responsibilities of the Rwanda Environment Management Authority (REMA).
- In December 2011, law N°54/2011 of 14/12/2011 was published to establish the Rwanda Meteorology Agency (Meteo Rwanda) and determine its mission, organization and functioning.
- In addition, law N°16/2012 of 22/05/2012 determining the organization, functioning, and mission of the National Fund for Environment (FONERWA/Rwanda Green Fund) was published in May 2012 and since then, much has been achieved, especially with the establishment of the Fund.
- Furthermore, several policies have been enacted to govern the various aspects of environmental management and natural resources, including land policy, forestry policy, mine and geology policy, biodiversity policy, wildlife policy, national meteorology policy, etc.

- There are also laws governing the economic sector and other sectors to promote sustainable and low-carbon development, including land law, forestry law, mining law, water law, biodiversity law, legislation governing Environmental Impact Assessments (EIA) and guidelines for Strategic Environmental Assessments (SEA), the law governing the preservation of air quality and prevention of air pollution in Rwanda, and the law relating to prohibition of manufacturing, importation, use and sale of polythene bags in Rwanda, among others.
- The country has also ratified Multilateral Environmental Agreements (MEAs) including the United Nations Framework Convention on Climate Change (UNFCCC), the Kyoto Protocol, the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), the Basel Convention, the Montreal Protocol on Substances that Deplete the Ozone Layer, and the Rotterdam Convention, among others.
- In November 2015, however, the ILO Governing adopted the “Guidelines for a just transition towards environmentally sustainable economies and societies for all”, which include occupational safety and health and social protection policies within the context of climate change.
- The Guidelines for a just transition towards environmentally sustainable economies and societies for all are both a policy framework and a practical tool to help countries at all levels of development manage the transition to low-carbon economies and can also help them achieve their Intended Nationally Determined Contributions (INDCs) and the 2030 Sustainable Development Goals.
- The Guidelines are designed to create decent work on a large scale and ensure that social protection exists where needed. They also include mechanisms for social dialogue among governments, workers, and employers’ organizations throughout policymaking processes at all levels.

- The guidelines set out that coherent policies need to provide a just transition frameworks for all to promote the creation of more decent jobs, including as appropriate: anticipating impacts on employment, adequate and sustainable social protection for job losses and displacement, skills development, and social dialogue, including the effective exercise of the right to organize and bargain collectively.
- These laws, policies, and agreements are being implemented, and tangible results have been recorded, most notably through piloting key programs such as green villages, afforestation programs, rehabilitation and restoration of degraded areas such as Nyungwe and Gishwati and Mukura national parks, which has increased national forest coverage to 29.8% in 2017, among others (GoR, 2017). Biodiversity conservation also resulted in the expansion of eco-tourism, and the rehabilitation of critical wetlands has greatly contributed to agricultural productivity. With a vision to maintain a clean and healthy environment, the country has also by law banned and controlled the use of non-biodegradable plastic bags since 2008.
- Key Underlying Issues and Emerging Challenges include Limited enforcement of Environmental Impact Assessment (EIA) and Environmental Audit (EA) related laws: Insufficient enforcement of EIA and EA-related laws remains a major issue of concern in Rwanda's environment and natural resources sector (MoE, 2017).

## **1.6. Participation in Legal Standards Settlement on Climate Change**

### **1.6.1. Key Partners Involved in Setting Up Legal Instruments Procedure at the International Level**

#### **1.6.1.1. Key partners in the international climate legal framework include:**

- United Nations Environment Programme (UNEP): Provides leadership and encourages partnership in environmental protection (UNEP, 2019).
- Intergovernmental Panel on Climate Change (IPCC): Assesses scientific information related to climate change (IPCC, 2021).
- International Labour Organization (ILO): Develops international labor standards, including those related to a just transition (ILO, 2015).
- Green Climate Fund (GCF): Supports projects in developing countries to limit or reduce greenhouse gas emissions (GCF, 2020).
- UNFCCC bodies and committees: Various groups under the UNFCCC that develop and oversee the implementation of climate agreements (UNFCCC, 2015).

#### **1.6.1.2. Key National Decision Makers Involved in Setting Up Legal Instruments' Procedure at National Level**

##### **National decision-makers include:**

- Government ministries: Such as the Ministries of Environment, Energy, and Labor, which develop and implement climate policies (Government of Rwanda, 2021).
- Legislative bodies: Parliaments and congresses that enact climate-related laws (Climate Change Laws of the World, 2020).
- Regulatory agencies: Government bodies responsible for enforcing climate regulations (Government of Rwanda, 2021).
- Stakeholder advisory groups: Groups that include representatives from industry, academia, and civil society to advise on climate policy (CAN, 2019).

### **1.7. A framework for social dialogue, promotion of space for exchange, discussion, and constructive ideas related to climate change issues**

A framework guiding decision-makers on how best they can enhance social dialogue, and promote space for exchange, discussion, and constructive ideas related to climate change issues will be developed. This will highlight the best practices and showcase the benefits expected from the implementation of this framework. The intended framework will be based on the identified challenges from these decision-makers.

## **2. The Study Rationale**

Trade unions can play an important role in shaping climate change policies in Rwanda, as they represent the interests and concerns of workers who are often directly affected by the impacts of climate change and the measures taken to address it. Trade unions can advocate for policies that protect workers in industries affected by climate change mitigation measures, such as transitioning to cleaner energy sources or implementing stricter environmental regulations. They can ensure that workers' rights, job security, and social safety nets are considered in climate change policies. Trade unions can encourage their members and the industries they represent to adopt sustainable practices and support policies that promote energy efficiency, renewable energy, and responsible resource utilization.

They can raise awareness about the importance of environmental stewardship and the long-term benefits of sustainable development. Trade unions should be involved in consultations and discussions related to climate change policies. They can provide valuable insights and perspectives from the workers' point of view, ensuring that policies are practical and realistic, and consider the potential impacts on employment and livelihoods. Trade unions can support policies and initiatives aimed at creating green jobs and promoting a just transition to a low-carbon economy.

They can advocate for worker retraining programs, skill development, and social protection measures to ensure that workers are not left behind in the transition process.

Trade unions can play a role in monitoring the implementation of climate change policies and holding governments and industries accountable for their commitments. They can ensure that policies are enforced fairly and that workers' interests are protected during the implementation process.

It is important to note that trade unions in Rwanda may face challenges such as limited resources, capacity, and influence in the policymaking process. However, by forming coalitions, engaging in constructive dialogue with policymakers, and raising awareness among their members, trade unions can contribute valuable perspectives and advocate for policies that balance environmental sustainability with social and economic considerations

## **2.1. The study objectives**

### **2.1.1. Overall objective**

Overall, the assessment study could provide valuable insights into the participation of trade unions in climate policymaking, their contributions to ensuring a just transition, and the measures needed to safeguard job security while addressing the challenges of climate change

### **2.1.2. Specific objectives**

To examine the extent to which trade unions have been involved in the formulation and implementation of climate policies at various levels (local, national, and international), and their effectiveness in representing the interests of workers.

To assess how trade unions have advocated for measures to protect job security and ensure a just transition for workers in industries affected by climate change mitigation efforts.

To explore successful strategies and approaches used by trade unions to engage in climate policy discussions, as well as the challenges and barriers they have faced in this process.

### **2.1.3. The scope of work**

This assignment was limited to highlighting opportunities and identifying sector-specific challenges and bottlenecks to shape climate policies to ensure just transition and job security”. Leveraging on the identified gaps, the consultant would recommend precise interventions tailored to overcome these challenges coupled with the formulation of a customized collective bargaining framework.

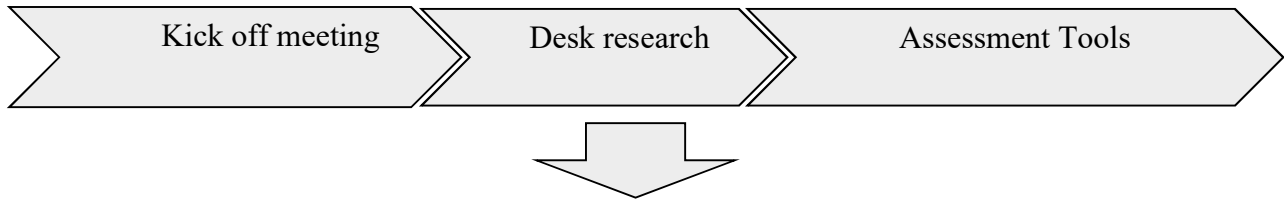
### **3. Methodology and approach**

This study provides a brief description of the overall methodology that was used to carry out the assignment and indicates the specific procedures that were followed in undertaking the assignment. A participatory approach was adopted where information was sought from all key stakeholders. A mixed methods approach (qualitative and quantitative methods) was used for information triangulation purposes. Qualitative data was collected through interviews Key informants and Focus Group Discussions (FGDs) with workers and employers in key sectors affected by the climate change impact while quantitative data was obtained through questionnaires administered to the same sectors as well as documentary review. A mixed methods approach was used during this assessment, drawing on primary and secondary data. The assessment employed a standard methodology of (i) A continuous comprehensive desk review and (ii) qualitative interviews with key informants/representatives with members of trade unions and climate change-related institutions.

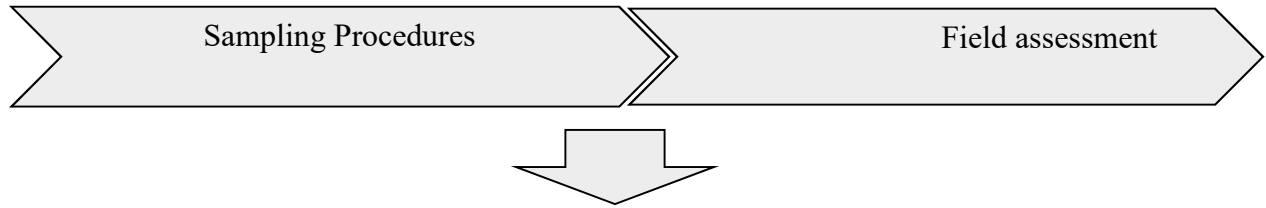


**Figure 1: Assessment Approach**

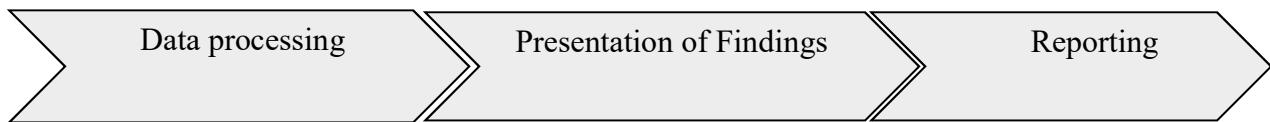
**Preliminary Work**



**Field Work**



**Office/Desk**



The assessment was organized in chronological order as illustrated by Figure 1, starting with the kickoff meeting, the desk review for the initial search, development of the data collection tool, sampling procedures, field survey, data processing, presentation of findings, and reporting.

**3 .1. Data Collection**

Data for this study was collected and compiled from various existing data sources. Secondary data was used to understand the participation of trade unions in advocating for and influencing climate policies, ensuring a just transition, and securing job security in the evolving economic landscape. Four methods were used to collect data, and these include documentary review, individual interviews, Focus Group Discussions, and questionnaires.

### **3.2. Documentary Review**

A review of important documents was conducted to gain an understanding and insight into the context of the evaluation. Decent work for sustainable development –the challenge of climate change (First Item on the Agenda). Geneva: ILO.

Global Employment Trends. Geneva: ILO. IPCC. 2007. Climate Change 2007: Synthesis report. A 4th Assessment Report of the Intergovernmental Panel on Climate Change. Spain 12 -17 November 2007; ITUC. 2008. Trade unions and climate change: equity, justice & solidarity in the fight against climate change. Trade union statement to COP14, UN Framework Convention on Climate Change, Poznan, Poland, 1-12 December.

### **3.3. Interviews**

Interviews were held with Confederation representatives, Union leaders' representatives, Ministry of Public Service and Labour representative, the representatives of Rwanda Agriculture Board, the representatives of Rwanda Development Board, the representatives of Rwanda Transport and Development Authority, and the representatives of the Privates Sector Federation in Rwanda and other key institutions related to climate changes.

Their views were sought on the climate change impact on workers that have so far contributed most and/or least to the improvement of policies and laws to protect workers against climate change issues, and challenges, if any, that could be negatively affecting the well-being of workers and how they could be overcome, strategies for sustainability for workers' activities as well as the extent to which the intended Trade Unions mission have been achieved.

### **3.4. Data Analysis**

Since this is a mixed research methodology, data collected was analyzed using both qualitative and quantitative methods, and where necessary secondary data was employed to sustain and substantiate the discussion. For quantitative data, descriptive

statistics were used to analyze the Climate Change policies and laws gaps to be alleviated.

Qualitative data from all the Focus Group Discussions and key informant interviews was used to reinforce and validate the findings from quantitative analysis.

The comparative method allowed the researcher to interpret identified challenges through a best-practice approach upon which recommendations were made.

### **3.5. Research Approach**

To achieve the objectives, the study employed only qualitative methods which involved the use of interviews. All the instruments used in the study were designed and agreed upon by the consultant and the client. The instruments were then pre-tested to help in the development of the final version to be used in data collection.

### **3.6. Categories of respondents**

The study involved respondents drawn from a population of different categories. These included Privet Sector Federation of Rwanda Employers (PSF) and its members, Rwanda Workers Trade Unions (CESTRAR) and its affiliates, COTRAF and its affiliates, Ministry of Public Service and Labour, Ministry of Commerce Industry and East African Community Affairs (MINEACOM) officials, Ministry of Gender, Ministry of Education, Ministry of Finance and Planning, Rwanda National Institute of Statistics (RNIS), Rwanda Development Board (RDB), Kigali Employment Agency (KEA) ILO, Rwanda Social Security (RSSB), National Labour Council (NLC).

### **3.7. Sampling techniques and sample size**

The assessment purposively consisted of 45 respondents who were selected from each of the above-mentioned categories. Purposive sampling was used to select the respondents from CESTRAR.

The respondents from CESTRAR were purposively selected because they could provide information regarding climate change policies in Rwanda. The respondents

from PSF included: The Chief Executive Officer, the Chairman, the Human Resource Specialist, Head of Policy and Research. These were selected because they were very knowledgeable from the employers' perspective.

The respondents from CESTRAR included the Secretary-General, Deputy Secretary General, and three Member Organizing Departments, a total of 5 respondents from the CESTRAR Secretariat.

The respondents from the government included the Director of Labour Administration, an OSH Specialist in Occupational Safety and Health in MIFOTRA, a Specialist from MIFOTRA for Employment and Research officer at MIFOTRA, one Officer from the Ministry of Public Service and Labour, and one officer from the Ministry of Foreign Affairs. These were purposively selected because they work in government institutions that are critical in issues concerning labor in Rwanda.

The Agencies of Government included officers from RDB, RSSB, RNIS, and KEA. MINIRENA

In addition, stratified sampling was used to select respondents from PSF member companies and CESTRAR affiliates. The respondents were first divided into three subpopulations top management, middle management, and lower management. Each subpopulation then became the stratum from which participants were randomly selected. Respondents from PSF member companies were 17 whereas those from CESTRAR affiliates were 17.

### **3.9. Limitations of the assessment**

This assessment covered the City of Kigali, Nyarugenge, Gasabo and Kicukiro Districts.

The study concentrated on Worker's organizations, Employers organizations, and Civil Society Organizations that are both for strategies of Climate Change, Government Ministries, departments, and Agencies responsible for labor, Immigration. These were the Ministry of Public Service and Labour, Ministry of Gender, Ministry of Finance,

Planning and Economic Affairs, Ministry of East African Community Affairs, and Ministry of Local Government. Agencies of Government included.

Rwanda Development Board, Rwanda Social Security Board, Rwanda National Institute of Statistics, the worker's organization included the National Organization of Trade Unions and its affiliates and the Employer's organizations included Privet Sector Federation of Rwanda Employers and its members spread across all regions in Rwanda.

## **4. Assessment findings**

### **4.1.Climate Change Impact on Workers**

- Job displacement: Shifts from high-carbon to low-carbon industries can result in job losses (ILO, 2015).
- Health and safety risks: Extreme weather conditions and changing environmental factors can affect worker health and safety (ILO, 2019).
- Economic instability and job insecurity: Climate change can disrupt economic activities, leading to job insecurity (ILO, 2019).

### **4.2.Economic Sectors Affected by Climate Change in Rwanda**

- Agriculture: Changing rainfall patterns and extreme weather events impact crop yields and livestock (Government of Rwanda, 2021).: Transitioning to renewable sources and improving energy efficiency are critical for sustainable development (Government of Rwanda, 2021).
- Energy Infrastructure: Extreme weather events damaged infrastructure, necessitating resilient construction practices (Government of Rwanda, 2021).
- Tourism: Environmental degradation and climate change affects tourist attractions and the viability of the tourism sector (Government of Rwanda, 2021).

### **4.3. National Strategy to Address Climate Change in Rwanda**

- Rwanda Green Growth and Climate Resilience Strategy: A comprehensive plan to promote sustainable development and enhance climate resilience (Government of Rwanda, 2021).
- National adaptation programs: Initiatives to help communities and sectors adapt to the impacts of climate change (UNFCCC, 2015).
- Policies promoting renewable energy and sustainable agriculture: Efforts to reduce carbon emissions and enhance sustainability in key sectors (Government of Rwanda, 2021).
- Community-based climate resilience initiatives: Local projects aimed at improving the capacity of communities to withstand climate impacts (Government of Rwanda, 2021).

### **4.4. Trade Union Capacity to Face Climate Economy**

Rwanda's trade unions, along with international partners, are actively engaged in policy reforms, capacity building, and financing arrangements to address climate change and promote sustainable economic development.

However, this calls for new expertise and skills for union members. Trade unions must build capacity to address the challenges and opportunities of the climate economy through:

- Training programs: Educating union members on sustainable practices and green job opportunities (ILO, 2015).
- Advocacy for worker rights: Ensuring that climate policies protect and promote the rights of workers (ITUC, 2019).
- Collaboration with stakeholders: Working with governments, businesses, and other organizations to promote a just transition (ILO, 2015).

#### **4.5. Status of Trade union participation to address climate change in Rwanda**

1. Trade unions in Rwanda actively shape climate policies by participating in dialogue and consultation processes concerning the nation's climate change preparedness and mitigation strategies. They are integrated into national development agendas (NST1, 2017-2024) and Vision 2050, aligning with Sustainable Development Goals (SDGs) and Africa Agenda 2063 (Rwanda Ministry of Finance and Economic Planning, 2017). However, they advocate for more systematic and transparent involvement, particularly in SDG implementation, including SDG 13 on climate action (Rwanda Ministry of Finance and Economic Planning, 2017).
2. Trade unions increasingly recognize climate change's importance and explore renewable energy policies, as highlighted in recommendations from booklets such as "Climate Change Strategy Paper for Trade Unions in Africa" (Friedrich-Ebert-Stiftung, 2017). These materials encourage unions to raise climate change awareness among members and take practical actions to reduce its effects and promote efficient energy policy.
3. Emphasizing social protection and climate justice, unions urge action on CO2 emissions and global warming, and addressing inequality and injustice in climate change causes and effects (Rwanda Ministry of Finance and Economic Planning, 2017). Workshops on Climate Change, Social, and Environmental Protection help educate trade unionists, especially in sectors like private security, on climate-related issues (Friedrich-Ebert-Stiftung, 2017).
4. Trade unions seek consistent dialogue with the government and civil society organizations for a just transition, considering climate change's relatively new status on Rwanda's political agenda (Rwanda Ministry of Finance and Economic Planning, 2017). The national labor council, including union representatives, advises on labor law and intersects with climate policies (Rwanda Ministry of Finance and Economic Planning, 2017).

5. Rwanda works on climate resilience and trade shock resilience through financial mobilization, tax reforms, insurance, infrastructure investments, adaptation strategies, and trade policy actions (Rwanda Ministry of Finance and Economic Planning, 2017). Collaboration with the Rwanda Climate Finance Partnership and entities like the World Bank facilitates significant long-term investments to attract private sector involvement (World Bank, 2020).

#### **4.6. Climate policies**

Climate policies are strategies, laws, regulations, and actions developed and implemented by governments, organizations, and international bodies to address climate change. These policies aim to mitigate the impacts of climate change by reducing greenhouse gas emissions, promoting renewable energy, enhancing energy efficiency, and supporting adaptation measures to cope with the effects of global warming

#### **4.7. core existing climate policies**

##### **4.7.1. Mitigation Policies**

**Renewable Energy Incentives** These policies offer subsidies, tax credits, and feed-in tariffs to encourage the adoption of renewable energy sources like solar, wind, and hydroelectric power (IPCC, 2018).

**Carbon Pricing:** Strategies such as carbon taxes or cap-and-trade systems aim to internalize the cost of carbon emissions, incentivizing businesses to reduce their carbon footprint (World Bank, 2019).

**Energy Efficiency Standards:** Governments implement regulations to promote energy-efficient appliances, buildings, and transportation, thereby reducing energy consumption and greenhouse gas emissions (IEA, 2020).



#### **4.7.2. Adaptation Policies:**

**Infrastructure Resilience:** Investments in resilient infrastructure, such as flood defenses and resilient urban planning, aim to minimize the impacts of climate-related disasters (UNEP, 2017).

**Agricultural Adaptation:** Agricultural policies focus on promoting climate-resilient farming practices, including crop diversification and soil conservation techniques (FAO, 2016).

**Climate Information Services:** Providing communities with timely climate information and early warning systems helps them prepare for and respond to climate-related risks (WMO, 2020).

#### **4.7.3. International Cooperation:**

**The Paris Agreement (cop 21):** A landmark international treaty signed in 2015, the Paris Agreement aims to limit global warming to well below 2 degrees Celsius above pre-industrial levels, with efforts to limit it to 1.5 degrees Celsius.

It includes commitments from countries to reduce emissions and provide financial support to developing nations (UNFCCC, 2015).

**Climate Finance:** Developed countries pledge financial assistance to support developing nations in their climate mitigation and adaptation efforts, as well as in transitioning to sustainable development pathways (OECD, 2021).

#### **4.7.4. Research and Innovation:**

**Research Funding:** Governments allocate funds for research and development in areas such as renewable energy, carbon capture and storage, and climate modeling (NASA, 2020).

**Technology Transfer:** Initiatives facilitate the transfer of climate-friendly technologies from developed to developing countries to aid in their climate action efforts (UNDP, 2018).

#### **4.8. Role of the Rwanda Workers' Trade Union Confederation (CESTRAR) in setting climate change policies**

Trade unions play a significant role in shaping climate change policies, laws, and regulations. Their involvement can be seen through various activities and initiatives to ensure a transition to a low-carbon economy, protecting workers' rights, and promoting sustainable development.

##### **1. Advocacy for Green Jobs**

CESTRAR has been a strong advocate for the creation and promotion of green jobs in Rwanda, which are essential for a sustainable and environmentally friendly economy. Green jobs contribute to environmental conservation while providing decent employment opportunities across various sectors.

For example, CESTRAR's advocacy has been instrumental in the implementation of Rwanda's "Vision 2050," which prioritizes a green and climate-resilient economy. Through its efforts, CESTRAR influenced the creation of over 200,000 green jobs by 2021, particularly in the renewable energy and agroforestry sectors (Rwanda Ministry of Environment, 2021).

##### **2. Engagement in Policy Dialogue**

CESTRAR actively participates in policy dialogues at both the national and regional levels, ensuring that the perspectives and needs of workers are incorporated into climate policy development. Their involvement is crucial for creating balanced and inclusive climate policies.

For instance, CESTRAR played a significant role in the consultation process for Rwanda's updated Nationally Determined Contributions (NDCs) under the Paris Agreement, which were submitted in 2020. Their advocacy ensured that the NDCs included provisions for supporting workers during the transition to a green economy, particularly in sectors like energy and agriculture. These contributions were

acknowledged in the final NDC document submitted to the United Nations Framework Convention on Climate Change (UNFCCC, 2020).

### **3. Promoting Just Transition**

CESTRAR champions the concept of a "Just Transition," which seeks to ensure that the move towards a low-carbon economy is fair and inclusive, particularly for workers in industries affected by climate change policies. This approach is critical in Rwanda, where sectors such as agriculture and mining are especially vulnerable to the impacts of climate change and policy changes.

CESTRAR's efforts were evident in the development of the Rwanda Green Growth and Climate Resilience Strategy, which emphasizes retraining and reskilling programs for workers displaced by the transition to greener practices. In 2020, CESTRAR collaborated with the Ministry of Agriculture to launch retraining programs for approximately 50,000 farmers in tea industry, helping them adopt sustainable farming techniques and improve resilience to climate change (Rwanda Ministry of Agriculture and Animal Resources [MINAGRI], 2020).

### **4. Capacity Building and Awareness**

To support the implementation of climate change policies, CESTRAR invests in capacity-building and awareness-raising initiatives. These programs aim to educate workers on the implications of climate change and equip them with the skills needed to thrive in a greener economy.

CESTRAR, in collaboration with the Rwanda Environment Management Authority (REMA), organized training sessions that reached over 15,000 workers by 2021. These sessions focused on sustainable practices such as energy efficiency, eco-friendly construction methods, and waste management. This initiative has been instrumental in helping workers adapt to the demands of a low-carbon economy (Rwanda Environment Management Authority [REMA], 2021).

## **5. Collaborating with Other Organizations -**

CESTRAR collaborates with various organizations to enhance workers' rights and welfare in Rwanda. They work with government bodies, NGOs, and international labor organizations like the ILO to influence labor policies and ensure fair treatment and safe working conditions (ILO, 2020). They provide training and workshops to improve worker skills and knowledge, partnering with institutions like the Rwanda Development Board and Friedrich Ebert Stiftung (RDB, 2021; FES, 2022).

CESTRAR also supports workers economically by partnering with microfinance institutions and development agencies to provide financial services and promote income-generating activities (RCA, 2021; USAID, 2019). In social protection, they collaborate with healthcare providers and insurance companies to ensure medical care and manage pension schemes for retirement security (RSSB, 2020; NSSF, 2019). Internationally, they engage with organizations like ITUC to address global labor issues and resolve domestic labor disputes through legal aid organizations and mediators (ITUC, 2021; Rwanda Legal Aid Forum, 2020). Through these efforts, CESTRAR significantly improves labor standards and workers' quality of life in Rwanda.

## **6. Influencing Corporate Practices**

The Rwanda Workers' Trade Union Confederation (CESTRAR) plays a crucial role in shaping corporate practices in Rwanda, with a focus on labor rights, environmental sustainability, and corporate social responsibility. As the nation's largest trade union, CESTRAR ensures that companies adhere to both national and international labor standards, aligning corporate behavior with Rwanda's environmental and social goals. Notably, CESTRAR has successfully advocated for fair labor practices, such as negotiating better wages and safer working conditions in industries like textiles and mining. In 2021, their efforts led to the implementation of a minimum wage law, significantly improving workers' livelihoods.

## 7. Supporting Grassroots worker's Movement

The Rwanda Workers' Trade Union Confederation (CESTRAR) significantly supports grassroots environmental and climate initiatives by leveraging its extensive membership and organizational strength. Key areas of CESTRAR's involvement include:

**Mobilizing Members for Climate Action:** CESTRAR engages its members in climate activism, such as strikes and demonstrations. A notable example is their 2020 nationwide campaign supporting global climate strikes, which mobilized over 50,000 workers and highlighted urgent environmental issues in Rwanda.

**Collaboration with Community-Based Initiatives:** CESTRAR partners with local organizations like the Rwanda Climate Change and Development Network (RCCDN) to support grassroots projects, including reforestation efforts. By 2021, these collaborations helped plant over 1 million trees and created jobs in rural areas.

**Advocating for Climate Justice:** CESTRAR champions climate justice by ensuring that vulnerable communities are represented in climate discussions. In 2021, their advocacy influenced Rwanda's Green Growth and Climate Resilience Strategy to include provisions for marginalized groups.

**Supporting Educational and Awareness Campaigns:** Through workshops and seminars, CESTRAR educates workers and communities about climate change and sustainable practices. By 2022, they reached over 20,000 individuals with initiatives focused on topics like renewable energy and waste management.

**Facilitating Access to Resources:** CESTRAR aids grassroots initiatives by connecting local groups with funding and technical support. For instance, in 2022, they secured funding for a solar energy project to provide sustainable energy to off-grid communities, showcasing their commitment to local climate action.

## 8. Research and Policy Development

CESTRAR conducts and utilizes research to inform its policy recommendations, focusing on the socio-economic impacts of climate change on workers. This evidence-based approach ensures that their advocacy is grounded in the realities faced by workers.

In 2021, in partnership with the University of Rwanda, CESTRAR conducted a study on the impacts of climate change on the agricultural sector, which employs a significant portion of the Rwandan workforce. The study revealed a decline in crop yields due to changing weather patterns, which threatened the livelihoods of many farmers. CESTRAR used these findings to successfully lobby for more robust climate adaptation measures in the national agricultural policy, including investments in irrigation infrastructure and subsidies for climate-resilient crops (University of Rwanda & CESTRAR, 2021).

#### **4.9. Integrating Climate Goals into Union Agendas- CESTRAR's Approach to Integrating Climate Goals**

Integrating climate goals into union agendas is crucial for addressing climate change impacts on workers and supporting sustainable development. CESTRAR, along with other unions, actively incorporates climate objectives into their agendas:

**Inclusion in Strategic Planning:** CESTRAR's 2021-2025 strategic plan includes climate action goals, such as carbon emission reductions and promoting green jobs, aligning with Rwanda's National Strategy for Climate Change and Low Carbon Development (Rwanda Ministry of Environment, 2021).

**Climate-Specific Programs and Initiatives:** The "Green Workforce Initiative," launched in 2022, provides training on sustainable practices and climate resilience to equip workers for green jobs and support sustainability in their industries (CESTRAR, 2022).

**Policy Advocacy and Representation:** CESTRAR engages in policy advocacy to integrate climate goals into national policies, contributing to Rwanda's updated

Nationally Determined Contributions (NDCs) under the Paris Agreement, ensuring that workers' rights are considered (UNFCCC, 2020).

**Collaborative Efforts and Partnerships:** CESTRAR partners with organizations like the Rwanda Environment Management Authority (REMA) to advance climate education and community-based projects (REMA, 2022). Globally, unions collaborate with environmental groups to advocate for climate policies and implement sustainable practices, amplifying their influence and ensuring a cohesive approach to climate action.

#### **4.10. Key concerns of CESTRAR**

CESTRAR, have significant concerns about climate policies due to their implications for labor rights, economic stability, and environmental sustainability. CESTRAR, Rwanda's largest trade union confederation, ensures that climate policies are fair, inclusive, and supportive of workers. Key concerns include:

**Job Loss and Economic Displacement:** CESTRAR is worried about job losses and economic displacement as industries transition to low-carbon practices. For instance, moving away from coal could impact workers in coal mining. CESTRAR advocates for support systems, including new employment opportunities and training (CESTRAR, 2022).

**Fairness and Inclusivity:** The confederation emphasizes the need for climate policies to be equitable, avoiding disproportionate impacts on vulnerable workers and communities. CESTRAR supports measures like subsidies or tax credits to alleviate the burden on low-income groups (Rwanda Ministry of Environment, 2021).

**Just Transition Mechanisms:** CESTRAR calls for effective just transition mechanisms, including retraining programs and social protections for workers in high-emission industries. In 2021, they pushed for comprehensive retraining to prepare workers for green jobs (CESTRAR, 2022).

**Integration of Workers' Voices in Policy Development:** CESTRAR advocates for including trade unions in climate policy discussions to ensure workers' perspectives are considered. They support the creation of consultative committees with union representatives (Rwanda Ministry of Public Service and Labour, 2021).

**Impact on Labor Rights and Working Conditions:** The confederation monitors the effects of climate policies on labor rights and working conditions, ensuring that new regulations do not negatively affect wages, safety, or job security (CESTRAR, 2022).

**Economic and Social Equity:** CESTRAR stresses the importance of equitable distribution of the economic benefits of climate action and supports funding for communities disproportionately affected by climate change. This includes backing local adaptation and sustainable development projects (Rwanda Environment Management Authority [REMA], 2022).

#### **4.10.2. Areas of Alignment in Rwanda**

In Rwanda, there is a significant alignment between climate goals and trade union interests, particularly through CESTRAR's efforts. This alignment is crucial for integrating climate action with the protection of workers' rights. Key areas of alignment include:

##### **4.10.2.1. National Climate Strategies and Just Transition**

- **Alignment with National Climate Goals:** Rwanda's National Strategy for Climate Change and Low Carbon Development, which emphasizes a just transition, aligns with trade union interests by focusing on retraining, green jobs, and social protections. CESTRAR's advocacy for these measures supports the government's strategy (Rwanda Ministry of Environment, 2021).
- **Collaboration on Policy Development;** CESTRAR's participation in policy discussions and consultative committees ensures workers' perspectives are included in climate policy formulation, as seen in the shaping of Rwanda's Nationally Determined Contributions (NDCs) (UNFCCC, 2020).



#### **4.10.2.2. Support for Green Jobs and Sustainable Development**

- Promotion of Green Jobs: Both CESTRAR and the Rwandan government support green job creation. CESTRAR’s “Green Workforce Initiative” aligns with national efforts to promote sustainable industries and employment opportunities (CESTRAR, 2022).
- Environmental Sustainability in Trade Union Practices: CESTRAR adopts environmentally sustainable practices, such as energy-saving technologies, which support national climate goals (CESTRAR, 2022).

#### **4.10.2.3. Community-Based Climate Initiatives:**

- Collaboration on Local Projects: CESTRAR’s support for local climate initiatives, such as reforestation and renewable energy projects, aligns with national priorities for grassroots environmental action (Rwanda Climate Change and Development Network [RCCDN], 2021).
- Advocacy for Inclusive Climate Policies: Both CESTRAR and the Rwandan government advocate for inclusive climate policies that protect vulnerable populations, ensuring that climate action supports economic and social equity (Rwanda Environment Management Authority [REMA], 2022).

#### **4.10.2.4. Education and Training Programs:**

- Joint Efforts in Training and Capacity Building: CESTRAR’s educational programs on sustainable practices and climate resilience align with national capacity-building priorities, helping workers adapt to climate changes and support Rwanda’s climate objectives (International Labour Organization [ILO], 2022).

#### **4.10.3. Opportunities for Collaboration - situation of Rwanda**

In Rwanda, there are significant opportunities for collaboration among trade unions, government agencies, environmental organizations, and the private sector to advance climate goals while supporting workers and communities. These collaborative efforts

can enhance both climate action and socio-economic development. Key areas for collaboration include:

### **Collaborative Policy Development:**

CESTRAR is collaborating with the government to shape climate policies, ensuring that they address workers' concerns and include provisions for a just transition. This involvement was evident in the development of Rwanda's Nationally Determined Contributions (NDCs) under the Paris Agreement (UNFCCC, 2020).

The public sector, private companies, and CESTRAR in partnership drive sustainable development. Examples include collaborations on renewable energy projects, such as solar energy solutions in rural areas, which create jobs and support sustainable practices (Rwanda Ministry of Infrastructure, 2021).

### **Joint Educational and Training Programs**

**Capacity Building for a Green Workforce:** Trade unions and educational institutions can develop training programs for green jobs in renewable energy, sustainable agriculture, and environmental management. CESTRAR's "Green Workforce Initiative" aligns with these goals (CESTRAR, 2022).

**Community-Based Training and Awareness:** Collaborative efforts to educate communities about sustainable practices can support Rwanda's climate goals. Programs might include workshops on sustainable farming and energy-efficient practices (Rwanda Environment Management Authority [REMA], 2022).

### **Implementing Climate-Smart Projects**

**Green Job Creation Initiatives:** Unions can work with government and private sector partners to implement projects that create green jobs and support economic development. Examples include reforestation and sustainable agriculture projects (Rwanda Climate Change and Development Network [RCCDN], 2021).

**Sustainable Industry Practices:** Partnerships with industry leaders can promote energy efficiency and environmentally friendly technologies, supporting Rwanda's climate objectives (Rwanda Ministry of Trade and Industry, 2021).

#### **Advocacy and Policy Influence:**

**Joint Advocacy Efforts:** Trade unions, environmental organizations, and civil society can collaborate on advocacy to influence climate policies, ensuring that worker and community interests are represented. CESTRAR's partnership with NGOs to advocate for climate justice illustrates this potential (International Trade Union Confederation [ITUC], 2019).

**International Collaboration:** Engaging with international trade union federations and climate networks allows for the exchange of best practices and influence in global climate discussions (International Labour Organization [ILO], 2022).

#### **Addressing Social Equity:**

**Inclusive Climate Action:** Collaborations can ensure that climate policies address social equity, particularly for vulnerable groups. Efforts might include developing policies that support low-income communities and provide financial support for adaptation measures (Rwanda Ministry of Environment, 2021).

**Support for Vulnerable Workers:** Developing programs that offer social protections, retraining, and employment support for workers transitioning from high-emission industries aligns with Rwanda's just transition goals (CESTRAR, 2022).

##### **4.11.1. Advocacy and Policy Influence: what CESTRAR is doing?**

CESTRAR engages actively in the formulation of national climate policies, contributing to the development of Rwanda's Nationally Determined Contributions (NDCs) under the Paris Agreement to ensure that worker interests are considered (UNFCCC, 2020). CESTRAR's participation in consultative committees like the Rwanda Climate Change Advisory Committee further influences policy development

to balance environmental and labor concerns (Rwanda Ministry of Environment, 2021).

The confederation is a strong advocate for just transition principles, pushing for policies that provide retraining, social protections, and job creation in green sectors. These efforts aim to mitigate the impacts on workers transitioning from high-emission industries and ensure equitable outcomes (CESTRAR, 2022). Additionally, CESTRAR campaigns for fair wages, safe working conditions, and job security, emphasizing the need for worker protection during the shift to a green economy (Rwanda Ministry of Public Service and Labour, 2021).

CESTRAR collaborates with environmental NGOs and civil society organizations to enhance advocacy efforts and integrate labor and environmental interests. Partnerships with groups like the Rwanda Climate Change and Development Network (RCCDN) help amplify the call for a just transition and worker rights (RCCDN, 2021). Joint policy proposals developed with these partners focus on green job creation and worker retraining, influencing climate policy development (CESTRAR, 2022).

The confederation also works to raise public awareness about the intersection of labor rights and climate policies. Through campaigns and workshops, CESTRAR highlights the importance of equitable climate action and educates both the public and policymakers on these issues (CESTRAR, 2022). Furthermore, CESTRAR provides training for its members to better engage in policy discussions and advocate for worker-friendly measures (International Labour Organization [ILO], 2022).

On the international stage, CESTRAR participates in global forums like the International Trade Union Confederation (ITUC) to influence international climate agreements and policies. The confederation learns from international best practices, integrating successful strategies into its advocacy efforts to enhance its impact on both national and global climate policies (ITUC, 2019; ILO, 2022).

#### **4.11.2. Ensuring a Just Transition: what CESTRAR is doing?**

CESTRAR, Rwanda's leading trade union confederation, is committed to ensuring a fair and equitable transition to a low-carbon economy through its advocacy for just transition policies. The confederation works to integrate principles of a just transition into national climate strategies by pushing for legislative frameworks that protect workers in high-emission industries and advocating for worker support programs like financial assistance and retraining initiatives (Rwanda Ministry of Environment, 2021; CESTRAR, 2022).

CESTRAR also focuses on developing retraining and reskilling programs to equip workers with the skills needed for green jobs, collaborating with vocational training institutions and educational partners to create relevant training opportunities (Rwanda Ministry of Public Service and Labour, 2021; CESTRAR, 2022). These programs are essential for helping workers transition from traditional industries to roles in renewable energy and sustainable sectors.

In addition to supporting workers, CESTRAR engages in community-based support initiatives that assist communities' dependent on high-emission industries by promoting sustainable agriculture and renewable energy projects. The confederation also advocates for local economic development programs to foster entrepreneurship and job creation in affected areas (Rwanda Climate Change and Development Network [RCCDN], 2021; CESTRAR, 2022).

The confederation ensures fair labor practices in emerging green sectors by advocating for safe working conditions, fair wages, and the protection of workers' rights. CESTRAR engages in policy dialogue to promote these labor standards and participates in multi-stakeholder forums to influence the development of supportive regulations (International Labour Organization [ILO], 2022; Rwanda Ministry of Public Service and Labour, 2021).

Finally, CESTRAR monitors and evaluates the impact of climate policies on workers and communities, providing feedback to policymakers and producing reports on the progress and challenges of the just transition. This ongoing assessment helps identify areas for improvement and advocates for necessary adjustments to enhance the fairness and effectiveness of climate policies (CESTRAR, 2022).

#### **4.11.3. Job Security and Creation: what CESTRAR is doing?**

CESTRAR is actively working to ensure job security and create new employment opportunities as the country transitions to a green economy. The confederation advocates for protective legislation that safeguards workers in high-emission industries from unfair displacement, pushing for policies that offer job protection and adequate support during this shift (Rwanda Ministry of Public Service and Labour, 2021). CESTRAR also supports comprehensive transition plans that include measures for job security, such as guaranteed employment or severance packages for workers affected by industry changes (CESTRAR, 2022).

To address job creation, CESTRAR promotes initiatives that develop new opportunities in green sectors like renewable energy and sustainable agriculture. The confederation supports programs such as the “Green Jobs for All” initiative, aimed at replacing jobs lost in traditional industries with new roles in environmentally friendly sectors (CESTRAR, 2022). CESTRAR collaborates with industry leaders and government agencies to align training programs with market needs, ensuring that workers are prepared for new roles (Rwanda Ministry of Infrastructure, 2021).

CESTRAR is also involved in establishing retraining programs that provide workers with skills necessary for green jobs, such as those in renewable energy and sustainable agriculture (CESTRAR, 2022). By facilitating access to education and training, including scholarships and financial support, the confederation helps workers upgrade their skills and transition into emerging sectors (International Labour Organization [ILO], 2022).

The confederation advocates for fair labor standards in new industries, ensuring that workers in green sectors receive fair wages, job security, and safe working conditions. CESTRAR promotes equitable employment policies that ensure opportunities for all workers, including marginalized groups, and works to eliminate discriminatory hiring practices (Rwanda Ministry of Public Service and Labour, 2021; CESTRAR, 2022).

CESTRAR engages in policy advocacy to influence employment regulations that support job creation and security during the transition to a low-carbon economy. The confederation provides policy recommendations based on research and consultations, aimed at improving job security and creating new employment opportunities (Rwanda Ministry of Environment, 2021; CESTRAR, 2022).

#### **4.12. Key recommendations from your research findings**

- i. **Update Strategic Plans Regularly:** Continuously integrate national and international climate goals into CESTRAR's strategic plan to ensure alignment with the latest advancements in climate science and policy. This will ensure that CESTRAR's objectives remain relevant and responsive to evolving climate needs.
- ii. **Expand Green Workforce Training:** Broaden the "Green Workforce Initiative" to cover additional sectors and roles, incorporating emerging green technologies and practices. Collaborate with educational institutions to develop certification programs, formalize training and enhancing the skillsets required for green jobs.
- iii. **Develop Comprehensive Support Systems:** Create sector-specific transition plans that include unemployment benefits, severance packages, and career counseling for workers affected by climate policies. Address the unique challenges and opportunities within different industries to support affected workers comprehensively.
- iv. **Strengthen Policy Advocacy:** Collaborate with government and environmental organizations to create policy frameworks that address both labor rights and

climate goals. Increase representation in policy-making bodies and committees to ensure that worker interests are consistently considered in climate policies.

- v. **Expand and Strengthen Training Programs on Climate Change:** Increase the depth and scope of training programs for trade union members on climate change, sustainable practices, and green job opportunities. Partner with educational institutions and NGOs to ensure effective and comprehensive training.
- vi. **Promote Fairness and Inclusivity:** Conduct regular equity audits to assess the impact of climate policies on different worker groups and communities. Use these findings to advocate for equitable measures and financial support mechanisms for low-income and vulnerable groups.
- vii. **Leverage International Climate Finance:** Utilize international climate finance to support national climate policies and initiatives that benefit workers and promote job creation. Secure funding from international mechanisms to enhance green job creation and transition programs.
- viii. **Strengthen Engagement with International Labor Organizations:** Collaborate with international labor organizations to advocate for global labor standards and climate policies that protect workers' rights. Enhance ties with organizations like the International Trade Union Confederation (ITUC) to support global advocacy efforts and climate justice initiatives.



<b>4.13. Challenges and Opportunities</b>		
<b>Recommendations</b>	<b>Challenges</b>	<b>Opportunities</b>
Update Strategic Plans Regularly	Resource-intensive updates Complexity in aligning with evolving climate goals	Maintains relevance and adaptability Enhances organizational leadership and influence
Expand Green Workforce Training	Developing and updating curricula Ensuring accessibility across regions	Improves employability with new skills Aligns training with industry needs
Strengthen Policy Advocacy	Navigating political challenges Increasing representation in policymaking	Influences balanced policies Builds strategic alliances
Enhance International Partnerships	Complex coordination with international partners Managing resources	Access to global expertise Shared resources and amplified impact
Promote Fairness and Inclusivity	Complexity of equity audits Adapting policies based on findings	Ensures equitable benefits from climate policies Builds social trust and support
Expand Just Transition Mechanisms	Expanding retraining programs Advocating for comprehensive social protection	Facilitates smoother transitions to green jobs Provides holistic support for affected workers
Monitor and Evaluate Policy Impacts	Data collection and analysis Integrating feedback into policy adjustments	Allows for continuous improvement Empowers workers and communities
Advocate for Inclusive Climate Policies	Aligning diverse stakeholder priorities Implementing and supporting inclusive policies	Ensures benefits for all communities Enhances support and effectiveness of climate action
Implement Comprehensive Job Transition Programs	Complexity in program development Requires substantial resources	Facilitates smooth transitions Serves as a model for broader adoption
Expand and Strengthen Training Programs on Climate Change	Expanding and updating curricula Coordinating with various stakeholders	Improves knowledge and skills Ensures comprehensive education on climate issues
Promote Policies for a Just Transition	Balancing various interests in policy development Ensuring effective implementation	Supports equitable transitions Builds broader support for climate initiatives
Engage Actively in Policy Development and Dialogue	Engaging effectively with diverse stakeholders Gaining influence in policy development	Integrates worker perspectives into policies Enhances the effectiveness of climate strategies
Leverage International Climate Finance	Navigating funding mechanisms Integrating international funds with national needs	Provides additional resources for climate initiatives Supports green job creation and transition programs
Strengthen Engagement with International Labor Organizations	Coordinating goals and strategies with international bodies Managing time and resources	Advocates for global labor standards Enhances advocacy and support for climate justice

## **5. Conclusion and way forwards**

CESTRAR plays a key role in policy development and ensuring a just transition, which is essential to safeguarding job security and promoting a fair transition to a green economy in Rwanda. Throughout its strategic plan aligned with climate goals, CESTRAR remains on track with policy changes and effectively advocates for workers' interests. Expanding green workforce training and strengthening policy advocacy ensures that workers are equipped with the necessary skills and that their rights are protected as new environmental policies emerge.

Building international partnerships and strengthening collaboration with global trade union organizations has enabled CESTRAR to leverage broader expertise and resources, further strengthening its influence on climate action and labor rights. However, in a new area, CESTRAR needs to ensure the development of comprehensive support systems, tailored to the unique challenges of different industries, that ensure workers are adequately supported during transitions.

And further, promoting equity and inclusion through equity audits and just transition mechanisms ensures that vulnerable groups are not left behind in the transition to a low-carbon economy.

By encouraging community-based initiatives, CESTRAR can help create sustainable jobs at the local level, while respecting fair labor practices ensure that new green sectors provide safe and fair employment. Finally, active engagement in policy development, mobilizing international climate finance, and strengthening ties with international trade union organizations will enhance CESTRAR's capacity to advocate for inclusive and pro-worker climate policies, ensuring that the transition to a green economy is not only sustainable but also fair and equitable for all workers.

#### 4. References

- International Labour Organization (ILO) - "Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All," 2015, ILO Guidelines
- CESTRAR. (2021). CESTRAR Policy Document on Climate Goals and Green Jobs. Kigali, Rwanda.
- CESTRAR. (2022). Green Workforce Initiative Report.
- CESTRAR. (2022). Trade Union Concerns and Recommendations on Climate Policies. Kigali, Rwanda.
- Rwanda Ministry of Environment. (2021). National Climate Strategy and Policy Documents.
- Rwanda Ministry of Public Service and Labour. (2021). Consultative Committees for Policy Development.
- Rwanda Environment Management Authority (REMA). (2022). Support for Affected Communities and Local Adaptation Projects.
- Rwanda Ministry of Environment. (2021). Rwanda's Green Growth and Climate Resilience Strategy.
- International Trade Union Confederation (ITUC) - "Trade Unions and Climate Change: A Review of the Policy Landscape," 2017, ITUC Report
- United Nations Framework Convention on Climate Change (UNFCCC) - "Just Transition of the Workforce, and the Creation of Decent Work and Quality Jobs," 2016, UNFCCC Report
- International Trade Union Confederation (ITUC) - "Climate Justice: There are no Jobs on a Dead Planet," 2015, ITUC Report
- National Resources Defense Council (NRDC) - "The Climate Challenge and Job Creation: The Employment Impact of Climate Policy in the United States," 2014, NRDC Report

- European Trade Union Institute (ETUI) - "A Social and Ecological Transition for the EU," 2017, ETUI Report
- Friends of the Earth International - "Jobs and Climate: Planning for a Just Transition," 2018, Friends of the Earth Report
- Trade Union Advisory Committee (TUAC) to the OECD - "Trade Union Positions on Climate Change," 2019, TUAC Report
- Groff, S. P. (2012). Balancing Economic Growth and Environmental Sustainability. Asian Development Bank.
- Flanders, A., & Hyman, R. (2007). Trade Unions and Environmental Justice.
- Research Gate. (2023). Balancing Economic Development and Environmental Protection.
- FAO. (2016). Climate-smart agriculture sourcebook. Food and Agriculture Organization of the United Nations.
- IPCC. (2018). Global warming of 1.5°C. Intergovernmental Panel on Climate Change.
- IEA. (2020). Energy efficiency indicators. International Energy Agency.
- NASA. (2020). Climate change: Vital signs of the planet. National Aeronautics and Space Administration.
- OECD. (2021). Climate finance was provided and mobilized by developed countries in 2013-18. Organization for Economic Co-operation and Development.
- UNEP. (2017). Global environment outlook. United Nations Environment Programme.
- UNFCCC. (2015). The Paris Agreement. United Nations Framework Convention on Climate Change.
- UNDP. (2018). Technology needs assessments in the context of national adaptation plans. United Nations Development Programme.

- WMO. (2020). WMO statement on the state of the global climate in 2019. World Meteorological Organization.
- World Bank. (2019). State and trends of carbon pricing. World Bank Group.
- Rwanda Ministry of Environment. (2021). Rwanda's National Strategy for Climate Change and Low Carbon Development. Kigali, Rwanda.
- UNFCCC. (2020). Rwanda's Updated Nationally Determined Contributions (NDCs).
- CESTRAR. (2022). Green Workforce Initiative Report. Kigali, Rwanda.
- Rwanda Climate Change and Development Network (RCCDN). (2021). Community-Based Climate Initiatives.
- Rwanda Environment Management Authority (REMA). (2022). Support for Affected Communities and Local Adaptation Projects.
- International Labour Organization (ILO). (2022). Training and Capacity Building Programs for Rwandan Workers.