

NATIONAL ORGANIZATION OF TRADE UNIONS



REPORT

Trade Unions and Climate Action for Just transition:
*Examining the capacity and effectiveness of Trade Unions in
integrating Climate Action and Just-Transition in Uganda*

2024

Abstract

Climate change is a major risk to Sustainable Development Goals (SDGs). It is bringing about changes in production and consumption patterns within national economies and East African region. Workers largely understand that a transformation of their workplaces and trade unionism is impending, but there is uncertainty about what the future and transition looks like. Therefore, ensuring meaningful jobs, livelihoods and resilience amidst green growth and just transition to address climate change within trade unions and workplaces can be aligned to address workers' concerns. Enhancing existing capacity and effectiveness for improved livelihoods and income is fundamental to this transition. An approach for changes that are fair and equitable for all workers and stakeholders, also referred to as "Just Transition," is necessary to ensure that the future sustainable economy provides new and meaningful green jobs for workers and livelihoods. Thus, the thrust of this study. The study reports findings from a survey with 27 General Secretaries and Special Interest Group Committee Members examining their capacities and effectiveness in integrating climate action and just transition in their work in Uganda. Whereas, trade unions are mindful of extreme weather changes and its likely effects on their livelihoods and incomes, a few can relate it with climate change. Finally, trade unions and workers see a role played by unions in climate change and just Transition and this role is multifaceted and builds on existing advocacy, negotiation, and partnership activities.

East African Trade Union Confederation (EATUC) is committed to playing an important role in building capacities of trade unions to integrate climate action and just transition into their core development agendas and interventions. It is committed to supporting its affiliates to invest in and build a low-carbon, climate-resilient future, helping them to be better prepared to adapt to current and future climate impacts through practical and work-based just transition interventions, planning, design and implementation as well as evaluation of the intervention outcomes.

COUNTRY OVERVIEW

Uganda is a land-locked country located in East Africa and lies in both the Northern and Southern hemispheres, with approximate latitudes of 2°S to 5°N and approximate longitudes of 29.5° to 36.0°. The country is approximately 241,500 km² and is bordered by Kenya to the East, South Sudan to the North, Tanzania and Rwanda to the South, and the Democratic Republic of the Congo to the West. 17% of the country is covered by water and swamp land. The central part of Uganda is a plateau, surrounded by four main mountain ranges: Rwenzori, Elgon, Mufumbira, and Moroto; the tallest point is the peak of Mt. Rwenzori at 5,110 m. ¹Uganda has substantial natural resources, including relatively fertile soils; a high degree of biodiversity; rich vegetation; abundant water resources; small deposits of copper, gold, other minerals, and oil.

However, the country also faces several developmental constraints such as high population growth (the second highest in the world),² post-conflict conditions in the North, soil erosion and degradation, and impacts of malaria and HIV/AIDS; added stressors from climate change are expected to exacerbate these challenges.³ Poverty, land degradation, rapid and unplanned urbanization since the 1960s, and weak enforcement of coordinated disaster response strategies present additional challenges to the country's climate action, adaption and resilience efforts. The country's debt limits available resources and thus ability to recover from climate related disasters or provide necessary social protection and resilience. Environmental degradation, underdeveloped irrigation systems, and near-absence of disaster preparedness at the community level are contributing factors to increasing climate risks in Uganda, which if not addressed by multifaceted efforts of all stakeholders, trade unions inclusive will affect job opportunities, livelihoods and incomes of all workers in the country.

¹ Ministry of Water and Environment (2014). Uganda Second National Communication to the United Nations Framework Convention on Climate Change. URL: <https://unfccc.int/resource/docs/natc/uganc2.pdf>

² World Bank Open Data (2021). World Development Indicators. Uganda. URL: <http://databank.worldbank.org/data/reports.aspx?source=2&country>

³ Climate Risk Profile: Uganda (2021): The World Bank Group

The map displays the administrative divisions of the Democratic Republic of Congo. Major cities are labeled, including Kinshasa, Lubumbashi, and Kisumu. A red outline highlights a specific region in the south-central part of the country, which is the focus of the study. The map includes a compass rose and a scale bar indicating 70, 140, and 280 Kilometers.

- Tree Cover, broadleaved, evergreen
- Tree Cover, broadleaved, deciduous, closed
- Tree Cover, broadleaved, deciduous, open
- Mosaic: Tree Cover / Other natural vegetation
- Shrub Cover, closed-open, deciduous
- Herbaceous Cover, closed-open
- Sparse herbaceous or sparse shrub cover
- Regularly flooded shrub and/or herbaceous cover
- Cultivated and managed areas
- Mosaic: Cropland / Tree Cover / Other natural vegetation
- Mosaic: Cropland / Shrub and/or grass cover
- Water Bodies
- Artificial surfaces and associated areas
- Field sites
- Districts
- Lakes

INTRODUCTION

1.1 Climate Change in Uganda

Uganda, just as the rest of the world, according to Intergovernmental Panel on Climate Change [IPCC], is experiencing accelerated warming and climate change brought on by anthropogenic activities.⁴ Uganda is experiencing signs of climate change as exhibited by the trends in average temperatures and rainfall. Climate models for Uganda point to an increase in temperature in the range of 0.70C and 1.50C by the 2020's.⁵ The models predict a likely increase in the variability of rainfall, with most areas probably getting higher rainfall. Climate Change is expected to increase the frequency and intensity of droughts, floods, glacial melting within Rwenzori Mountain, landslides and heat waves, which will have significant impacts to the livelihoods of local communities, who largely depend on natural resources⁶. Indeed, of recent, the country has witnessed extreme weather events which has led to drought, mudslides and flooding. Over the past two decades, an average of 200,000 Ugandans is affected each year by disasters. Increased intensity of heavy rainfall has led to greater impact of floods and are causing more damage due to expanded infrastructure, human settlement, shift in productivity of agricultural, natural resources and general development of the country.

Uganda's vulnerability is exacerbated due to its high level of poverty and its high dependence on 'climate sensitive' sectors: agriculture, water, fisheries, tourism, and forestry. Non-climate stressors such as inadequate infrastructure to handle the increasing population are also impacting the vulnerability to natural disaster sensitivity and climate change vulnerability. With an urbanization rate of 5.4%, increasing amounts of the population are living in urban areas, putting pressure on existing infrastructure as well as scarce available land; a diminishing natural resource. As of 2017, 9.9 million people lived in urban areas of Uganda. This is projected to increase to 19.9 million by 2030 and 31.5 million by 2040, causing increased pressure on urban infrastructure with increased likelihood of vulnerability for poorer and less-resilient communities. Economic efforts and the development of industry has put additional pressure on the exploitation of forests, lake-fisheries, inner-city development, and agriculture lands, which has contributed to deforestation, overfishing, degradation of agriculture areas and forest environments, as well as the pollution and unsustainable use of water resources accelerating climate change impacts in the country.

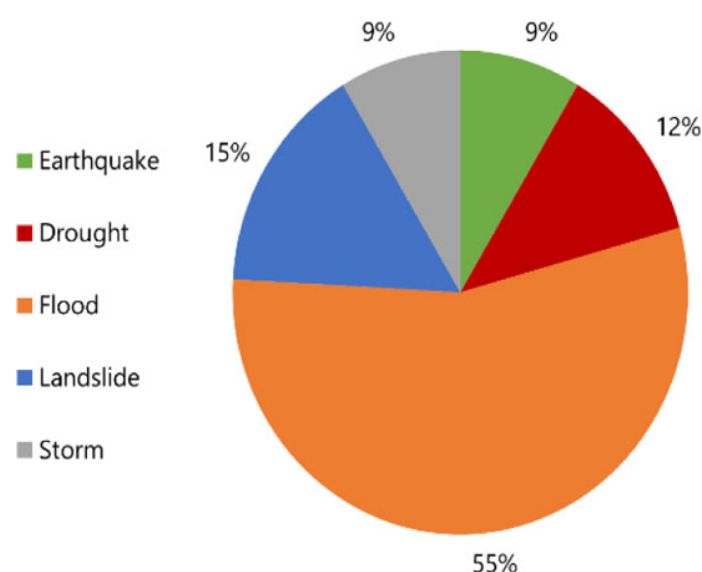
Therefore, climate change is a threat to Uganda's national social and economic development that requires both national and global responses that will involve all parties, labour unions inclusive. The Paris Agreement adopted by 196 Parties at the 21st Session of the Conference of the Parties (COP) in Paris on December 12, 2015, signals the commitment of Parties to combat climate change and to accelerate and intensify the actions and investments needed for a sustainable low-carbon future, through nationally and globally coordinated programmes on climate change mitigation, adaptation, green growth, finance and Just transition.

⁴ Intergovernmental Panel on Climate Change. (2018). Global warming of 1.5°C. <https://www.ipcc.ch/sr15/>

⁵ Government of Uganda (2009b) The State of Uganda Population Report, 2009: Addressing the Effects of Climate Change on Migration Patterns and Women (Funded by UNFPA Uganda).

⁶ NEMA (2008). State of Environment Report for Uganda. National Environment Management Authority Publications

Figure 1: Prevalence of Natural Disasters (1985–2021)



Source: IMF Staff Country Reports 2022, 078; 10.5089/9798400204975.002.A001

1.2 Climate Change's Impacts on Jobs and Livelihoods

The Ugandan economy and welfare of the people are intricately linked to the natural environment and, therefore highly vulnerable to climate variability and change. Furthermore, the International Climate Risk Report identified Uganda as one of the least prepared and most vulnerable countries in the world.⁷ Climate change is likely to continue to have a wide range of impacts for the environment, economy and livelihoods in Uganda. Averting climate change to protect life and achieve decent work for all are the two most important critical challenges of the 21st century. Empirical evidence has shown that the current growth model of development, which relies heavily on the use of fossil fuels, is not sustainable - from an environmental, economic, social and employment perspective. Uncontrolled climatic effects will continue to cause mindless waste of human lives, damage infrastructure, disrupt business activities and destroy jobs and livelihoods on an unprecedented scale. For regions on the frontline of impacts, climate change is already affecting employment, with jobs in agriculture, forestry, fishing and tourism being the hardest hit, but services, and manufacturing as well as infrastructure have not been spared either.

According to International Labour Organization (ILO), climate change presents significant challenges to sustainable development and has major implications for economic growth, employment, key infrastructure, human health, and livelihoods. It further notes that, uncontrolled climate impacts will cause damage to infrastructure, disrupt business activity, and destroy jobs and livelihoods on an unprecedented scale.⁸ This has been re-affirmed in the Sixth

⁷ CIGI (2007) International Risk Report: The Center for International Governance (CIGI)

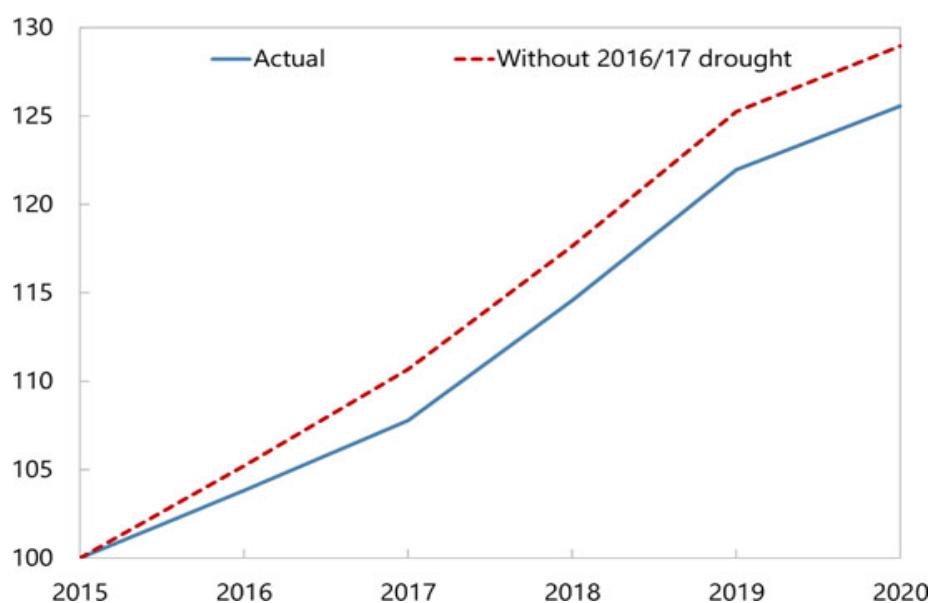
⁸ International Labour Organization. (2020, February 24). The role of the ILO in addressing climate change and a just transition for all. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/--relconf/documents/meetingdocument/wcms_736774.pdf

Assessment Report by Intergovernmental Panel on Climate Change⁹ observations of the impacts of climate change in urban settings included economic losses, disruptions of services, and impacts on well-being.

In terms of work-related impacts, the impacts of climate change, biodiversity loss, and environmental degradation are concentrated among workers from lower-income areas and regions, rural workers, people living in poverty, indigenous and other disadvantaged groups. While, in urban contexts, observed climate impacts are concentrated amongst economically and socially marginalized residents. As industries and investments shift towards a green economy, jobs in previously secure but highly polluting industries may turn precarious. Moreover, workers in conventional fossil fuel energy production face redundancy as changing labour processes to renewable energy require different skills. Nevertheless, ILO estimated that limiting global warming to 2°C by the end of the century has the potential to create around 24 million jobs, largely offsetting any job losses in sectors such as carbon- and resource-intensive industries (ILO, 2018).¹⁰

Disruptive natural disasters, such as droughts and floods, impact the economy to a large extent. In addition to direct damages to lives and livelihoods, the effects of disruptive natural disasters extend to the wider economy. For example, the 2016/17 drought was one of the main reasons for a significant growth slowdown during those years, which impacted the level of real GDP going forward (Figure 2). In 2019, Uganda ended up with a level of real GDP that was 3½ percent lower than in a counterfactual scenario where growth was unaffected by the 2016/17 drought.¹¹

Figure 2: Real GDP Impact of 2016/17 Drought



Source: IMF Staff Country Reports 2022, 078; 10.5089/9798400204975.002.A001

⁹ Intergovernmental Panel on Climate Change. (2022). Summary for policymakers. In H.-O. Pörtner, D. C. Roberts, E. S. Poloczanska, K. Mintenbeck, M. Tignor, A. Alegría, M. Craig, S. Langsdorf, S. Löschke, V. Möller, A. Okem, & B. Rama (Eds.), *Climate change 2022: Impacts, adaptation and vulnerability* (pp. 3–33). Cambridge University Press

¹⁰ International Labour Organization. (2018). *World Employment Social Outlook 2018: Greening with jobs*. <https://www.ilo.org/wcmsp5/groups/public/>

¹¹ IMF Staff Country Reports 2022, 078; 10.5089/9798400204975.002.A001

1.3 Statement of the problem

According to a recent study by ILO, 1.2 billion jobs - or 40% of the global labour force - are at risk due to environmental degradation. The same research shows that between 2000 and 2015, an estimated 23 million working-life years were lost annually because of different environment-related disasters caused or exacerbated by human activity. Uganda is highly prone to natural disasters and the incidence of extreme weather events including heat waves, droughts and torrential rains accompanied by debilitating floods are expected to increase if effective climate action and just transition measures are not implemented. The consequences of adverse climate change extreme weather conditions are devastating, affecting the majority of Uganda's rural population whose livelihoods depend directly or indirectly on available natural resources. Agriculture, water, energy and mining are key drivers of development for human existence, but at the same time are key elements sensitive to climate change. Thus, with the increase in disasters related to climate change, the foundations of the Ugandan economy, jobs, stability, food security and water security are seriously threatened. Hence, the thrust of this study. The study aims to examine the capacity and effectiveness of trade unions in integrating Climate action and just transition in Uganda.

1.4 Objective of the study

The overall objective of this study is to ***“Examine the capacity and effectiveness of trade unions in integrating climate action and Just-transition in their work”***.

1.4.1 Specific objectives

The above overall objective is formed by the following specific objectives; -

Specific objectives are;

- i) To analyze the capacity and effectiveness of trade unions' integration of climate action and Just transition,
- ii) To analyze capacity of trade unions and workers to integrate climate action and just transition into their work and interventions,
- iii) Trade unions' engagement in national, regional and international climate action and just transition processes to advocate for green jobs, decent work and workers' rights,
- iv) To propose any recommendations for integrating climate action and just transition within trade union work.

To this end, trade union leaders from NOTU affiliates across various sectors were surveyed in order to find out their organizations' views on these topics. The online survey questionnaires were either self-administered or by a researcher remote videocalls. The findings of this exploratory and descriptive research study presented herein provide an up-to-date picture of the level of capacity and effectiveness in just transition in some trade unions and sectors and serve as valuable inputs to reflect on and plan training activities to support trade unions in dealing with climate change and just transition.

1.5 Research questions

From the above overall objective, the purpose of this research was to extrapolate the capacity of and effectiveness of trade unions in integrating climate action and just transition in Uganda. In order to pursue this analysis, vital sub-questions are posed:

- i) What capacity and knowledge do trade unions have in integrating climate action and just transition in their work and interventions?
- ii) What climate action and just transition interventions or activities (projects or programmes) have been undertaken by trade unions in Uganda?
- iii) How effective have they been in addressing climate change impacts and protection of jobs?
- iv) How can climate action and just transition be integrated in trade union work or interventions at workplace, organization, national, regional, international levels?

1.6 Research methodology

In terms of study methodology, the study makes use of public national and international law, particularly international legal frameworks on climate change. However, regional legal and policy frameworks and relevant scholarly materials on environment and climate change are also analyzed. Generally, International climate change legal frameworks, such as United Nations' Conventions Framework on Climate Change (UNFCCC), 1992 Kyoto Protocol (KP), COP/MOP Decisions, UN Declaration on climate change and environment as well as the East African Climate Change Master Plan 2011-2013 are analyzed. At domestic level, Uganda's legal and policy frameworks such as the 1995 Constitution and Environmental Management and Protection Acts related to climate change are referred to. Particularly, the National Climate Change Act, 2021 and the National Environmental Management Act, 2029.

Both an online and physical survey was conducted with the 27 unions affiliated to National Organization of Trade Unions (NOTU) in the months of May and June, 2024. The sample consisted of 51.1% females and 62.9% of participants under 60 years of age. Moreover, 30.5% of the sample were classified as Committee Members of Special Interest Group under NOTU.

THE LEGAL AND POLICY FRAMEWORKS ON CLIMATE CHANGE AND JUST TRANSITION

2.1 Introduction to global legal frameworks

The UNFCCC acknowledge that ‘the change in the Earth’s climate and its adverse effects are common concern of mankind.’ Under Article 2, the convention aims at ‘*stabilization of greenhouse gas concentrations in the atmosphere at a level that would prevent dangerous anthropogenic interference with the climate system*’ On 13 June 1993, Uganda signed the UNFCCC and on 25 March 2002, it acceded to the Kyoto Protocol as well.¹² Thus, Uganda is obliged under these instruments to abide by their provisions and to show commitment and participation in all other processes therein, aimed at addressing the main objective of the convention. As consequence, Uganda has been a very active member of UNFCCC, including taking frontline role in UNFCCC meetings.

2.2 National legal frameworks

The 1995 Constitution of Uganda, as the supreme law of the land provides the first debut on legal mechanism on climate change adaptation and mitigation in the country. As a result, any law that is inconsistent with it, is null and void. In short, it takes precedence over all climate change legal frameworks on environmental conservation and management, including climate change issues in the country. Chapter xxvii explicitly states¹³

“ The utilization of the natural resources of Uganda shall be managed in such a way as to meet the development and environmental needs of present and future generations of Ugandans; and, in particular, the State shall take all possible measures to prevent or minimize damage and destruction to land, air and water resources resulting from pollution or other causes ”.

Accordingly, Article 245 obliges the parliament to make measures intended;

- i. To protect and preserve the environment from abuse, pollution and degradation;
- ii. To manage the environment for sustainable development; and
- iii. To promote environmental awareness.

In tandem with this extensive provision, Principle XIII requires the government to protect natural resources such as water, land, wetlands, mineral resources, fauna and flora on behalf of the public. In the same vein, Article 237 (2) (b), empowers appropriate Local Governments (LGs) to hold in trust natural resources for common benefit and good of all the citizens at local levels. The trust obligation imposed on government helps adaptation and mitigation efforts in the following ways. Firstly, it empowers the government to undertake climate change adaptation and mitigation initiatives. For example, spearheading Clean Development Mechanism (CDM) projects in the country. Secondly, it regulates government’s actions in leasing out or alienating out forested areas and other areas.

The National Climate Change Act was enacted and assented by the President in 2021. The Climate Change Act governs Uganda's national response to climate change. One of the stated purposes of the Act is to give effect to UNFCCC, the Kyoto Protocol, and the Paris Agreement and Section 4 gives these agreements the force of law in Uganda. The Act mandates the

¹² Kyoto Protocol to the United Nations Framework Convention on Climate Change, opened for signature 11 December 1997, 37 ILM 22 (entered into force on 16 February 2005)

¹³ The Republic of Uganda (1995), the Constitution of the Republic of Uganda, 1995. Chapter xxvii and Article

creation of a Framework Strategy on Climate Change, as well as a National Climate Action Plan and District Climate Action Plans. It also contains a series of provisions establishing a transparency framework, stakeholders' participation and Monitoring, Reporting and Verification (MRV) system.

Uganda submitted its Nationally-Determined Contributions (NDCs) to the UNFCCC in 2016, in support of the country's efforts to realize its development goals as laid out in its Poverty Reduction Strategy Paper (2010) and its National Climate Change Policy 2015. Uganda was one of the first countries to mainstream the SDGs into its development plan and developed the Uganda Green Growth Development Strategy in order to operationalize green growth planning into the country's development plans. Uganda is particularly focused on protecting its economy and the livelihoods of its population, which is highly dependent upon natural resources and as such the government is working to reduce vulnerability. Priorities are focused on increased adaptation for key sectors of agriculture, water, energy and health, and specifically to increase sustainable agricultural and livestock production, improve forestry management, improve infrastructure, and continue to strengthen its disaster risk management activities.

The National Climate Change Department (CCD) and the Ministry of Water and Environment has committed that Uganda will raise its national climate target to achieve net-zero emissions. Through its updated NDC, Uganda commits to reducing its net greenhouse gas emissions (GHGs) by 24.7% below business-as-usual levels by 2030, totaling an absolute reduction of 36.75 MtCO₂e, including from key sectors such as Energy, Agriculture, Forestry and Other Land Use (AFOLU), Industrial Processes and Product Use (IPPU). Uganda has increased its ambition to reduce GHG emissions from 22% to 24.7% in the new climate change plan or NDC. The plan presents the country's intention to reduce GHGs, deal with the effects of climate change and fulfill aspirations of the Paris Agreement.

TRADE UNIONISM: INTEGRATION OF CLIMATE ACTION AND JUST TRANSITION IN UGANDA

3.1 Introduction

The solution to the problem of climate change can be nothing more than stepping up bold climate action by all the stakeholders, including workers to limit the global temperature rise to 1.5 degrees Celsius, pursuing stronger measures to stop the source of pollution, protect biodiversity and reduce waste. These measures will not only save the planet, but will also create millions of environmentally friendly and green jobs. This is a moral and an economic significance in the sense that tackling climate change is not just an environmental necessity but also an unprecedented opportunity for growth and jobs creation as well as a realization of a clean environment for healthy life and decent work for all.

However, the challenge for jobs to move towards a zero-emission economy through just transition is enormous. Notwithstanding this, investments aimed at providing humankind with renewable energy, making our homes and workplaces more energy efficient, providing public transportation options in cities, efficiently managing the wastes or using the forests and water resources more sustainably can generate more jobs, than investments in doing business as

usual. Trade unions and workers being at the center stage can play a pivotal role in achieving this transition, as they are in the mix of both situations of work and climate change.

3.2 Trade Unions and Workers: The Gap in the Climate action and Just transition

Over a decade ago, ILO highlighted the need to acknowledge the role of a socially unjust and consumption-oriented economic model in generating present environmental and social crises. While climate debates of the past have given some coverage to the issue of employment opportunities and challenges arising from a greener economy, the social aspect of climate policies remained an afterthought¹⁴, however with vibrant labour movements progress has been made in this aspect.

The United Nations 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, is a ‘plan of action for people, planet and prosperity’¹⁵, indicating overwhelming support for sustainable development across the globe. Action to combat climate change and its impacts is central to Goal 13 of the Agenda and is relevant to most other Sustainable Development Goals, including Goal 8 on decent work and economic growth¹⁶. Global measures are generating multiple benefits in agricultural productivity, innovation, health and well-being, food security, livelihood, and biodiversity conservation¹⁷

3.3 Labour unions and Workers in the Climate change and Just transition

Climate change and just transition policies will have impacts on the labour market and the interests of workers need to be represented. Labour unions represent workers and are vital actors in facilitating sustainable development, particularly with their experience in addressing labour deficiencies, industrial change, as well as high priority they give to protecting workplaces, working and related natural environments. In 2007, the International Trade Union Confederation (ITUC) stressed that it was vital for trade union approaches to be reflected within ongoing international negotiations, thus establishing a Trade Union Task Force on Climate Change representing developed and developing countries¹⁸. More recently, ITUC¹⁹ called for a holistic climate response whereby climate change is treated as both a social and an economic concern and for the climate impact to be wholly acknowledged for its other societal effects. According to Goods, he categorized the response of organized labour to the transition to greener economies as two competing ideas: (1) labour protection, often seen as labour or jobs versus the environment, and (2) labour for the environment, which emphasizes

¹⁴ International Labour Organization. (2010). Climate change and labour: The need for a “just transition”. *International Journal of Labour Research*, 2(2), 119–318.

¹⁵ United Nations. (2015). Transforming our world: The 2030 agenda for sustainable development. <https://sdgs.un.org/2030agenda#>

¹⁶ International Labour Organization. (2020, February 24). The role of the ILO in addressing climate change and a just transition for all. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_736774.pdf

¹⁷ Intergovernmental Panel on Climate Change. (2022). Summary for policymakers. In H.-O. Pörtner, D. C. Roberts, E. S. Poloczanska, K. Mintenbeck, M. Tignor, A. Alegría, M. Craig, S. Langsdorf, S. Löschke, V. Möller, A. Okem, & B. Rama (Eds.), *Climate change 2022: Impacts, adaptation and vulnerability* (pp. 3–33). Cambridge University Press. <https://doi.org/10.1017/9781009325844.001>

¹⁸ International Trade Union Confederation. (2008). Trade unions and climate change. https://www.itu.int/themes/climate/events/presentations/ITUC_statement.pdf

¹⁹ International Trade Union Confederation. (2017). Just Transition—Where are we now and what’s next. https://www.itucsi.org/IMG/pdf/ituc_climate_justice_frontline_briefing_2017.pdf

a “Just Transition” for workers²⁰. In view of this, to effectively achieve sustainable development and address the climate crisis, a Just Transition is needed.

3.4 The Concept of Just transition

Just transition is a framework developed by the trade union movement to encompass a range of social interventions needed to secure workers' rights and livelihoods when economies are shifting to sustainable production, primarily combating climate change and protecting biodiversity. According to ILO, it is the idea that the transition to a more sustainable and equitable economy or society should be fair and equitable for all stakeholders, including workers, communities, and marginalized groups. It involves ensuring that the costs and benefits of such a transition are shared fairly, and that affected individuals and communities have the support and resources they need to adapt and thrive in the new economic and social environment²¹. Hence, a Just Transition contributes to the goals of decent work for all, social inclusion, and the eradication of poverty. The Just Transition concept has been adopted and integrated into the 2015 Paris Agreement.²² While the concept of Just Transition is most often applied to discussions around transitioning to a low-carbon economy, it is also relevant to other social and economic transitions, such as the transition to a more digitally driven economy that can support workers in their quest for decent work and social justice.

3.5 The Role of Labour Unions in Climate Action and Just Transitions

Labour unions and workers play a critical role in climate action and Just transitions, as they represent the rights and interests of workers as well as can advocate for laws, policies and practices that protect and support affected workers and communities in the face of climate change. According to Labour Unions' Act, 2006, trade unions are obliged to advance, advocate, promote, protect and defend workers' rights in the formal and informal sectors of work. Therefore, labour unions advocate for laws and policies that provide retraining, retooling, skilling and job placement assistance for workers in the face of new technology, or that invest in economic development in affected regions.

In addition, labour unions can be involved in planning and implementing climate action and just transition policies through tripartism by working with governments, employers, and other stakeholders to ensure that the rights, interests, needs and concerns of affected workers are considered. Similarly, they play a role in educating their affiliates or members and the broader community about the importance and benefits of climate action of Just transition. Furthermore, they can also play a role in promoting sustainability and equity more broadly, such as dialoguing and negotiating for policies that reduce the environmental impact of industries, or that promote more equitable distribution of the benefits of economic growth.

To Normann and Tellmann, just transition requires balancing between destruction and creation policies whilst protecting workers and regions. Phase-out efforts should be accompanied by policies that contribute to both diversifying and reallocating resources from fossil fuel

²⁰ Goods, C. (2017). Climate change and employment relations. *Journal of Industrial Relations*, 59(5), 670–679. <https://doi.org/10.1177/0022185617699651>

²¹ International Labour Organization. (2010). Climate change and labour: The need for a “just transition”. *International Journal of Labour Research*, 2(2), 119–318. https://www.ilo.org/wcmsp5/groups/public/---actrav/documents/publication/wcms_153352.pdf

²² International Trade Union Confederation. (2016, September 27). Just transition in the Paris climate agreement. <https://www.ituc-csi.org/just-transition-in-the-paris>

industries and other unsustainable practices towards low-emission industries²³. Therefore, tripartite actors may support this reallocation effort by prioritizing job transfer programmes and retraining. However, Norman and Telemann notes that while creation policies are politically feasible, they are not sufficient for a transition. Kivimaa and Kern contends that for labour unions to become a force for change, they must also support deliberate decline policies that aim to phase out fossil fuel industries²⁴. These phase-out policies can include the removal of fossil fuel subsidies, stricter regulations, reduced research and development support, or the banning of certain carbon-intensive activities such as deforestation, wetland destruction. However, such policies are deeply contested and intensely political. Therefore, a successful Just transition has to be sufficiently transformative but also politically feasible.

The ILO, in its study into the risks that climate and environmental change pose for decent work, issued a guideline for a Just Transition, which offers a comprehensive set of socially responsible policies that countries may draw on to implement their climate change commitments²⁵. The guidelines call for an alignment of climate action programmes with a universally accepted concept of “sustainable development” and A Decent Work Agenda advocated by the ILO, with its “four pillars” of social dialogue, social protection, rights at work, and employment²⁶

²³ Normann, H. E., & Tellmann, S. M. (2021). Trade unions’ interpretation of a just transition in a fossil fuel economy. *Environmental Innovation and Societal Transitions*, 40, 421–434. <https://doi.org/10.1016/j.eist.2021.09.007>

²⁴ Kivimaa, P., & Kern, F. (2016). Creative destruction or mere niche support? Innovation policy mixes for sustainability transitions. *Research Policy*, 45(1), 205–217. <https://doi.org/10.1016/j.respol.2015.09.008>

²⁵ International Labour Organization. (2015). Guidelines for a just transition towards environmentally sustainable economies and societies for all. https://www.ilo.org/wcmsp5/groups/public/@ed_emp/@emp_ent/documents/publication/wcms_432859.pdf

²⁶ International Trade Union Confederation-Asia Pacific. (2022). The just transition challenge in Asia: Securing decent and climate-friendly jobs for all. <https://>

DATA ANALYSIS AND FINDINGS OF THE STUDY

4.1 About the Trade unions surveyed

Twenty-seven (27) Unions responded to the survey, which represented approximately over a million workers across different sectors: agriculture, fishing, manufacturing, services, civil service, migrant workers and the informal economy, commerce; construction; mining and quarrying; food production, iron and steel; health care; financial and tax services; public services among others. The analysis was conducted on the basis of an intended sample size. About 87% of respondents were males, with an average age of 57. It focused on NOTU affiliates General Secretaries and program officers of Unions.

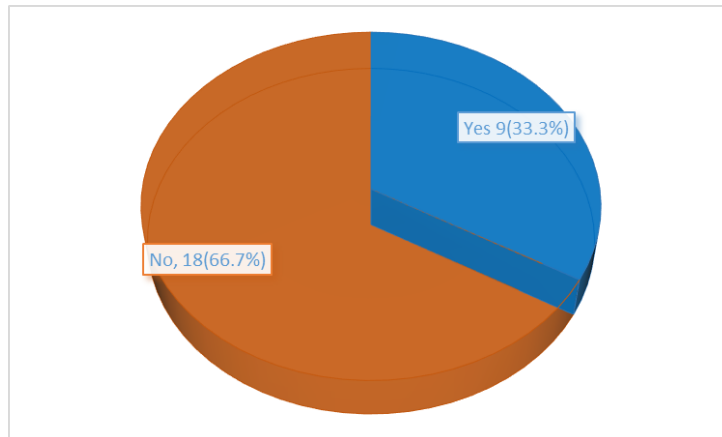
4.2 Background Information of the Respondents

Aspect		Frequency	Percentage
Type of Organization/ Trade Union			
	Public sector/Service	19	29.6
	Other sectors	8	70.4
Position/job title			
	General Secretary	16	59.3
	Programs Officer	11	40.7
Whether Climate change and just transition a trade union issue			
	Yes	9	33.3
	No	18	66.7
Existence of any program on climate change in organization			
	Yes	9	33.3
	No	18	66.7

Source: Primary Data, 2024

Comment: Most of the respondents were from other sector-based labour unions public sector or service organization (70.4%) and others from the public service labour unions, accounting for (29.6%).

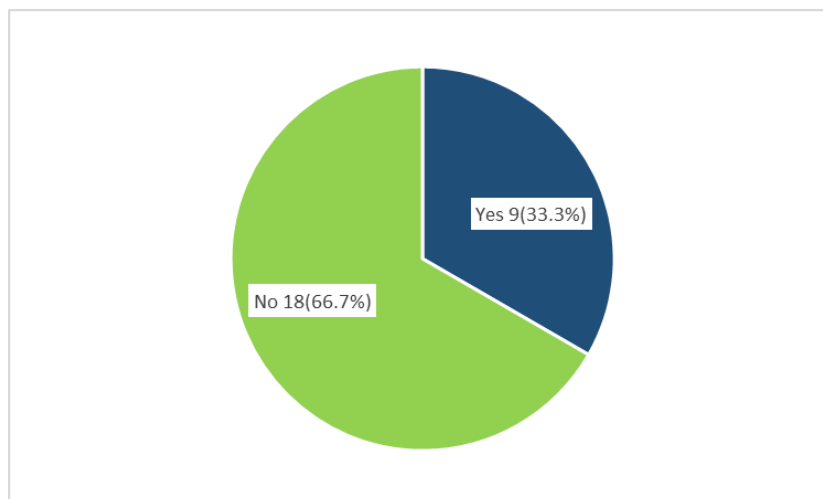
4.3 Participation in any training/workshop on climate change



Source: Primary Data, 2024

Comment: Most of the respondents reported to having not participated in any training/workshop on climate change at (66.7%) and only 33.3% reported having participated in any training/workshop. However, this was on general knowledge and understanding of climate change and just transition.

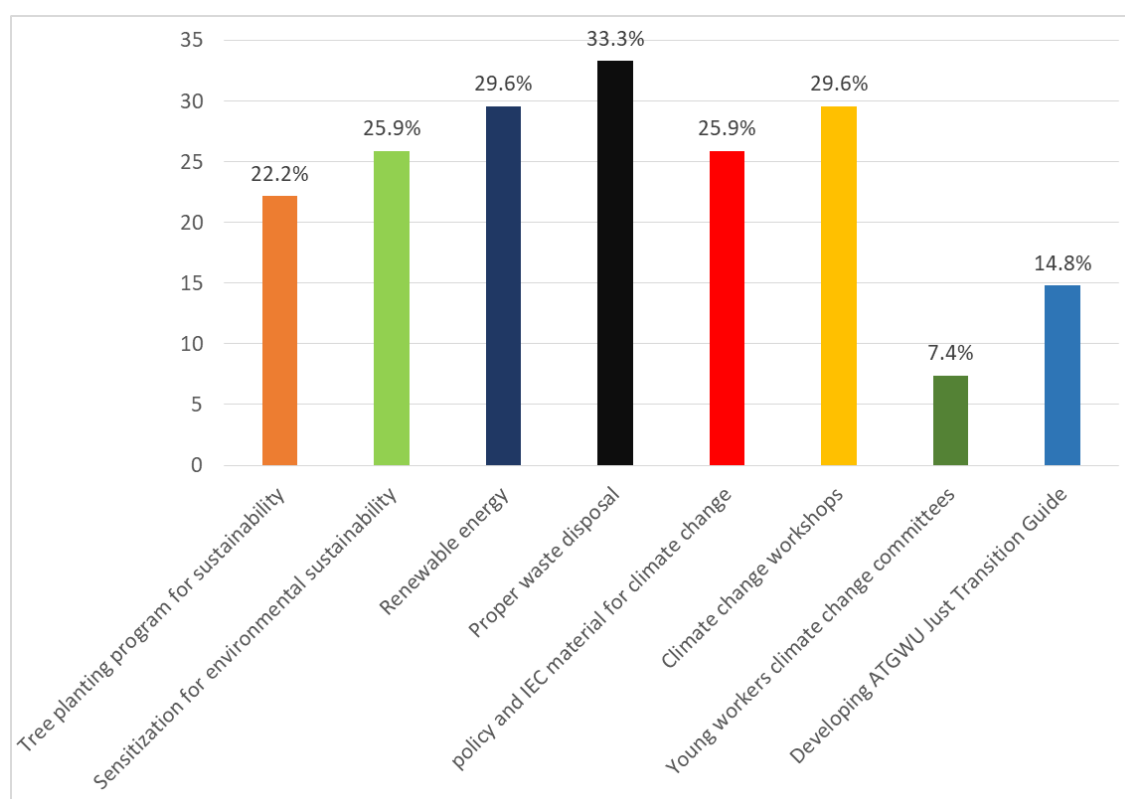
4.4 Initiatives done by organization to address climate change



Source: Primary Data, 2024

Comment: The majority respondents that's 66.7% by proportion noted that there were no initiatives done by organization to address climate change. Up to 33.3% of the respondents however reported some initiatives done by their respective labour unions and at individual capacity to address climate change.

Figure 3: Initiatives done by organization or labour unions to address climate change



Comment: Amongst those who reported existence of initiatives done by organization to address climate change, the initiatives were mostly proper waste disposal (33.3%), followed by renewable energy and climate change workshops at each 29.6%, while sensitization for environmental sustainability and Policy and including Information, Education and Communication (IEC) materials for climate change by 25.9% each.

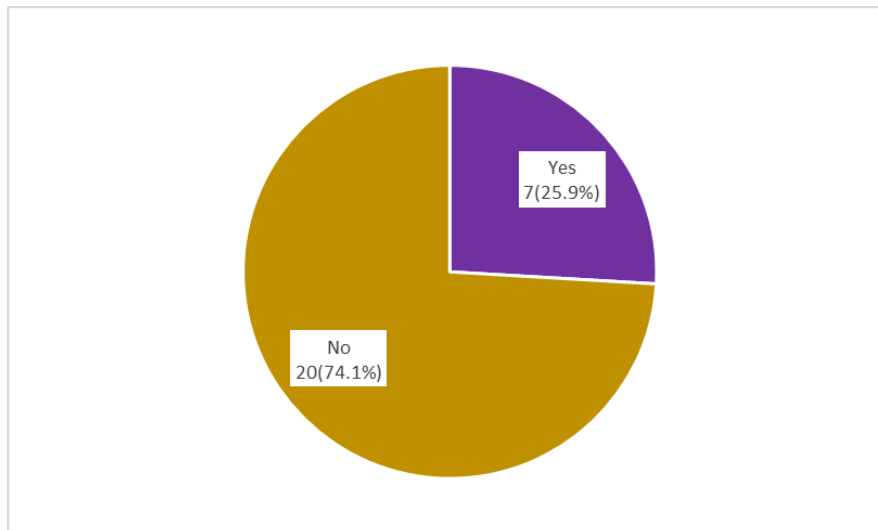
4.5 Focus Areas for Climate change and Just transition Engagement Strategy

Focus Areas	Frequency	Percent
Proper waste disposal	6	22.2
Renewable energy	7	25.9
Tree planting	4	14.8
Sensitization programs	6	22.2
Work training and education	5	18.5
Policy advocacy	5	18.5
Local community dialoguing	4	14.8

Source: Primary Data, Multiple Response

Comment: It was found that renewable energy with a response of 25.9% was the most favored focus areas for climate change and Just transition engagement strategy in most labour unions surveyed. This was followed by proper waste disposal and sensitization programs against climate change with responses of up to 22.2%.

4.6 Weather Organizations undertake Climate change and Just transition agenda, programmes and interventions



Source: Primary Data, 2024

Comment: The majority respondents that's 74.1% by proportion reported their labour unions as not undertaking climate change and just transition agenda, programmes and interventions. However, 25.9% of the respondents reported their organizations undertaking climate change and just transition agenda, programmes and intervention, as seen in the table on unions' initiatives and needs.

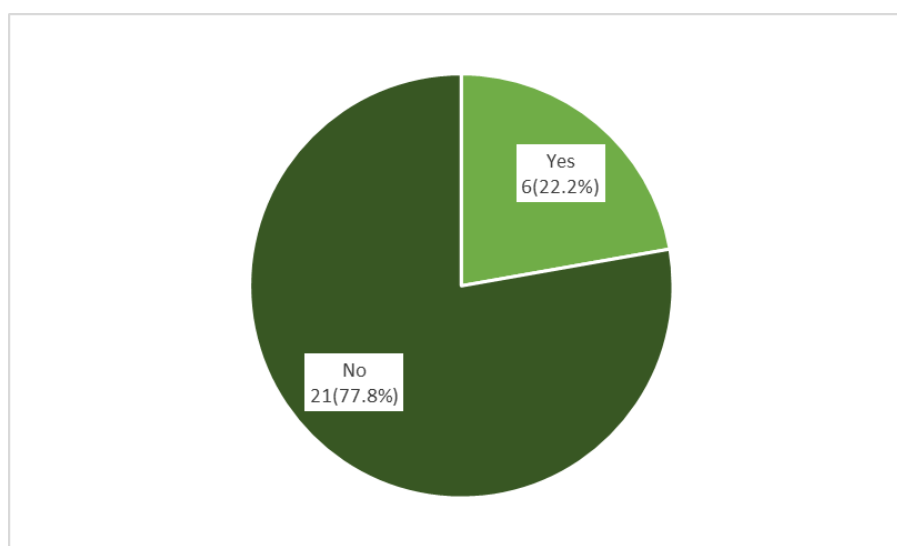
4.7 Undertaking of Climate change and Just transition agenda, programmes and interventions in Organizations

Undertakings of Climate change and Just transition agenda	Frequency	Percent
skills development and training	5	18.5
Lobby for renewable energy initiatives	5	18.5
Collaboration and alliances national and international	4	14.8
Supporting e-mobility to electric automobiles	6	22.2
Recycling	5	18.5
Collaborative resilience workshops	6	22.2

Source: Primary Data, 2024

Comment: Most respondents that 22.2% respectively reported their organizations as supporting e-mobility to electric automobiles, Collaborative resilience workshops followed by 18.5% who indicated skills development and training, lobbying for renewable energy initiatives alongside recycling as the undertakings of Climate change and Just transition agenda, programmes and interventions in their respective labour unions.

4.8 Undertaking of any advocacy for Climate change and Just transition



Comment: The majority respondents that's 77.8% by proportion indicated that there was no undertaking of any advocacy for Climate change and Just transition. Up to 22.2% of the respondents however, reported some undertakings of any advocacy for Climate change and Just transition. The undertakings can be seen in the table below include;

Undertakings for climate change	Frequency	Percentage
Tree planting renewable energy waste recycling policies nationally	5	18.5
Green job creation nationally	5	18.5
Regional and international trade unions collaborating	6	22.2
Participation in global forums internationally	6	22.2

Comment: Regional and international trade unions collaborating alongside participation in global forums internationally were the mostly reported undertakings for climate change by 22.2% of the respondents.

4.9 Advocacy tools, labour unions/organizations use in Climate action and Just transition integration in workplace

Advocacy tools	Frequency	Percentage
Media campaigns	6	22.2
Lobby government	6	22.2
Policy briefs and reports	4	14.8
Workshops and seminars on climate change	12	44.4

Source: Primary Data, 2024

Comment: Workshops and seminars on climate change are the mostly used tools in Climate action and just transition integration in workplace among organizations (44.4%) followed by media campaigns (22.2%) and lobbying government (22.2%).

4.10 Knowledge and skills respondents possessed in integrating Climate change and Just transition in organization

Knowledge and skills respondents possessed	Frequency	Percentage
Tree planting	16	59.3
Proper plastics polythene disposal	14	51.9
Sustainable use of energy and water	6	22.2
Stakeholder engagement	5	18.5
Environmental policy analysis	6	22.2
Sustainable practices implementation at workplace	5	18.5

Source: Primary Data, 2024

Comment: Tree planting is the most possessed knowledge and skill in integrating Climate change and just transition in organization (59.3%) followed by Proper plastics polythene disposal (51.9%). Sustainable use of energy and water and Environmental policy analysis as a knowledge and skill were each reported by 22.2% of the respondents.

4.11 Challenges and obstacles have you encountered in integrating Climate action and Just transition into your programming and interventions and how have you addressed them

Challenges and obstacles, have you encountered in integrating Climate action	Frequency	Percentage
Limited training on climate change	15	55.6
Low seeking of knowledge and skills on climate change	15	55.6
Limited finances addressed by social media use	8	29.6
Public failure to respond to policies through sensitizing	14	51.9
Policy gaps	8	29.6

Source: Primary Data, 2024

Comment: Limited training on climate change and low seeking of knowledge and skills on climate change were mostly reported challenges and obstacles with each 55.6% followed by public failure to respond to policies and this was followed closely with the limited finances.

4.12 The emerging trends foreseeable that could significantly impact on the successes and interventions on Climate action and Just transition

Emerging trends foreseeable	Frequency	Percentage
Saving environment	9	33.3
Adopting electric cars	8	29.6
Adoption of renewable energies	7	25.9
Growing size of informal sector	7	25.9
Changing technologies to green tech	8	29.6
Policy shifts	6	22.2

Source: Primary Data, 2024

Comment: The emerging trends foreseeable that could significantly impact on the successes and interventions on Climate action and Just transition were saving the environment (33.3%) followed by adopting electric cars (29.6%) and changing technologies to green technology (29.6%).

4.13 The role trade unions should play in achieving Climate change and Just transition at national, regional and global level

Role trade unions should play in achieving Climate change	Frequency	Percentage
Training workers on climate change and just transition	16	59.3
Capacity development is necessary and effective	9	33.3
Advisory and technical support to strengthen labour unions	8	29.6
Developing policies for union structure for sustainability	16	59.3
Strategic sensitization about climate change	6	22.2
Financing initiatives on sustainability	5	18.5
Fair policy advocacy	7	25.9
Engage in social dialogue	7	25.9

Source: Primary Data, 2024

Comment: The issue of training workers on climate change and just transition, providing advisory and technical support alongside developing policies on union structure for sustainability were the most indicated roles that trade unions should play in achieving Climate change and Just transition at national, regional and global level.

4.14 How trade unions can be involved in Climate change and Just transition national, regional and global levels

How trade unions can be involved in Climate change and Just transition	Frequency	Percentage
Train workers on climate change and just transition	16	59.3
Provide training tools to improve planning	6	22.2
Participation in climate change policy formulation	8	29.6
Equipping union members with skills to combat climate change	7	25.9
Engage government to shape national policies	6	22.2
International forum participation	7	25.9
Participate in regional trade union networks	6	22.2

Comment: Train workers on climate change and just transition (59.3%) alongside participation in climate change policy formulation (29.6%) were the most reported ways trade unions can be involved in Climate change and Just transition national, regional and global levels.

4.15 How trade unions can ensure unionization and partnerships for Climate action and Just transition at workplace, national and regional levels

How to ensure unionization and partnerships for Climate action and Just transition	Frequency	Percentage
Developing a sustainability plan and needs Assessment	10	37.0
Drawing a partner strategy and target group like women and youth	8	29.6
conducting recruitment drives within unions	10	37.0
International unions affiliations	14	51.9
Collaborating nationally and internationally	16	59.3
Foster workplace initiatives	13	48.1
Build partnerships	10	37.0
Inclusive policy advocacy	17	63.0

Source: Primary Data, 2024

Comment: Inclusive policy advocacy (63.0%), collaborating nationally and internationally (59.3%) alongside international unions affiliations (51.9%) where the most reported ways trade unions can ensure unionization and partnerships for Climate action and just transition at workplace, national and regional levels.

4.16 Capacity gaps organizations have in undertaking Climate action and Just transition in your programs and interventions

Capacity gaps organizations	Frequency	Percentage
Limited Shop stewards	5	18.5
Few union members	6	22.2
Low safety representatives	9	33.3
Insufficient funds	18	66.7
Limited modern technologies	17	63.0
Lack of well trained personnel in climate change combustion	13	48.1

Source: Primary Data, 2024

Comment: Insufficient funding (66.7%), limited modern technologies (66.7%) alongside Lack of well-trained personnel in climate change combustion (48.1%) were the most reported capacity gaps organizations have in undertaking Climate action and just transition in your programs and interventions.

4.17 The capacity needs that are required to effectively and efficiently undertake Climate action and just transition programming and interventions at workplace and national Level

Capacity needs that are required to effectively and efficiently undertake Climate action	Frequency	Percentage
Improved union capabilities to advance union and labour rights	13	48.1
Advancing gender equality and equity	13	48.1
Sensitization of workers on climate change and Just Transition	18	66.7
Trainings for capacity building	18	66.7
Equip workplaces with modern technology	9	33.3
Increased funding	21	77.8

Source: Primary Data, 2024

Comment: Increased funding (77.8%), trainings for capacity building (66.7%) alongside sensitization of workers on climate change and just transition (66.7%) were the most reported capacity needs that are required to effectively and efficiently undertake Climate action and Just transition programming and interventions at workplace and national Level.

Respective unions existing programmes or initiatives and capacity needs is seen in the table below;

	Undertaken areas or programmes	Specific union needs capacity	Sector
	<ul style="list-style-type: none"> - Capacity building for top and national leadership such as the BoD and Executive leaders. - Conduct annual climate change campaigns. 	<ul style="list-style-type: none"> -Establishing of climate change and Just transition structures at workplace levels. -Knowledge awareness and trainings in 	Transport

	<ul style="list-style-type: none"> - Review of CBAs to incorporate climate change and Just transition. 	<ul style="list-style-type: none"> understanding Climate change. - Facilitation on undertaking climate change and just transition initiatives. - Support in formation of workplace climate change committees. 	
Private Sector's Union	Use of schools as a hub for tree planting and establishing green belts	<ul style="list-style-type: none"> -Having Climate Change Champions in schools made up of both teachers and students. -Awareness creation in schools and institutions of learning on Climate Change and Just transition. - Logistical support and coordination. 	Education
Uganda Scientists, Researchers	<ul style="list-style-type: none"> -Mobilising communities on tree planting initiatives. -Community and workers' mobilisation on sustainable practises such as agro-economy, mulching. -Sensitisation and awareness creation within workplaces and rural communities. 	<ul style="list-style-type: none"> -Training of workplace activists and leaders on Climate change and Just transition. - Partnering with stakeholders to teach members on sustainable practises such as irrigation. 	Education sector
Uganda Civil Society Organizations Workers' Union	-Integration of climate change and Just transition into CBAs.	- Involvement of union members federations'	Private sector

	<ul style="list-style-type: none"> -Mainstreaming Climate change and just transition into union's work. - Scaling up tree planting at workplace and individual members' homes -Popularisation of Climate change and Just transition agenda among CSOs and NGO members - Speaking out on climate change with local leaders, religious leaders among others 	<ul style="list-style-type: none"> ongoing programmes and interventions -Direct support in terms of funds and materials on climate change and Just transition. -Provision of IEC materials such as books on climate change for dissemination. 	
Uganda Journalist Union	Training media practitioners on effects of climate change.	<ul style="list-style-type: none"> -Specialised training on climate change reporting for media houses. -Undertaking upcountry media outreaches on Just transition and climate change. 	Media
Uganda Markets and Allied Employees Unions	Climate change campaigns among vendors on tree planting.	Market-based sensitization campaigns and workshops.	Informal sector
Uganda Railways Workers' Union	No ongoing programs	Trainings on climate change and Just transition	Parastatal body/public sector
National Union of Theatrical, Domestic and General Workers	No ongoing programmes	-Support on training needs of the members.	Informal sector

		-Policy influencing and awareness on climate change laws and policies	
Uganda Local Government Workers' Union	No ongoing programmes	- Support in developing unions climate change and Just transition strategy. - Capacity building for leaders and members on climate change	Public sector
Uganda Public Employers' Union	-Tree planting initiatives within schools. -Supporting formation of green clubs in schools	-Use and adoption of sustainable fuels. Provision of tree seedlings for green belts in public spaces. -Workplace organising campaigns on climate change and just transition.	Public sector
Uganda Communications Union	Adoption and encouragement of use of sustainable power.	Training and awareness campaigns for the media practitioners	Communication sector
Uganda Union of Educational Institutions	No ongoing programmes	- Support to organise sensitization workshops. - Induction of the governance structures on climate change and Just transition.	Public sector
Uganda Hotels, Food, Tourism and Allied Workers Union	Incorporated in the unions' strategic plans and objectives	- Training on climate change and Just transition.	Hospitality sector

	Though no ongoing programmes	- Provision of climate change supplies such as seedlings	
National Union of Government and Allied Workers' Union	No ongoing programmes	-Integration of gender into climate change and just transition. -Information dissemination and development of materials on climate change and Just transition.	Public sector
Uganda Textile Lather and Allied Workers' Union	Awareness raising at workplaces on climate change and Just transition	Capacity building for leadership on collective bargaining allied with climate change and just transition	Industrial sector
Uganda Hospitality Leisure and Allied Workers Union	No ongoing programmes	Sensitization of leaders on wetland destruction	Hospitality
National Union of Clerical, Commercial, Professional and Technical Employees	No ongoing programmes	- Training on climate change and just transition in order to intervene. - Advisory and technical support to strengthen. Improved union capabilities to advance union and labour rights at sectoral levels. -Advancing gender equality and equity. Sensitization of workers on climate	Non-governmental organisation

		change and Just Transition.	
Uganda Technical and Vocational Trainers' Union	<ul style="list-style-type: none"> -Skills development and training on climate change and Just transition. - Lobby and advocacy for renewable energy initiatives. -Collaboration and alliance building with international partners. -Tree planting campaigns. 	<ul style="list-style-type: none"> -Training and capacity building initiatives in TVET institutions. -Knowledge enhancement on green technologies. Funding opportunities and linkages. 	Public sector
Uganda Nurses and Midwives Union	Awareness creation on the effects of climate change	Awareness raising in health sector on climate change and Just transition.	Public sector/Health sector.
National Union of Co-operative Movement Workers' Union	<ul style="list-style-type: none"> -Education of members on the importance of environmental conservation. -Partnering with National Environmental Management Agency to conserve reserved areas. 	<ul style="list-style-type: none"> -Awareness creation of the dangers of deforestation. -Orientation and capacity building initiatives for members and leaders. 	Informal private sector
Uganda Medical Workers Union	No ongoing programmes	Integration of Climate change and health.	Public sector
Uganda Electricity and Allied Workers' Union.	No ongoing programmes	-Induction of leadership on climate change and Just transition.	Electricity sector

		-Awareness creation among the members	
Uganda Building, Construction, Civil Engineering, Cement and Allied Workers' Union	No ongoing programmes	-Green plan development and designs. -Sensitization and media campaigns on climate change.	Informal sector
Uganda Bottling, Bakers, Millers and Allied Workers Union	No ongoing programmes	-Funding opportuneness. -Dialogues and negotiation on climate change	Informal sector
National Union of Creative, Performing Artists and Allied Workers	No ongoing programmes	Support in developing climate change songs and shows.	Informal/Entertainment sector
Banks, Microfinance Deposits Taking and Allied Workers' Union	No ongoing programmes	- Development of bankable proposals to attract funding. - Lobbying for social corporate responsibility.	Private sector/Banking sector
Non-Teaching Staff Union.	No ongoing programmes	Capacity building initiatives	Informal sector

CONCLUSIONS AND RECOMMENDATIONS

This is one of the first surveys to investigate the capacity and effectiveness of trade unions in integrating climate action and just transition in Uganda as well as their priorities towards achieving a Just Transition in their workplaces and organisations. A key finding here is the observation of limited capacity of trade unions' priorities, interventions in the climate agenda and just transition. Despite the ongoing push for green jobs, green growth and sustainability, trade unions' top concerns are on labour rights, standards and interests. Climate change and Just transition is of limited programming to trade unions, even among those in fragile and nature-based sectors. Therefore, the following conclusions and recommendations provide concrete steps for trade unions' efforts in climate change and just transition.

Effective planning by trade-unions for climate action and Just transition. The capacity and disconnect at individual trade union organization level will be exacerbated if organizations are ill-prepared for a Just Transition. This appears to be an area of potential concern as trade unions reported that most of their organizations have not planned and designed interventions for their transitions, even as the need to do so grows. While the self-reported nature of the responses here might be subject to bias and a lack of knowledge by individual trade union leaders, it could also suggest how trade unions that are preparing for transition need to be better communicated. Understanding that their organizations are actively planning and strategizing for a Just Transition would help to assure trade unions and their members of their livelihoods, similar to when organizations have to communicate and work alongside their workers during climate action.

Labour unions to be active negotiators, advocates and facilitators of Just Transitions. The responses from respondents suggest that labour unions are viewed by their affiliates to have an important role in supporting them through their core activity of advocating and negotiating on behalf of workers, and working with tripartite partners to put in place supporting initiatives and programmes (e.g., career transition support, and reskilling/retooling and upskilling programmes). Particularly in Uganda's context, NOTU, the most representative labour center could potentially serve as a nexus between employers and the government, bringing employers, workers, and relevant stakeholders together regularly to explore, discuss, and problem-solve transition-related issues that affect workers. To a large extent, the active involvement of the labour unions to look out for the interest of workers during this transition addresses the key assurances that workers would like; a clearer understanding of how just transition will take place and what workers need to do to prepare for it.

Effective digital organizing in climate change and Just transition. In the context of declining membership challenges faced by labour unions in Uganda, the survey revealed encouraging findings that affiliates and workers are willing to join unions that include climate change and environmental sustainability-related causes in their organizing and advocacy. This move appeals not only to non-union members but also to the majority of existing union members, which helps with membership retention. This also suggests that the traditional roles played by unions could be expanded as they prepare for a Just Transition. Nevertheless, this might require unions to expand their capacity and effectiveness to advise workers, advocate for them, and to organize initiatives that support workers through the transition. Unions can also strategically tap on digital tools to enhance their capability to do so. These efforts and strategic diversification of organizing activities by unions will address the challenges of ensuring that

they are able to continue to remain relevant by adapting and evolving with the changing needs, programmes and concerns of workers while contributing towards the national and global movement to tackle climate change and ensure green growth.

Continuous education, training and awareness raising for union members on climate change and just-transition. This is an important part of climate action and just transition as knowledge regarding this phenomenon helps trade unions and workers to understand and tackle the consequences of global warming and encourage them to change their behaviors, attitudes, practices and helps them to adapt to what is already a global emergency. Education and training are a strong tool in the fight against climate change and strengthening just transition in the coming years.

Inclusive and sustainable social dialogue and policy influence: Ensuring that all stakeholders, including marginalized groups, are involved in dialogue and decision-making processes on climate change and just transition. Inclusive social dialogue can facilitate the transition towards a more sustainable economy by developing a joint understanding of the challenges and the way to address them. In this sense, social partners can broaden their approach and include environmental and social inclusion aspects into their discussions and negotiations. Key issues to be factored includes; rights and equality of work, encompassing the key activities of collective bargaining; the inclusiveness of working life and society, which includes the integration of groups at risk of marginalization into the labour market and the link between the area covered by collective bargaining and the bordering areas of social security coverage and a resource efficient and environmentally sustainable economic performance, smooth transitions in case of restructuring.

Collaborative Networks and alliance building: Building strong networks and partnerships with other organizations to share resources and strategies helps to maximize efforts and resources among and within trade unions. Respondents noted, the high need to cooperate with other stakeholders, such as environmental organizations or organizations promoting fair trade, which bring on board the necessary knowledge and resources on these relatively new issues into labour movement.

Despite the above findings, the study is not without its limitations. This is a cross-sectional study which only provides a snapshot insight into the capacity and effectiveness of trade unions in integrating climate action and just transition in their work. It will be useful to follow up longitudinally to track how trade unions' capacity and effectiveness are changing especially as the climate agenda and just transition evolves. The study, due to its design, was also not able to probe further into what are the various reasons underlying the interventions and programming in respondents' organizations. This would require qualitative follow-ups with respondents, such as interviews and focus group discussions. In a nut shell, this survey supports the view that labour unions will continue to play an important role in the coming years to ensure that climate action and Just Transition is successful in Uganda. This therefore, calls for a concerted and strong partnership at workplace, national, regional and international levels.

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