

# ZANZIBAR TRADE UNION CONGRESS



## REPORT OF ASSESSMENT OF CLIMATE CHANGE AND JUST TRANSITION AMONG TRADE UNION MEMBERS IN ZANZIBAR 2024

## Introduction

### Overall Objective of the Survey

The overall objective of the study is to assess workers and trade union members' knowledge and level participation on Just transition process and effect of climate changes in Zanzibar.

### Specific Objectives of the Survey

- a) To assess the trade union involvement on Climate Change and Just Transition,
- b) To establish the gaps in policies and actions on Climate Change/ Just Transition
- c) To assess challenges facing by trade unions due to climate change
- d) To ascertain how different sectors have been affected by Climate Change

**Scope of the survey** -ZATUC Affiliates (CHODAWU-Z, COTWU-ZNZ, TUICO-Z, ZAFICOWU, ZAPSWU, ZATU and ZUPHE)

### Methodology

This section therefore presents the methodology employed by the study and it details the survey design, methods of data collection.

The assessment involved data collected from eight ZATUC affiliates through questionnaire, total number of 112 trade union members were involved.

A qualitative research approach was employed by this in a bid to collect qualitative data in regard to Climate Change.

### Section A: Baseline information about Organization

Organization	The Zanzibar Trade Union Congress (ZATUC) is the sole Trade union National centre in Zanzibar which was established in 2003 under the Trade Union Act, No. 4 of 2001. Generally, its main function of ZATUC is to serve its Affiliates in defending and protecting the rights and terms and conditions of work through good Policies, Social Dialogue and technical services.
Mandate	The core function of its Affiliates is to organise and recruit members in all workplaces in the country, defend and protect the rights, terms and conditions of employment of their member/workers in the sectors they serve ZATUC is currently a Federation of 8 Affiliated sectoral Unions, namely: CHODAWU-Z, COTWU-ZNZ, TUICO-Z, ZAFICOWU, ZAPSWU, ZATU and ZUPHE
Objectives	The main Objectives of ZATUC as stipulated under Section 5 of its Constitution which are: <ul style="list-style-type: none"><li>• To build and promote the socio-economic and political welfare of the society in order to guarantee workers' rights and benefits, strive to achieve for the workers a better standard of living through improved conditions of work, ensure that democracy prevails within and amongst the Federation and Affiliates, ensure the full participation all Affiliates in the decision-making processes of the Congress. And struggle for the recognition, defence and Protection of the rights of workers.</li></ul>

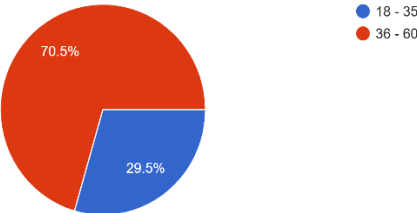
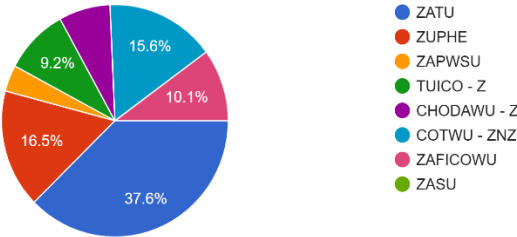
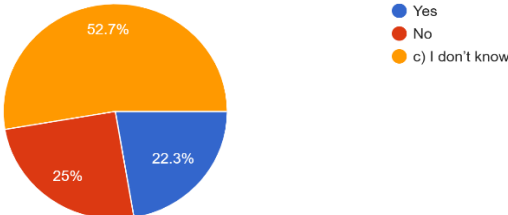
Key Activities	The key activities of the organization are to organize, unite and build solidarity among workers of Zanzibar, serve the members through Education and Training, advocate for the Ratification and implementation of the ILO Conventions, resolve conflicts arising within and amongst Affiliates and advocate for laws and Policies that protect and promote the Rights of workers and creating decent employment.
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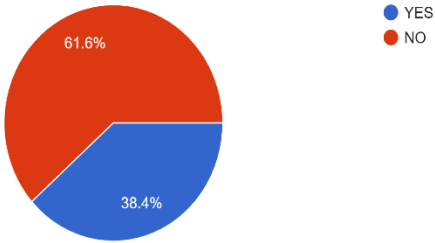
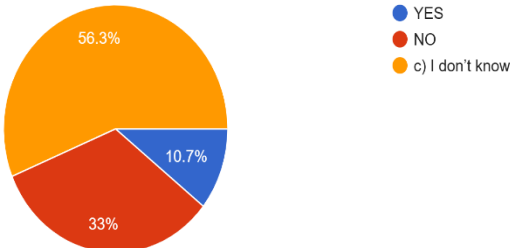
## Section B: Baseline information about Survey

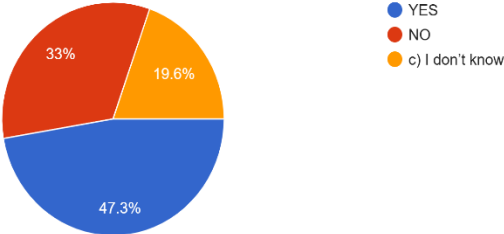
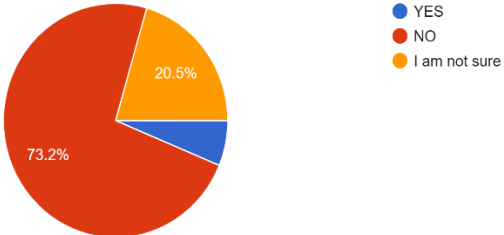
Name of Survey	“Assessment of Climate Change and Just Transition among Trade Union Members in Zanzibar”
Aim of the study	To determine workers and trade union members’ knowledge and level participation on Just transition process and effect of climate changes in Zanzibar
Scope of the survey	ZATUC Affiliates – (CHODAWU-Z, COTWU-ZNZ, TUICO-Z, ZAFICOWU, ZAPSWU, ZATU and ZUPHE)
Methodology	The methodology used to collect the needed information was questionnaire.
Program organizing Institutions	EATUC and ZATUC

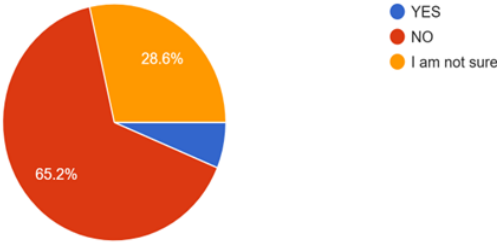
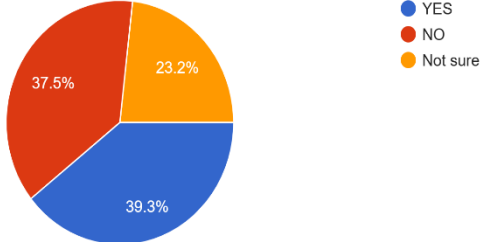
## Section C: Key Findings

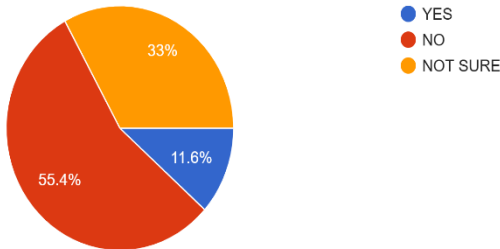
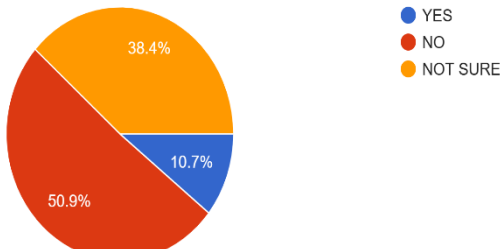
<b>Gender</b>	<p><b>Gender Dimension-</b> The assessment involved both sexes (male and Female), out of 112 surveyed workers 52.7% were males and 47.3% were Females, gender dimension in this assessment is critical to effectively understand the awareness, knowledge and involvement of both sexes in climate change and just transition programs,</p> <p>Gender 112 responses</p> <p>A pie chart titled 'Gender' with the subtitle '112 responses'. The chart is divided into two segments: a blue segment representing 52.7% (Male) and a red segment representing 47.3% (Female). A legend to the right of the chart shows a blue dot for 'Male' and a red dot for 'Female'.</p>
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<b>Age</b>	<p>This assessment involved both youth and adults, the intention of analyzing age dimension is to understand the involvement of youth and adults on climate change issues, out of 112 surveyed workers 70.5% aged between 36 – 60 years and 29.5% aged between 18 – 35 years,</p> <p>Age 112 responses</p>  <table border="1"> <thead> <tr> <th>Age Group</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>18 - 35</td> <td>29.5%</td> </tr> <tr> <td>36 - 60</td> <td>70.5%</td> </tr> </tbody> </table>	Age Group	Percentage	18 - 35	29.5%	36 - 60	70.5%										
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36 - 60	70.5%																
<b>Affiliates</b>	<p>Out of 112 surveyed workers 37.6% belong to ZATU, 16.5% belong to ZUPHE, 15.6% belong to COTWU-ZNZ, 10.1% belong to ZAFICOWU, 9.2% belong to TUICOZ, 7.3 belongs to CHODAWU-Z and 3.7 belong to ZAPSWU.</p> <p>Union 109 responses</p>  <table border="1"> <thead> <tr> <th>Union</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>ZATU</td> <td>37.6%</td> </tr> <tr> <td>ZUPHE</td> <td>16.5%</td> </tr> <tr> <td>COTWU - ZNZ</td> <td>15.6%</td> </tr> <tr> <td>ZAFICOWU</td> <td>10.1%</td> </tr> <tr> <td>TUICO - Z</td> <td>9.2%</td> </tr> <tr> <td>CHODAWU - Z</td> <td>7.3%</td> </tr> <tr> <td>ZAPSWU</td> <td>3.7%</td> </tr> </tbody> </table>	Union	Percentage	ZATU	37.6%	ZUPHE	16.5%	COTWU - ZNZ	15.6%	ZAFICOWU	10.1%	TUICO - Z	9.2%	CHODAWU - Z	7.3%	ZAPSWU	3.7%
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<b>Union Program on Climate Change</b>	<p>Research findings show that out of 112 surveyed workers only 22.3% their union have climate change/just transition programs, 52.7% their union have no climate change program and 25% are not aware. Much efforts needed to ensure unions have programs on climate change, this will enhance unions engagement on climate change issues, there is need for ZATUC Affiliates to organize trainings, workshops and media sensitization on climate change/just transition, strengthening the capacity of members will enable trade unions involvement in policy formulation which is critical to ensure smooth transition,</p> <p>Is there any program on climate change in your union? 112 responses</p>  <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>22.3%</td> </tr> <tr> <td>No</td> <td>52.7%</td> </tr> <tr> <td>I don't know</td> <td>25%</td> </tr> </tbody> </table>	Response	Percentage	Yes	22.3%	No	52.7%	I don't know	25%								
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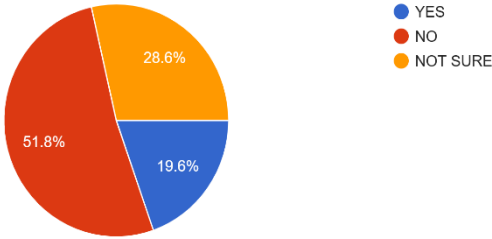
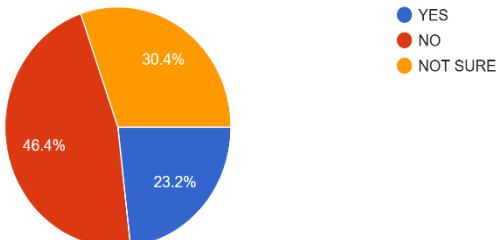
<b>Worker's participation in the training/workshop on climate change</b>	<p>Unions can only engage on climate change discussions and influence policies if they have knowledge and capacity to engage, research findings show that out of 112 surveyed, only 38.4% have participated in climate change training/workshops and 61.6% not. Union should mobilize more resources for training members to be able to participate effectively in climate change discussions</p> <p>Have you ever participated in any training/workshop on climate change? 112 responses</p>  <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>YES</td> <td>38.4%</td> </tr> <tr> <td>NO</td> <td>61.6%</td> </tr> </tbody> </table>	Response	Percentage	YES	38.4%	NO	61.6%		
Response	Percentage								
YES	38.4%								
NO	61.6%								
<b>Initiative done by the union to address climate change</b>	<p>Some unions have made initiatives to address the impact of climate change and promote just transition, from the findings, out of 112 surveyed workers, 10.7% their unions have done initiatives to address climate change, 33% their union hasn't done any initiatives to address climate change and 56.3% they don't know. 10% still very low, but ZATUC Affiliates have opportunities to formulate programs within their unions with technical support from EATUC, clear strategies for unions on climate change/just transition programs and their engagement in climate change discussions at national level should be in place, enhancing information sharing with other unions from East Africa and beyond which have climate change programs, and engaging Cooperating partners who have interest on supporting climate change programs.</p> <p>Are there any initiatives done by your union to address climate change? 112 responses</p>  <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>YES</td> <td>10.7%</td> </tr> <tr> <td>NO</td> <td>33%</td> </tr> <tr> <td>c) I don't know</td> <td>56.3%</td> </tr> </tbody> </table>	Response	Percentage	YES	10.7%	NO	33%	c) I don't know	56.3%
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YES	10.7%								
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c) I don't know	56.3%								
<b>Initiatives done by union to address climate change</b>	<ol style="list-style-type: none"> <li>Awareness trainings to members.</li> <li>Information sharing.</li> <li>Tree plantation</li> <li>Environmental conservations</li> </ol>								

<b>Climate Change impact experienced in the Union/sector</b>	<p>Out of 112 surveyed workers, 47.3% their union/sector has experienced impact of climate change, 33% their union hasn't experienced impact of climate change, and 19.6% they don't know. Tourism/ Hospitality sector, Agriculture/fishing sector have experienced severe impact of climate change in Zanzibar.</p> <p>Are there climate change impacts experienced in your union/sectors? 112 responses</p>  <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>YES</td> <td>47.3%</td> </tr> <tr> <td>NO</td> <td>33%</td> </tr> <tr> <td>c) I don't know</td> <td>19.6%</td> </tr> </tbody> </table>	Response	Percentage	YES	47.3%	NO	33%	c) I don't know	19.6%
Response	Percentage								
YES	47.3%								
NO	33%								
c) I don't know	19.6%								
<b>Impacts of climate change in your union/sector</b>	<ol style="list-style-type: none"> <li>Job cut and redundancy</li> <li>Lower production rate</li> <li>Floods and increase of sea level</li> <li>High temperature rise</li> <li>Destruction of roads infrastructures</li> </ol>								
<b>Awareness of Just Transition to workers</b>	<p>Out of 112 surveyed workers, 6.3% have awareness of Just Transition, 73.2% have no awareness of Just Transition, and 20.5% they are not sure. This shows that “Just Transition” concept is still new to union members, more awareness trainings, sensitization of just transition are needed, in order to ensure that the substantial benefits of a green economy transition are shared widely, while supporting those who stand to lose economically, workers must be capacitated to be at fore front during the transition.</p> <p>Have you ever heard of the term “Just Transition”? 112 responses</p>  <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>YES</td> <td>6.3%</td> </tr> <tr> <td>NO</td> <td>73.2%</td> </tr> <tr> <td>I am not sure</td> <td>20.5%</td> </tr> </tbody> </table>	Response	Percentage	YES	6.3%	NO	73.2%	I am not sure	20.5%
Response	Percentage								
YES	6.3%								
NO	73.2%								
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<b>Workplace initiatives to address job loss and skill gaps that could result from transition to a low carbon economy</b>	<p>Out of 112 surveyed workers, 6.2% has workplace initiatives to address job loss and skill gaps that could result from transition to a low carbon economy, 65.2% hasn't workplace initiatives to address job loss and skill gaps that could result from transition to a low carbon economy, and 28.6% they are not sure.</p> <p>Have there been workplace initiatives to address potential job losses and skills gaps that could result from transition to a low carbon economy? 112 responses</p>  <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>YES</td> <td>6.2%</td> </tr> <tr> <td>NO</td> <td>65.2%</td> </tr> <tr> <td>I am not sure</td> <td>28.6%</td> </tr> </tbody> </table>	Response	Percentage	YES	6.2%	NO	65.2%	I am not sure	28.6%
Response	Percentage								
YES	6.2%								
NO	65.2%								
I am not sure	28.6%								
<b>Retraining program and social safety nets to support workers during transition to low-carbon future and green economy</b>	<p>Out of 112 surveyed workers, 39.3% have retraining program and social safety nets to support workers during transition to low-carbon future and green economy, 37.5% have no retraining program and social safety nets to support workers during transition to low-carbon future and green economy, and 23.2% are not sure.</p> <p>Are there retraining programs and social safety nets in place to support workers during transition to low – carbon future and green economies? 112 responses</p>  <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>YES</td> <td>39.3%</td> </tr> <tr> <td>NO</td> <td>37.5%</td> </tr> <tr> <td>Not sure</td> <td>23.2%</td> </tr> </tbody> </table>	Response	Percentage	YES	39.3%	NO	37.5%	Not sure	23.2%
Response	Percentage								
YES	39.3%								
NO	37.5%								
Not sure	23.2%								
<b>Existing retraining programs</b>	<ol style="list-style-type: none"> <li>Information sharing</li> <li>Identification of union priorities on Just transition</li> <li>Workshop on Blue economy</li> </ol>								
<b>Employers' consideration of the potential negative impacts on workers that rely on carbon intensive industries during green transition</b>	<p>Out of 112 surveyed workers, 11.6% their employers consider the potential negative impacts on workers that rely on carbon intensive industries during green transition, 56.4% their employers haven't considered the potential negative impacts on workers that rely on carbon intensive industries during green transition, and 33% they are not sure. More capacity building is needed for employers and workers to understand impacts of carbon intensive industries on climate change, social partners in collaboration with government should work together and planning on how industries will opt clean energy, developing strategies on reskilling/training workers on new technology.</p>								

	<p>Do employers consider the potential negative impacts on communities that rely on carbon intensive industries during green transition?</p> <p>112 responses</p>  <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>YES</td> <td>11.6%</td> </tr> <tr> <td>NO</td> <td>55.4%</td> </tr> <tr> <td>NOT SURE</td> <td>33%</td> </tr> </tbody> </table>	Response	Percentage	YES	11.6%	NO	55.4%	NOT SURE	33%
Response	Percentage								
YES	11.6%								
NO	55.4%								
NOT SURE	33%								
<p><b>Measures set to support workers during transition process</b></p>	<p>Out of 112 surveyed workers, 10.7% their employers set measures to support workers during Just transition process, 50.9% their employers haven't set measures to support the workers during transition process, and 38.4% they are not sure. Specific measures should be put in place to support workers during transition, the planning should involve social partners and agree on how those measures will be implemented,</p> <p>Are there measures set in place to support these communities during the transition?</p> <p>112 responses</p>  <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>YES</td> <td>10.7%</td> </tr> <tr> <td>NO</td> <td>50.9%</td> </tr> <tr> <td>NOT SURE</td> <td>38.4%</td> </tr> </tbody> </table>	Response	Percentage	YES	10.7%	NO	50.9%	NOT SURE	38.4%
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YES	10.7%								
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NOT SURE	38.4%								
<p><b>Involvement of workplace before adopting a particular low carbon technology that will be used in production</b></p>	<p>Out of 112 surveyed workers, 19.6% their employers involved workers before adopting a particular low carbon technology that will be used in production, 51.8% their employers haven't involved workers before adopting a particular low carbon technology that will be used in production, and 28.6% they are not sure. Social dialogue is critical at workplace, adoption of new technology must involve workers before its adoption for production, unions have the role to ensure workers are involved in any decision at workplace so as workers are trained to be able to use a particular technology introduced. Collective Bargaining Agreements should include clauses concerning reskilling/training workers once new technology introduced</p>								



	<p>Are workers being involved before adopting a particular low carbon technology that will be used in production?</p> <p>112 responses</p>  <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>YES</td> <td>19.6%</td> </tr> <tr> <td>NO</td> <td>51.8%</td> </tr> <tr> <td>NOT SURE</td> <td>28.6%</td> </tr> </tbody> </table>	Response	Percentage	YES	19.6%	NO	51.8%	NOT SURE	28.6%
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<p><b>Promotion of equity and justice for all workers including marginalized groups which may be disproportionately impacted by the transition</b></p>	<p>Out of 112 surveyed workers, 23.2% their employers promote equity and justice for all workers including marginalized groups which may be disproportionately impacted by the transition, 46.4% their employers haven't promoted equity and justice for all workers including marginalized groups which may be disproportionately impacted by the transition, and 30.4% they are not sure.</p> <p>Do transitions of production practices promote equity and justice for all workers including marginalized groups which may be disproportionately impacted by the transition?</p> <p>112 responses</p>  <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>YES</td> <td>23.2%</td> </tr> <tr> <td>NO</td> <td>46.4%</td> </tr> <tr> <td>NOT SURE</td> <td>30.4%</td> </tr> </tbody> </table>	Response	Percentage	YES	23.2%	NO	46.4%	NOT SURE	30.4%
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## Section D: ZATUC engagement on Just transition

<b>Roles and responsibilities</b>	<p>The main roles and responsibilities of ZATUC as far as the Just transition is concerned is to work with government and employers through social dialogue in having effective policy in the sector and its compliances by: -</p> <ol style="list-style-type: none"><li>1. Participate in national trade and investment policies dialogue to reach social, economic and environmental sustainability, to facilitate access to environmentally friendly technology, to nurture domestic green industries in their early stages, and to encourage and facilitate green innovation and jobs.</li><li>2. Use policy instruments to advocates market creation and incentives in a stable, predictable and transparent manner, give clear signals to investors, minimize market and price distortions, encourage innovation and ensure effective use of public resources for job creations.</li><li>3. Pushing the states and employers in realizing decent work and decent employment for all workers, therefore ZATUC have the tasks to work together with government through labour institutions, employers and community to lobbies for decent employment in blue economy sectors</li><li>4. Provide training opportunities for up- and reskilling (including for workers affected by the transition) and initial learning in green business practices and environmentally friendly technology and innovation.</li></ol>
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## SECTION E: Recommendations

<b>Recommendations</b>	<p>After going through document observing the real situation and analysing the findings from the respondents, the survey team has come up with the following recommendations: -</p> <p><b>Government</b></p> <ol style="list-style-type: none"> <li>1. A more systematic approach, based on a better understanding of nationally defined priorities, social context and resource base, can guide sustainable and inclusive Just transition process. The state should recognize that they need more knowledge about the biophysical characteristics, carrying capacity, synergies or trade-offs between sectors to ensure an efficient and sustainable management of different activities.</li> <li>2. Promoting environmentally sustainable economies in a way that is fair and inclusive to everyone concerned –workers, enterprises and communities – by creating decent work opportunities and leaving no one behind.</li> <li>3. Maximizing the social and economic opportunities of climate and environmental action, while minimizing and carefully managing any challenges, including through effective social dialogue and stakeholder engagement and respect for the fundamental principles and rights at work</li> <li>4. Policies and programs need to take into account the strong gender dimension of many environmental challenges and opportunities. Specific gender policies should be considered in order to promote equitable outcomes.</li> <li>5. Mobilize funding, support and assistance, facilitated where appropriate by international organizations, including through Decent Work Country Programmes</li> <li>6. The government should ensure the inclusion of ZATUC in national committees and working groups regarding climate change</li> </ol> <p><b>Social partners</b></p> <ol style="list-style-type: none"> <li>1. Resource mobilization by ZATUC and its Affiliates for training members, raise awareness on climate change/ just transition and provide guidance among members about developments relevant just transition framework, sustainable development, decent work and green jobs for women and men.</li> <li>2. Play an active role in the formulation, implementation and monitoring of national sustainable development policies, articulating the pivotal role of employers’ and workers’ organizations in bringing about social, economic and</li> </ol>
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	<p>environmental sustainability with decent work and social inclusion.</p> <ol style="list-style-type: none"> <li>3. Promote the active participation of their members in social dialogue at the enterprise, sectoral and national levels to assess opportunities and resolve challenges posed by the transition.</li> <li>4. Promote the inclusion of specific environmental provisions through collective bargaining agreements at all levels, where appropriate, as a concrete way of facilitating cooperation between employers' and workers' organizations and encouraging enterprises to comply with environmental regulations, including but not limited to emission reductions, to meet enterprise objectives regarding sustainability and develop the training of workers and managers.</li> <li>5. Conduct assessments of increased or new OSH risks resulting from climate change, resource scarcity or other risks related to human health and the environment, and identify adequate prevention and protection measures to seek to ensure occupational safety and health;</li> <li>6. Encourage the establishment of desk/ focal persons in all ZATUC Affiliates who will be responsible for coordination of climate change programs including training members</li> <li>7. Networking and alliance building with other likeminded organizations working on climate change/ just transition</li> </ol>
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