

# **THE EAST AFRICA TRADE UNION CONFEDERATION**



## **National Climate Change Coordinators Workshop**

**9th –10th July 2025**

**Golden Tulip Stone Town Boutique, Unguja -Zanzibar**

**DAY ONE: 9th July 2025**

### **Opening Session**

The opening session was marked by welcome addresses by Bro. Steve Mwaiko from EATUC. Trade unions advocate for this approach, especially for vulnerable populations in developing countries like those in East Africa, who face challenges like inequality, poverty, and unemployment that exacerbate climate change vulnerability. A just transition protects vulnerable populations, promotes inclusive development, enhances long-term sustainability, strengthens social structures by including communities in decision-making, and ensures workers' rights are protected. Trade unions support workers through organization, representation, raising awareness, policy advocacy, collective bargaining, and tripartite dialogue. They also push for retraining, upskilling, social protection, and decent work opportunities

### **First Session; Understanding Climate Change, Overview of climate change impacts, causes, and global response Presented by Sis Upendo Lupaa**

An understanding of climate change, its causes, effects, and links to employment. It highlights that climate change refers to significant and lasting changes in the Earth's climate, mainly due to human activities that increase greenhouse gas concentrations.

The presentation outlines both human-induced and natural factors that drive climate change. Human-induced factors include greenhouse gas emissions from burning fossil fuels, deforestation, and industrial processes. Natural factors include volcanic activity, solar radiation variations, and ocean currents.

The effects of climate change include rising temperatures, increased frequency of extreme weather events, and impacts on human health. These changes affect weather patterns, causing heatwaves, storms, and other disasters.

The presentation also links climate change to employment, noting that jobs rely on ecosystem services and are affected by environmental hazards. Climate change can threaten vital services, negatively affecting economic activities and jobs. Environmental degradation tends to affect vulnerable workers the most.

Training programs for skills development in climate change adaptation are important, particularly in water management, civil engineering, and architecture. Investing in adaptation measures can create jobs while protecting workers and enhancing resilience to climate impacts.

## **Group Photo and Tea Break/Coffee**

A group photo was taken to commemorate the meeting, followed by a tea/coffee break, during which participants had the chance to engage in informal discussions and continue networking.

## **Second Session: Just Transition Concept**

*Introduction to the Just Transition framework, focusing on equity and sustainability.*

*Trade Unions and Just Transition Presented by Stephano Mwaiko.*

Green jobs contribute to preserving or restoring the environment across sectors like agriculture, manufacturing, and energy. They minimize emissions, reduce waste and pollution, protect ecosystems, and improve efficiency. Green jobs are important for environmental protection, economic growth, social equity, and addressing climate change. Examples include jobs in renewable energy, environmental protection, sustainable agriculture, green construction, waste management, sustainable transportation, and climate change. A "Just Transition" involves shifting to a sustainable, low-carbon economy while safeguarding livelihoods and promoting fairness. Its core tenets include protecting workers through retraining and job security, reducing inequality, fostering good employment with fair compensation, and ensuring open dialogue.

Trade unions advocate for the rights of workers and the most vulnerable, including women and informal economy workers, during the Just Transition to a low-carbon, climate-resilient economy. They recognize that the poor, particularly in Africa and other developing countries, are most vulnerable to climate change, a challenge exacerbated by inequality, poverty, and unemployment in East Africa. Trade unions support workers in transition through organizing and representation, raising awareness, policy advocacy, collective bargaining, and tripartite dialogue. They also push for retraining and upskilling, social protection, and decent work.

## **Lunch Break**

Participants enjoyed a lunch break, providing them with an opportunity to network, share experiences, and reflect on the morning's discussions.

## **Third Session: Group Work**

*The Role of Coordinators in Climate Action. Define the roles and responsibilities of coordinators within ZATUC and Advancing a Just Transition Agenda at the National Level, Channel of Engagement.*

## **DAY TWO: 10th July 2025**

## **Recap of Day 1**

The second day commenced with a recap of the previous day's discussions. This session allowed participants to reflect on the key outcomes of Day 1 and set the stage for the discussions ahead.

## **Fourth Session: Groupwork Presentation**

### **Group Presentation.**

A Just Transition begins with *education and awareness*, which serves as the foundation for engaging stakeholders and fostering a shared understanding of the transition's significance. A comprehensive *baseline survey and situation analysis* will follow, assessing the current socio-economic landscape and identifying key challenges and opportunities within the workforce. This data-driven approach will inform the development of a robust *Just Transition Policy for the ZATUC*, ensuring that it aligns with the needs of workers and communities while addressing climate change and economic inequalities. Furthermore, the creation of a *Just*

**Transition Strategic Plan** will outline clear goals, actionable steps, and measurable outcomes, facilitating collaboration among government, industry, and civil society. Additional points to consider include the establishment of training programs to upskill workers, the promotion of sustainable job creation in emerging sectors, the integration of social dialogue mechanisms to involve affected communities, and the development of monitoring and evaluation frameworks to assess progress and adapt strategies as necessary. By incorporating these elements, the transition can be equitable, inclusive, and sustainable, ultimately benefiting all stakeholders involved.

## Tea Break/Coffee

A tea/coffee break, during which participants had the chance to engage in informal discussions and continue networking.

## Fifth Session: The Role of Coordinators in Climate Action

### Define the roles and responsibilities of coordinators within ZATUC

The Coordinator at ZATUC will play a vital role in facilitating team communication and managing projects to support sectoral goals. This position involves planning and tracking projects, ensuring timely completion, and serving as the main contact for stakeholders. The coordinator will assist team members, foster a collaborative environment while collect and analyzing project data to maintain accurate records. Additionally, the role includes identifying training needs, organizing development sessions, and helping manage project budgets. The ideal candidate will possess a bachelor's degree or relevant experience, strong communication skills, and a solid understanding of sector issues. With a focus on leadership, problem-solving, organization, and adaptability, the coordinator will represent ZATUC at meetings and build essential partnerships.

## Meeting Recommendations for Implementing a Just Transition

- To ensure a successful Just Transition, a comprehensive and collaborative approach is crucial. First, initiate **stakeholder engagement sessions** that bring together a diverse group of participants, including workers, community leaders, environmental advocates, and business representatives. These sessions should foster dialogue to identify shared goals and establish a collective vision for the transition, ensuring that all voices are heard.
- Develop a **robust economic impact assessment** to evaluate the potential effects of transitioning to sustainable practices on local economies. This assessment should analyze job creation potential, shifts in industry demands, and the economic viability of new sectors, providing a clear roadmap for policymakers and stakeholders.
- Implement **incentive programs** aimed at encouraging businesses to adopt green technologies and practices. Financial support, tax breaks, and grants for companies that commit to sustainable operations can drive innovation and help mitigate job losses in traditional industries.
- Establish **community resilience initiatives** that focus on strengthening local economies. This could include supporting small businesses, promoting local supply chains, and investing in community-led projects that enhance social and economic stability.
- Create a **public awareness campaign** that highlights the benefits of a Just Transition to the broader community. This campaign should focus on showcasing success stories, emphasizing the importance of sustainability, and encouraging public participation in transition efforts.
- Invest in **research and development** to explore new technologies and practices that can facilitate the transition. Collaborating with academic institutions and industry leaders can foster innovation and ensure that the transition is informed by the latest advancements.

## **Conclusion**

The coordinator role at ZATUC is pivotal in addressing the urgent challenges posed by climate change and facilitating a Just Transition. By effectively managing projects, fostering collaboration, and ensuring that equity remains at the forefront, the coordinator will help guide the organization toward sustainable practices that benefit all stakeholders. This role not only focuses on achieving environmental goals but also emphasizes the importance of inclusivity and community engagement in the transition process. Through proactive leadership and strategic partnerships, the coordinator can significantly contribute to a resilient and equitable future in the face of climate change.

## **Key Takeaways**

- **Climate Action Focus:** The coordinator plays a crucial role in aligning projects with climate goals, ensuring that initiatives contribute to sustainable practices and environmental stewardship.
- **Equity in Transition:** Emphasizing social equity, the coordinator must advocate for fair solutions that support vulnerable communities affected by the transition to a green economy.
- **Stakeholder Engagement:** Building partnerships with diverse stakeholders is essential for fostering collaboration and addressing the multifaceted challenges of climate change.
- **Adaptability to Change:** The Coordinator must be flexible and responsive to evolving climate policies and sectoral needs, facilitating timely adjustments to strategies.
- **Education and Awareness:** Promoting understanding of climate impacts and the benefits of a Just Transition is vital for garnering support and driving collective action.