

# The Climate Change and Just Transition Policy

Zanzibar Trade Union Congress (ZATUC)

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*Zanzibar Trade Union Congress (ZATUC)*

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# Abbreviations

CBA	Collective Bargaining Agreement
COP	Conference of the Parties
DWCP	Decent Work Country Programme
FES	Friedrich-Ebert-Stiftung
EAC	East Africa Community
ILO	International Labour Organization
ILC	International Labour Conference
KPI	Key Performance Indicators
LAB	Labour Advisory Board
TVET	Technical and Vocational Education and Training
M&E	Monitoring and evaluation
NDCs	Nationally Determined Contributions
NGOs	Non-Governmental Organization
NNM	National Negotiation Machinery
OSH	Occupational Safety and Health
PWDs	People with Disabilities
UNFCCC	UN Framework Convention on Climate Change
ZATUC	Zanzibar Trade Union Congress

# Executive Summary

Zanzibar, like other islands, is increasingly confronting the escalating threats posed by climate change, manifesting as droughts, deforestation, rising sea levels, high temperatures, erratic rainfall, intense sunlight, strong winds, and strong waves, as well as extreme weather events.

These changes not only undermine environmental stability but also significantly disrupt the socio-economic fabric, particularly affecting livelihoods, public health, food systems, and employment in agriculture, manufacturing, and services. The urgency of addressing these impacts of climate change within a framework that upholds justice and inclusivity cannot be overstated.

This policy, formulated by Zanzibar Trade Union Congress (ZATUC) and its affiliates, seeks to advance a transformative agenda anchored in the principles of a just transition. A just transition entails moving towards a climate-resilient and low-carbon economy in a socially inclusive manner, protects workers' rights, and ensures that no one is left behind.

Central to this vision is the imperative that workers across sectors must not bear the costs of government- or organization-led climate action disproportionately. Instead, they should be empowered as agents of change and direct participants in decision-making processes at all levels.

By articulating a comprehensive framework for climate governance that includes trade union engagement, the policy aims to position ZATUC and its affiliates as key stakeholders in shaping a sustainable and equitable future for the Country and its citizens. This Climate change and Just transition document presents a roadmap for mainstreaming climate change within the labour movement and trade unions, while ensuring that job security, social dialogue, decent work, and inclusive development remain at the heart of country responses to the climate crisis.



Bro. Khamis Mwinyi Mohammed

**Secretary General- Zanzibar Trade Union Congress (ZATUC)**

# Foreword

Climate change is real, and its impacts are increasingly felt across communities. Workers around the globe are not spared; they experience these effects both at work and at home. Addressing climate change and protecting our planet cannot be the responsibility of any single individual or organization. It requires collective action from all stakeholders, united in purpose and committed to safeguarding our shared future.

Friedrich-Ebert-Stiftung (FES) remains steadfast in its mandate to advance social justice, promote decent work, and support inclusive and sustainable development worldwide. As the world of work undergoes a profound transformation, driven by technological advancement, environmental challenges, and shifting economic structures, workers, communities and institutions must be equipped with the knowledge, skills, and strategies needed to navigate these transitions. FES actively collaborates with its partners to enhance understanding of these dynamics and to strengthen their capacity to advance a just and equitable future.

FES has a long-standing relationship with the Zanzibar Trade Union Congress (ZATUC) and has worked closely with the organization to promote decent work for informal sector workers, advance gender equality, strengthen internal union democracy, and raise awareness on climate change, just transition, and the vital role of workers in the entire process. This publication reflects ZATUC's continued strong alliance and collaboration with like-minded partners, including civil society organizations, government institutions, activists, researchers, young leaders, and workers, who champion decent work, labor rights, and meaningful participation in policy and decision-making processes. It further underscores the importance of a just transition: one that ensures the shift towards greener and more digital economies is fair, inclusive, and centered on the well-being of workers and communities. Such a transition must leave no one behind; it should create pathways to decent jobs, secure livelihoods, and resilient societies.

We hope that the insights shared in this publication will inspire inclusive dialogue, collective action, and strengthened collaboration among stakeholders who share the vision of social justice, decent work, and climate resilience for all. As Friedrich-Ebert-Stiftung we remain firmly committed to working hand in hand with its trade union partners to shape forward-looking policies that champion a fair and equitable transition for workers and communities at large.

**Comrade Anna Mbise**

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# 1. Introduction

## 1.1. Background on Zanzibar Trade Union Congress (ZATUC)

ZATUC is the only Trade Union National center uniting the labour movement in Zanzibar. It was established in 2003, and to date, it comprises eight (08) affiliates, namely ZATU, ZAPSWU, ZUPHE, COTWU-ZNZ, TUICO-Z, CHODAWU-Z, ZAFICOWU, and ZASU, which represent the voice of over 0.7 million workers toward decent employment through policy advocacy and dialogue, as well as representing them in decision-making processes.

ZATUC's core mandate is to promote workers' interests by advocating for labour in socio-economic development, ensuring that integration and growth go hand in hand with social justice. Since its inception, it has been instrumental in championing Tripartism, inclusive dialogue, and workers' involvement in all matters affecting them.

The federation promotes ratification and implementation of ILS, harmonization of labour laws and policies, and prioritizes the integration of youth, women, and workers with disabilities into membership, leadership, and activities. In fulfilling this mandate, it serves as a platform for unions to have one voice on issues of everyday concerns, including cross-cutting topics like the economy, gender, climate change, and just transition

## 1.2 About the Phenomenon of Just Transition

A just transition is a set of principles, processes, and practices that aim to ensure fair treatment of people in response to observed climate change and ensure environmental sustainability and a post-carbon society, while leaving no one behind in the transition from a high to a low-carbon economy

## 1.3 International Context on Just Transition

Recognising the interference with the climate that causes global warming, the international community agreed to organise a global meeting to discuss the issue. Based on the science that was available when the Framework Convention on Climate Change (UNFCCC) treaty was negotiated in the year 1992, parties agreed that 20C (3.6 0F) above pre-industrial temperatures was 'an upper limit beyond which the risks of damage to ecosystem, and of non-linear responses, are expected to increase, so there is task for everybody to do in counter the situation and save lives

**The Kyoto Protocol** is an international treaty aimed at reducing greenhouse gas emissions, adopted on December 11, 1997, in Kyoto, Japan, and entered into force on February 16, 2005. The primary purpose is to combat global warming by reducing greenhouse gas emissions. It is adapted to address the scientific consensus that global warming is occurring and that human-made emissions are driving it

**The UN Conference on Sustainable Development (UNCSD)**, also known as Rio+20 or Earth Summit 2012, was an international forum aimed at reconciling the economic and environmental goals. The initiatives result in annual meetings (Conference of the Parties, COP) to enable countries that have signed the UNFCCC to enforce its terms through voluntary actions.

**The Paris Agreement** was signed in Paris in 2015 by most of the parties that had signed the original UNFCCC to respond to findings that some areas and vulnerable ecosystems are at risk of damage as warming exceeds 2 °C (3.60°F). Therefore, the Agreement is obligated to develop additional voluntary reductions in greenhouse gas that would limit warming to well below 20 °C (3.60 °F), and preferably to no more than 1.50 °C (2.70 °F)

**The UN Committee for Development Policy** recommends ensuring developed countries support other developing nations in the shift from high to low-carbon economies to achieve a just transition. Key recommendations of the 2023 report include promoting participation in clean technology value chains and securing affordable financing for good infrastructure.

**The International Labour Conference (ILC)**, representing governments, employers, and unions worldwide, adopted a Resolution and Conclusions on Just Transition. This effectively updated and reaffirmed the ILO's 2015 guidelines on just transition, calling on states to integrate principles into their national climate plans and to ensure decent work in the green economy.

The ILC concluded that key priorities include job creation in renewable energy and adaptation, social protection for affected workers, skills training for jobs of the future, and social dialogue in climate policy. They also emphasized gender equality and community participation in transition processes. This global Labour perspective also complements the UNFCCC's work. A "just transition" is an international agenda, with guidelines and funding (the Climate In-

vestment Funds' Just Transition programs) becoming available and linked with the broader Sustainable Development Goals (SDGs) particularly Goals 8 (decent work), 13 (climate action), and 10 (reduced inequalities), and other global agreements for facing challenges due to climate change.

#### 1.4. Regional Climate Change Context

**The African Union (AU)** has taken a stance in pushing the just transition agenda through Agenda 2063, the African Renewable Energy Initiative (AREI), and the Africa Climate Summit, where African leaders adopted the Climate Change Declaration. This declaration urged global powers to provide finance and called for reforms to multilateral development banks to support low-carbon emissions.

It advocates leveraging Africa's renewable energy potential for a "energy transition" that benefits the continent. It also reflects a shift from seeing climate change as a burden to an opportunity for sustainable growth. This creates an opportunity for Trade unions to strengthen their own climate change and just transition policies and plans. The 2023 ITUC-Africa declaration on just transition, which Zanzibari unions have also contributed to, calls for "community engagement" and "worker participation" in climate policies, which are very relevant in moves to implement its climate and blue economy plans.

#### 1.5. Sub-Regional Climate Change Context

The East African sub-region is experiencing environmental, economic, and social impacts from climate change. These include declining agricultural yields, rising rates of displacement, the spread of vector-borne diseases, and infrastructure damage from weather events. These developments threaten to reverse developmental progress and deepen poverty, particularly in rural and peri-urban areas where social safety nets are weakest.

The Treaty for EAC Establishment acknowledges environmental protection as a key area of cooperation and emphasizes social dialogue in its governance structures. These instruments affirm that climate policies must be anchored in rights-based approaches, participatory governance, and alignment with socio-economic development priorities. For Unions, they offer both a mandate and an opportunity to assert their role in climate discourse and action.

#### 1.6 Climate Realities in Zanzibar

Zanzibar faces unique climate challenges and has its own strategies to address them. Although emissions are tiny, they are highly vulnerable to sea level rise, coastal erosion, and extreme weather. In recent years, it has seen increasing tidal flooding in low-lying areas and heavy rain affecting agriculture.

By recognizing the threats, the Government formulated the Climate Change Strategy (2014-2020), a guiding framework

for climate action. This strategy envisions creating a "climate resilient and sustainable by 2030" and lays out priority actions: protecting coastal zones, promoting climate-smart agriculture, food security, and diversifying energy sources.

Institutionally, Zanzibar's capacity for climate action has been bolstered by development partners through the Zanzibar Climate Change Steering Committee, which works alongside the Zanzibar Environmental Management Authority (ZEMA) and the Department of Environment (DoE) to coordinate projects ranging from coastal management to renewable energy promotion. In contrast, climate action is integrated into the Zanzibar Development Plan (ZADEP) 2021-2026, which highlights the "Blue Economy" as a pillar of growth by ensuring the sustainable use of marine and coastal resources. Furthermore, Zanzibar aims to become a regional center for green fintech and innovation, as stated in its 2050 Vision, which could create white-collar jobs in developing climate solutions and attract investment.

In terms of Just transition and green jobs, Zanzibar is a bit of a different country: the economy relies on tourism and fisheries, with agriculture employing a smaller fraction of the population, and climate change threatens coral reefs and beaches, disrupts fishing, and disrupts seaweed farming. The just transition concept centers on helping communities shift to climate-resilient livelihoods and ensuring the benefits of the emerging blue/green economy are widely shared.

Training programs are being run to equip youth and women with skills in eco-tourism, marine conservation, and solar installation, tapping into new job opportunities that also serve climate objectives, such as solar panel installation.

Importantly, in 2023, the ILO supported a Rapid Situational Analysis on Just Transition, which identified high-potential entry points in tourism, where greening operations could create green jobs and reduce emissions. Another is the energy sector, which currently relies on an undersea electricity cable from the mainland, but it has plans for solar and wind installations.

The analysis also noted that few policies explicitly reference "just transition," so it recommended mainstreaming that concept in the upcoming Climate Change Strategy and other frameworks, ensuring that there are funds to help communities recover from climate disasters.

The government has been relocating highly vulnerable households away from erosion-prone shorelines, a process that requires compensation and support for alternative livelihoods. They are also pursuing sustainable tourism certifications for hotels to encourage lower carbon footprints and involve local labour.

From a labour perspective, ZATUC advocates for workers

to be part of the climate conversation agents. Many workers in the informal economy are looking to ensure that any green jobs standards include fair labour conditions, and that any transition comes with social dialogue and support to protect jobs and workers' rights. Success will depend on community involvement, including workers, and on the alignment of other policies.

### **1.7 Why a Just Transition Policy within Trade Unions?**

Given the dual realities of a changing climate and the global shift towards a greener economy, there is a critical need for trade union leadership to shape a Just Transition framework for workers. A just transition means adopting solutions that protect workers' rights and livelihoods and reducing emissions, leaving no one behind in the process. It emphasizes that workers should not bear the costs of climate action, but they should be empowered as agents of change with a voice in planning and decision-making at all levels.

For Zanzibar trade unions, this translates into advocating for policies that create green and decent jobs, provide social protection and retraining for workers affected by shifts, and strengthen social dialogue so that they can participate in designing climate adaptation and mitigation strategies.

ZATUC is positioned to champion this agenda on a country scale. As the umbrella body of trade unions, it can leverage its influence to ensure that labour perspectives are at the heart of governments' climate policies and strategies. This policy initiative is therefore both relevant and urgent; it provides a framework for constructive engagement with government, employers, and stakeholders to craft solutions that protect livelihoods and enhance climate resilience for workers across all sectors.

ZATUC's leadership through this policy is about safeguarding the future of work and the work of the future, steering toward sustainability while securing decent work and dignity for workers. In doing so, the unions aspire to be key stakeholders in shaping a sustainable and equitable future for Communities. This policy is a testament to that commitment, a proactive step to ensure that the inevitable changes brought by climate change are managed in ways that uplift working families and build a resilient, inclusive economy.

### **1.8 Trade Union Challenges and Opportunities**

While trade unions are increasingly aware of the climate challenge, significant barriers to effective engagement persist. These include limited institutional capacity, inadequate technical knowledge of climate change dynamics, insufficient representation in climate policy spaces, and a general lack of integration between labour and environmental agendas, which affect jobs.

The growing international focus on just transition, exemplified by initiatives led by the ILO, ITUC, and UN agencies, has opened new avenues for union advocacy and funding. There is a rising demand for green skills, environmental education, and socially responsible investment, all of which present entry points for unions to assert their relevance. By building alliances with like-minded institutions, social partners, and stakeholders, unions can enhance their influence in shaping climate-resilience, labour policies, and ensuring social justice.

## 2. Vision, Rationale and Guiding Principles

### 2.1 Vision

A ZATUC aims to champion a low-carbon, climate-resilient future while safeguarding decent work, climate justice, and sustainable development by advancing a country where climate action and economic growth go hand in hand, industrializing and growing the economy in ways that reduce emissions and adapt to climate impacts, ensuring no one is left behind. This vision is one of cross-sector solidarity: Zanzibar trade unions collectively leading and shaping a just transition that delivers good jobs, social inclusion, and shared prosperity in the face of climate change.

### 2.2 Rationale of the Policy

The rationale is rooted in the recognition that the Zanzibar economy must respond to climate change, create jobs, and achieve the Paris Agreement goals, which require measures that boost climate action, employment, social welfare, and equity. ZATUC, as a National labour body, is uniquely positioned to promote coherence: to align national efforts and strategies so that climate responses reinforce just transition efforts.

At the same time, Zanzibar's workers are vulnerable to climate impacts. Intensifying droughts, floods, and heat waves are already destroying jobs and livelihoods in the dominant sectors. Yet the social protection systems needed to buffer these shocks are gravely inadequate. This means most Zanzibar workers lack any safety net if climate change erodes their livelihoods. Just transition could deepen poverty, inequality, and insecurity for workers.

There is an urgent need to strengthen social protection, create new green jobs, and equip workers with new skills, so that climate action does not exacerbate unemployment. Unions have a critical role in achieving this balance, advocating for measures that protect vulnerable workers and ensuring that the costs and benefits of the green transition are shared equitably.

Finally, a just transition framework is essential for mobilizing support for climate action. Workers and communities are more likely to embrace new policies if they see concrete gains, such as quality jobs, healthier working conditions, or resilience investments. By putting labour at the center of climate solutions, Zanzibar can pursue climate goals in a way that advances Decent Work, thereby providing ZATUC with a roadmap to engage government and employers in social dialogue on climate change.

### 2.3 Guiding Principles

This policy is guided by the following core principles, which reflect ZATUC's commitment to just transition and inclusive climate action:

#### a. Low-Carbon Development with Decent Work

All climate change interventions should promote a low-carbon development pathway that also generates decent jobs. The four pillars of Decent Work: employment creation, social dialogue, social protection, and rights at work, are indispensable and must be at the center of climate policies.

#### b. Just Transition Through Social Dialogue

The move to a climate-resilient world must be inclusive and consultative by involving workers, employers, government, and stakeholders. This principle affirms the ILO's guidelines that a just transition requires social dialogue and tripartite consultation. There should be formal mechanisms for unions to contribute their expertise and advocate for worker interests. Meaningful participation will lead to better outcomes.

#### c. Creation of Green Jobs and Technological Innovation

Climate change mitigation and adaptation should be pursued in ways that expand opportunities for green and decent jobs. In transitioning to sustainable practices, government and businesses should invest in worker-friendly green technologies that not only reduce environmental harm but also improve productivity and job quality.

#### d. Climate Justice and Equity

This policy embraces the principle of climate justice, recognizing that those least responsible for climate change must not bear an unfair share of its burdens. Communities and nations that have contributed the least to the climate crisis. Therefore, mitigation and adaptation efforts should be guided by fairness at the global, national, local, and workplace levels.

#### e. Sustainable and Inclusive Development

The national response to climate change must be sustainable and inclusive, aligning with broader development goals such as poverty alleviation, gender equality, and reduced inequalities. Climate actions should contribute positively to

economic and social development. This means adaptation and mitigation measures must be environmentally effective and bolster social objectives.

**f. Multi-Stakeholder Collaboration**

Effective climate action requires a collaborative, multi-stakeholder approach, while no single entity can tackle the challenges alone, partnerships are essential. This principle emphasizes that trade unions will work alongside government, employers, and international partners to drive the just transition.

These guiding principles collectively ensure that ZATUC's climate change and just transition agenda is firmly rooted in human-centered development. They will guide all objectives, strategies, and actions that follow, ensuring that our policy remains true to its ultimate purpose: securing a livable planet for future generations while protecting the dignity and rights of working people.

# 3. Policy Objectives

## 3.1 Overall Objective

The overarching goal of the ZATUC Climate Change and Just Transition Policy is to provide a framework for engagement and coordinated action that integrates climate change considerations into the labour movement's agenda.

This policy seeks to facilitate engagement in climate dialogue and governance as a key stakeholder, representing workers, and to shape climate policies that lead to a socially just and ecologically sustainable future. In essence, this policy is a tool to champion a just transition: influencing policies so that the shift to a greener economy creates decent work, upholds rights.

By institutionalizing a shared vision and plan, the policy enables unions to speak with one voice on climate issues, strengthen their role in decision-making, and hold other actors accountable to transition commitments.

## 3.2 Specific Objectives.

In pursuit of this overall goal, ZATUC and affiliates will focus on the following specific objectives aligned with the guiding principles and country context.

### a. Influence Climate Policies for Decent Work

To influence national policies so that climate change responses are climate-friendly and enhance decent work. This means ensuring that laws, strategies, and plans of action incorporate just transition principles.

### b. Promote Worker and Public Engagement

To promote effective engagement of workers and unions on climate issues, which strengthens environmental sustainability. This involves raising awareness about climate risks and solutions, empowering them to take part in climate action, and building public support for just transition measures.

### c. Ensure Climate Justice in Impacts:

To ensure justice in dealing with climate change impacts, addressing loss and damage suffered by workers and communities. This objective calls for protecting those who are

hardest hit by climate change. It encompasses advocating for new funds, insurance schemes, or adjustment programs that help workers and vulnerable people recover from losses in a just manner.

### d. Integrate Labour in Sectoral Climate Strategies

To promote the integration of worker-friendly climate response strategies in key sectors. This means ensuring that sectors such as agriculture, manufacturing, energy, transport, sand/stone collection, and tourism develop strategies that incorporate decent work and safeguard workers.

### e. Advance Education and Training

To advance the interests of workers through education and training on climate change and the environment, which focuses on building knowledge and skills. It entails educating union members and workers about climate science, adaptation practices, and green economy opportunities, and demanding that the government include workers in environmental education initiatives.

### f. Foster Evidence-Based Research

To foster evidence-based research on climate change and its impacts on workers. ZATUC will encourage and participate in research that generates data on issues like how climate change is affecting employment, which sectors are most at risk, what the job potential of green industries is, and what adaptation strategies are most effective.

### g. Build Union Capacity on Climate

To build the capacity of affiliates on climate change issues so they can address aspects of climate change at all levels. This involves strengthening the capabilities of affiliates to engage on climate and just transition. It includes training leaders, establishing climate change committees within unions, developing policy positions, and enhancing coordination among unions.

### h. Enhance Information Exchange, Advocacy, and Alliances

To promote information exchange, awareness creation, and advocacy on climate change among unions, thereby enhancing understanding of climate's impacts on employ-

ment and mobilizing resources for action. This objective also involves building alliances with like-minded organizations and institutions on climate justice campaigns.

These specific objectives translate the policy's vision and principles into actionable focus areas. They ensure that ZATUC's efforts are comprehensive, spanning policy reform, grassroots engagement, worker support, knowledge generation, capacity building, and advocacy.

# 4. Response, Strategy, Measures and Policy Statements

## 4.1 ZATUC Response Strategy, Measures, and Policy Statements

In implementing these policy measures, affiliates are expected to act within their sectors to advance climate change mitigation and adaptation while upholding workers' rights and welfare. ZATUC will play a leading role in coordinating these efforts, liaising with national and international partners, and ensuring that the labour movement speaks with one voice on just transition issues.

### 4.1.1 Influencing the National Climate Policies

**Objective:** Ensure that climate change policies, laws, and strategies are inclusive of labour priorities and enhance decent work. ZATUC and its affiliates will work to insert just transition provisions into relevant frameworks and to secure formal roles for trade unions in climate governance structures.

#### Measures (Policy Statements and Actions)

- **Secure Union Representation in Climate Governance:** Advocate for the formal inclusion of unions in climate change decision-making bodies, like amending climate change laws or policies to grant the National Center a seat on councils that oversee climate policy. This measure ensures that workers' voices are heard when developing NDC, national climate laws, and strategies.
- **Integrate Climate in Decent Work Agendas:** Ensure that DWCP and other labour frameworks address climate change. Affiliates will push to mainstream climate action into employment policies and development plans. Unions should collaborate with the Ministry of Labour to promote green jobs.
- **Strengthen Social Protection and Just Transition Funds:** Support the establishment of mechanisms to cushion workers during the transition. ZATUC will champion the creation of the Just Transition Fund, as well as social protection and health service schemes dedicated to climate-impacted workers.
- **Embed Just Transition in Climate Commitments:** Advocate for the incorporation of the Just Transition principle in climate commitments and ensure NDC addresses the employment dimensions of climate action. Unions

will lobby for an assessment of the impacts and support for affected workers.

- **Hold Government Institutions Accountable for Green Strategies:** Monitor and enforce implementation of existing climate and green economy strategies. ZATUC affiliates will track progress and press for full implementation of these plans in the areas of job creation, skills training, just transition support, and worker protections and participation.
- **Promote Pro-Worker Environmental Regulations:** Support the development and enforcement of environmental legislation that also benefits workers' well-being. Unions will champion policies and advocate for strict enforcement of environmental laws in ways that involve workers, including training, Occupational Safety and Health, and reforestation programs.
- **"Climate-Proof" Development Plans:** Demand the integration of climate change and environmental considerations and development planning. This means every plan in development vision, project, or sector strategy should not ignore climate impacts.

### 4.1.2 Effective Engagement of Workers on Climate Change Issues

**Objective:** Foster engagement of workers and unions in climate change dialogues and actions to ensure environmental sustainability. This recognizes workers in the fight against climate change. By engaging workers, we aim to harness their insight, making climate solutions grounded and practical.

#### Measures:(Policy Statements and Actions)

- **Establish Union Climate Change Committees:** Set up dedicated structures within unions for climate action. ZATUC will encourage each affiliate to form a climate change or environment committee at the union level.
- **Leverage Social Dialogue Platforms:** Integrate climate change into existing social dialogue processes. Affiliates will push to include climate and transition as standing agenda items in national tripartite bodies and in collective bargaining negotiations, such as LAB, NNM, and other institutional boards.

- **Mobilize Grassroots Awareness and Participation:** Educate and mobilize union members on climate change and transition. ZATUC will develop climate change education materials tailored for workers, explaining basic climate science, likely job impacts, opportunities in the green economy, effects on their lives, and how they can be part of the solution.
- **Allocate Resources for Union Climate Action:** Commit internal union resources to sustain climate initiatives. Recognizing that engagement requires capacity, affiliates will allocate a portion of their budgets for climate change work, e.g., funding member training sessions or conducting research.
- **Engage Workers in Community and Workplace Climate Actions:** Promote initiatives that involve workers directly in climate solutions. Unions can facilitate tree planting drives or cleanup campaigns, giving workers a chance to contribute volunteer effort. Encourage the formation of “green teams” or workers-management committees where employers are receptive.
- **Cross-Sectors Solidarity and Campaigns:** Unite workers across the country in climate solidarity campaigns. ZATUC will use its platforms to engage workers on issues that transcend sectors, such as Labour pre-requisite campaigns to increase climate finance or to protect workers.
- **Leverage the International:** Following the agreement at COP to create a Loss and Damage Fund, ZATUC will campaign for its accessibility at the grassroots level and echo the demand that climate aid come as grants to unions. We will work with Government institutions to consider workers’ urgent needs.
- **Include “Just Transition” in Adaptation Plans:** Ensure that national climate adaptation plans incorporate just transition measures for affected workers. Many adaptation interventions can disrupt livelihoods, so Unions will insist that any such measures come with consultation, compensation, or alternative livelihood support and that they be involved in adaptation planning committees to voice these needs.
- **Fight for Fair Transitions in Emissions Reduction:** Protect workers affected by mitigation policies. As countries implement measures to cut greenhouse gas emissions or enforce pollution limits, unions will negotiate just transition plans for the workers in those industries.

ZATUC affiliates will also advocate for diversification programs in the country, which relies heavily on high-carbon industries, so that entire communities aren’t left jobless, like engaging governments to invest in alternative industries in areas currently reliant on oil, gas, mining, and deforestation.

- **Promote Climate Risk Insurance for Workers:** Encourage innovative insurance and finance solutions to protect workers against climate risks. Many workers, such as small farmers, fishermen, and market vendors, lack formal insurance schemes or a safety net against climate shocks. ZATUC will support expanding insurance that can pay workers in the event of a climate disaster.

- **Community Rebuilding with Decent Jobs:** Ensure post-disaster reconstruction and adaptation projects create decent employment for workers. After a climate disaster, there is often an influx of projects to rebuild homes, infrastructure, and services. ZATUC affiliates will liaise with the government and donors to ensure that workers are given priority in these jobs and that labour standards are upheld.

#### 4.1.3 Ensuring Justice in Dealing with Climate Change Impacts

**Objective:** Guarantee justice and fairness in addressing the impacts of climate change on workers, such as dealing with loss and damage in a way that protects the most vulnerable. This objective concerns the social impact management side of climate change: when climate-related events harm livelihoods, those affected must be treated justly and supported.

##### Measures:(Policy Statements and Actions)

- **Advance “Just Recovery” for Climate Disasters:** Advocate for strong social protection and relief for workers affected by climate-induced disasters. ZATUC and affiliates will lobby the government to establish or enhance disaster response funds and insurance schemes that specifically assist working families hit by floods, droughts, storms, and other climate events.

The principle is that no worker should be plunged into destitution by a climate shock. Unions can engage in disaster management planning and ensure that contingency plans consider safety and involve union networks to reach workers promptly. ZATUC may push the government to introduce Disaster Risk Reduction Management to assist people affected by climate hazards

#### 4.1.4 Integrating Worker-Friendly Climate Strategies in Key Sectors

**Objective:** Mainstream just transition approaches in key economic sectors so that sector-specific climate actions are designed to protect workers and create decent jobs. Each sector of the economy has its own challenges and opportunities in the context of climate change.

##### Measures (Policy Statements and Actions)

- **Agriculture and Forestry:** Promote climate-smart agriculture and forestry that improve livelihoods. Unions in

the agricultural sector, alongside ZATUC, will advocate for the adoption of climate-smart agriculture practices with support for farmers. Governments should provide training and subsidies for these practices, which can boost productivity and income despite climate stress.

→ **Energy (Power Generation and Fuel):** Steer the energy sector transition to maximize job creation and worker upskilling. ZATUC will push for local content and decent work clauses in renewable energy projects and must hire and train local workers, respect labour standards, and allow unionization in traditional energy to ensure a plan to transition them into the clean energy sector.

→ **Transportation:** Promote low-carbon transportation while protecting transport workers' livelihoods. Urban areas are exploring mass transit and other cleaner modes of transport. ZATUC will support the Transport Workers Union in these transitions, ensuring a just transition for transport workers, and has sought to protect existing jobs by negotiating roles for bus conductors and drivers

For informal transport workers (boda-boda riders, truck drivers, daladala drivers), climate policies must be accompanied by support. Additionally, improving non-motorized transport can create construction jobs and benefit informal vendors, but it should be done in a consultative manner and incorporate their needs into city plans.

→ **Manufacturing and Industry:** Encourage green industrialization and the adoption of clean technologies with worker participation. As Zanzibar industries strive to become competitive, unions will advocate for investments in energy efficiency and cleaner production that also preserve jobs and skills. Factories should be retrofitted rather than closed.

ZATUC will press for policies that promote the manufacturing of climate solutions. This not only reduces imports but can generate skilled manufacturing jobs. Governments can attract green manufacturers through incentives. Unions will insist investors sign on to fair labour practices. In carbon-intensive industries, we'll push for "just transition agreements":

→ **Tourism and Hospitality:** Build a climate-resilient and sustainable tourism sector that secures jobs. Tourism is a major employer, but it faces threats from climate change. ZATUC, in collaboration with hotel and tourism unions, will promote eco-tourism and diversification strategies to protect nature, the environment, combat climate change, and create jobs.

→ **Cross-Sector Collaboration and Planning:** Adopt an integrated approach acknowledging interdependencies between sectors. ZATUC will advocate for mechanisms that enable different industries and stakeholders to plan climate actions together. This avoids silos approaches

and helps manage cross-cutting issues, such as water and waste management. This integrated planning should be done with union participation to highlight the human and labour perspective.

### **Advancing Workers' Education and Training on Climate Change**

**Objective:** Enhance education, awareness, and skill development for workers with respect to climate change, environmental protection, and green jobs. In a just transition, equipping the workforce with knowledge and new skills is paramount, as this empowers workers to adapt to changes and seize opportunities in emerging green industries.

Measures:(Policy Statements and Actions)

→ **Integrate Climate in Union Training Programs:** Embed climate change and just transition modules into unions' education curricula. ZATUC will develop training content on basic climate science. All affiliates will be encouraged to include this content in their leaders' and members' trainings and meetings.

→ **Promote TVET and Re-skilling Programs for Green Jobs:** Work with government and educational institutions to expand Technical and Vocational Education and Training (TVET) opportunities in green skills. Unions should advocate that curricula incorporate skills for climate solutions. Unions can partner with TVET to design courses tailored for workers needing to transition.

→ **Retraining Agreements in Collective Bargaining:** Negotiate clauses in CBAs that secure employer support for worker retraining related to technological or climate-induced changes. ZATUC will prepare and collect the model CBA on climate change and transition to share with affiliates.

→ **Public Awareness Campaigns for Workers and Families:** Extend education to workers and families. Since climate literacy is low in many areas, ZATUC will engage in public awareness efforts through workshops, radio, and leaflets aimed at working-class communities. The awareness should target the Programs specifically to reach youth, women, and people with disabilities.

→ **Mentorship and Knowledge Transfer:** Facilitate mentorship programs in which experienced workers from traditional sectors mentor young workers entering green sectors. This somewhat innovative measure aims to bridge knowledge gaps, and ZATUC could coordinate these exchanges by institutionalizing them, perhaps with support from other agencies.

#### **4.1.5 Evidence-Based Research and Advocacy**

**Objective:** Support and utilize research, data collection, and evaluation to inform climate change and just transi-

tion policies from a labour perspective. By grounding our advocacy in solid evidence, we can make a stronger case for the measures we need and track progress over time.

#### Measures:(Policy Statements and Actions)

→ **Collaborate with Academia and Think Tanks:** Forge partnerships between unions and research institutions to study climate-labour issues. ZATUC will seek collaborations with institutions, think tanks, and other agencies to research sector-specific just transition pathways, green job skills gaps, and the socioeconomic benefits of climate action.

Conduct Baseline and Periodic Surveys, and prepare Policy Briefs and Reports: Gather data directly from workers. Affiliates, with ZATUC's coordination, will initiate surveys to capture experiences and views on climate change. Repeating such surveys every couple of years can show trends. Transform research findings into accessible advocacy materials.

→ **Develop a National Climate-Labour Committee:** Create a platform to compile and share research and data on climate and labour. ZATUC will explore establishing a Just Transition Committee to track key information. ZATUC can more effectively coordinate national advocacy and help affiliates learn from each other's experiences.

→ **Use Data in Bargaining and Dialogue:** Leverage research insights during negotiations and consultations. Affiliates will bring data to the table in discussions with the government and employers. ZATUC will similarly use research when engaging at the national level.

→ **Monitor and Evaluate Implementation (Research as M&E):** Evaluate the effectiveness of policy measures. M&E and research tools will be used to check whether our actions are delivering results. This feedback loop ensures the policy remains a "living" document that can be refined. Unions can partner with independent evaluators for objectivity in assessing progress.

#### 4.1.6 Building Affiliate Capacity and National Coordination

**Objective:** Strengthen the institutional capacity to lead climate change and just transition initiatives, ensuring effective implementation of this policy at all levels. This focuses on internal strengthening, giving unions the tools, structures, and networks to carry out the ambitious agenda we have set.

#### Measures:(Policy Statements and Actions)

→ **Establish Climate Change Focal Points in Each Union:** Appoint dedicated personnel or committees within affiliates to handle climate issues to ensure sustained atten-

tion and expertise. The focal points will be the primary liaisons with ZATUC on climate matters, coordinate national activities, participate in training, and hold meetings to build their knowledge.

→ **Capacity Building Workshops and Exchanges:** Organize training-of-trainers workshops and capacity-building sessions for union staff and leaders. ZATUC will convene periodic training sessions on climate change and just transition for union representatives to cover climate topics. We aim to train a core group of unionists in each sector who can then train others. We will also facilitate exchange visits to other partners and areas affected by climate change:

→ **Guidance Materials and Toolkits:** Develop practical toolkits for affiliates to implement the policy. ZATUC will produce user-friendly guides for engaging in Climate Policy, as well as templates such as a draft climate clause for bargaining agreements and a model just transition plan for a workplace. The materials will empower even smaller unions or those with less experience to take the initiative.

→ **Resource Mobilization for Union-Led Projects:** Assist affiliates in mobilizing resources to carry out climate-related programs. ZATUC will support its members in applying for grants and should allocate some of its budget to climate activities, as a demonstration of commitment.

→ **Strengthen Internal Coordination and Communication:** Improve information flow on climate issues within and between unions. ZATUC will set up a dedicated section in its communications for climate change and just transition. Affiliates should report their climate-related activities and progress to the center, which will then disseminate successes and lessons learned.

→ **Engage Youth, Women, and disabled Structures in Unions:** Leverage the energy and perspectives of youth, women, and people with disabilities within union structures to advance climate goals. ZATUC will encourage these structures to integrate climate change into their agendas and, perhaps, create committees focused on climate change.

→ **Networking with External Stakeholders:** Equip affiliates to network more effectively and form alliances with stakeholders. ZATUC will train and encourage unions to engage not just in tripartite settings but also with like-minded institutions, community-based organizations, and international networks and partners.

#### 4.1.7 Information Exchange, Advocacy, and Awareness Creation

**Objective:** Enhance communication, advocacy, and partnerships to broaden support for just transition and ensure that the labour movement's climate agenda is widely un-

derstood and backed by the public and other stakeholders. This objective is about outward-facing actions: spreading the message, influencing public opinion, and building alliances.

### Measures:(Policy Statements and Actions)

- **National Campaigns for Climate Justice:** Organize and participate in public campaigns that highlight the need for a just transition. ZATUC will spearhead an annual advocacy campaign. By showing unity across sectors, we increase pressure on both government and the community, helping educate the public that unions are champions of society's well-being.
- **Media Engagement and Storytelling:** Use media proactively to spread awareness of climate change impacts on workers and union efforts. ZATUC will train spokespersons to communicate effectively in the media and cultivate relationships with the audience. We will regularly issue press releases and statements on relevant developments through digital voice.
- **Alliances with Civil Society:** Strengthen coalitions with civil society organizations, NGOs, and community movements that share the goals of climate justice. In each sector, ZATUC affiliates will deepen engagement with other groups to amplify messages to new audiences and demonstrate unity, showing that labour and social groups stand together for a fair climate future.
- **Engage the Government on Policy Advocacy:** Use the opportunity at the national level to push for the inclusion of a just transition in official agendas. With ZATUC's participation in Bi-partite and tri-partite fora, we will submit position papers and make interventions in meetings. ZATUC will seek to have climate change & labour as a standing item in the consultative meetings with the government.
- **Public Dialogues and Multi-Stakeholder Forums:** Host dialogues to discuss climate and just transition. ZATUC might convene a National Just Transition Forum bringing together social partners and experts to foster understanding and cooperation, which could be done regularly.
- **Community Outreach Projects:** Undertake visible community projects that demonstrate just transition in action and raise local awareness. For instance, a union-led tree-planting project, installing solar panels, installing wind and wave turbines, and a borehole-digging project in a drought-prone village can illustrate how climate adaptation can create jobs and improve livelihoods.
- **Monitor and Counter Opposition Narratives:** Stay vigilant about and respond to narratives that frame climate action as "job-killing" or that sideline just transition. Unfortunately, sometimes industry lobbyists may pit envi-

ronmental protection against workers. ZATUC must be quick to counter these with facts and our perspective: highlighting that failing to act on climate will cost thousands of jobs due to unchecked disasters, whereas a proactive green transition creates jobs and can be designed to cushion workers.

Through the above measures, ZATUC will actively shape policy frameworks and actions. The emphasis is on institutionalizing labour's role in climate policy and ensuring that, from village councils to the national level, the rights and needs of workers are considered in climate action. Success will mean climate policies will strengthen resilience, create decent employment, fortify social protection, and uphold justice for the workforce.

# 5. Cross-Cutting Issues: Gender, Youth and People with Disabilities

## 5.1 Cross-Cutting Issues – Gender, Youth, and People with Disabilities

Addressing climate change and achieving a just transition requires an inclusive approach that accounts for the different experiences and needs of women, youth, and persons with disabilities. These cross-cutting issues are integral to every aspect of this policy, and ZATUC is committed to ensuring that climate actions promote inclusion and empowerment of all groups.

**Gender Equality:** Climate change is reflecting existing gender inequalities. Women are primarily represented in informal, low-wage, and climate-sensitive jobs. They also shoulder a greater burden of unpaid care work, which intensifies as climate stresses increase. Yet, women have less access to resources that could help them adapt. Recognizing this, ZATUC will promote a gender-responsive just transition. All policies and programs under this climate policy should be examined through a gender lens:

- **Women’s Participation:** We will strive for proportional representation of women in decision-making fora related to climate and just transition from union climate committees to national task forces. Women workers and women union leaders must have a voice in crafting solutions.
- **Economic Opportunities for Women:** Support will be given to help women benefit from green jobs. ZATUC will advocate for and support initiatives that train and hire women in non-traditional occupations. Sectors where women are predominant should be supported to green their operations in ways that improve women’s working conditions.
- **Gender-specific Adaptation Needs:** Women often have unique knowledge that can be invaluable in adaptation. Our policy encourages harnessing this by involving women in community adaptation planning.
- **Data and Research:** A lack of gender-disaggregated data undermines planning. ZATUC will work with partners to improve data collection on how climate change impacts women in the workforce. We support efforts to gather intersectional data. This evidence will guide refinements to our approach, ensuring truly gender-responsive action.

- **Youth Empowerment:** Young people (aged 15-35) make up a large share of Zanzibar’s population and workforce, but they face high unemployment and underemployment and bear the worst effects of climate change. Therefore, youth have also been at the forefront of demanding climate justice, while youth are key stakeholders and beneficiaries in a just transition.
- **Job Creation for Youth:** A core promise of the green economy is jobs for the youth bulge. Through our advocacy, we push for policies that incentivize industries with high youth employment potential. We also emphasize supporting youth entrepreneurship. Unions can partner to support youth-led startups and ensure entrepreneurs uphold decent work
- **Youth Engagement and Education:** Unions will tap into the idealism and energy of youth. We will create avenues for young workers to lead or contribute to union climate initiatives. We recognize that many youth are in the informal sector or migrating in search of opportunities, while climate change may worsen that migration.
- **Intergenerational Dialogue:** Young activists and older union leaders operate in separate silos. ZATUC will bridge this by facilitating dialogues on climate change, sharing experiences and strategies between veteran unionists and youth climate activists.
- **Inclusion of Persons with Disabilities:** People with disabilities face unique vulnerabilities and barriers, and these can be heightened by climate change. ZATUC is committed to ensuring PWDs are not left behind in the just transition
- **Inclusive Disaster Planning:** Advocate that climate warning systems and disaster response plans cater to the needs of PWDs, like alarms that have visual cues for the deaf, evacuation centers that are wheelchair-accessible, and sign language interpretation.
- **Accessible Training and Jobs:** All training and re-skilling opportunities will be made accessible to PWDs. This means offering reasonable accommodation so they know about the opportunities. Employers should be incentivized to hire PWDs in green jobs.
- **Assistive Technology and Social Protection:** A just

transition must account for workers who may not be able to do specific jobs due to disability, ensuring robust social protection for those who cannot work, and finding alternative livelihood options that suit their abilities.

→ **Fighting Stigma and Ensuring Representation:** Within our unions, we will challenge any stigma around disability and promote the leadership of PWDs. ZATUC encourages affiliates to have a disability officer, ideally someone with a disability, to voice concerns and ideas. We will include PWD considerations in all our policy discussions, rather than as an afterthought.

In essence, by focusing on gender, youth, and PWD inclusion, we aim to implement the “leave no one behind” principle of sustainable development in the context of climate change. These are not separate silos; they intersect and thus require an intersectional approach. Measures under this section will be woven through the earlier response strategies.

# 6. Implementation, Institutional Roles, Resources, Policy Coherence, and Risk Management

## 6.1 Implementation Framework

Translating this policy into reality will require a clear and robust implementation framework. ZATUC will operationalize this Climate Change and Just Transition Policy, a framework built on principles of collaboration to ensure the policy's ambitions yield concrete outcomes.

Institutional Roles and Responsibilities:

- **ZATUC Secretariat:** The ZATUC Secretariat will take the lead in coordinating implementation and may be designated within the Secretariat to oversee follow-up on the policy. The key tasks include: developing work plans, convening regular meetings with affiliates, and preparing progress reports. The Secretariat will serve as the liaison with the Government and other bodies, and monitor commitments. It will also manage projects or funds secured for just transition activities.
- **ZATUC Affiliates:** Each affiliate is responsible for domesticating and implementing the policy objectives. They will develop sectoral action plans tailored to their context. They are also the primary interface with government and employers: implementing measures such as agreements, pushing for sector policy changes, and partnering in projects. They must allocate personnel & resources internally and report regularly to ZATUC on progress, challenges
- **Tripartite Bodies and Government:** The successful implementation of this policy relies on active engagement from government and employers. The ultimate aim is to secure an MoU or Agreement in which government, employers, and unions agree on basic principles and a roadmap for a just transition. ZATUC will work towards that consensus, leveraging evidence and showing how this policy aligns with national interests.
- **Social Partners and Allies:** Implementation will also involve close work with employers and joint trainings on climate change with employers can be pursued to demonstrate unity. Alliances with NGOs will be formalized in implementation, possibly via partnership agreements or joint working groups for specific national projects.

## 6.2 Resourcing and Financing

Implementing this policy will require resources. ZATUC will develop a Just Transition Resource Mobilization Plan. This will map out potential sources:

- a. Internal union resources identifying what in-kind contributions and budget allocations can be made
- b. Domestic funding: pushing for government or national climate fund support for just transition measure
- c. International funding: preparing proposals for donors climate funds, and development partners while climate finance flows to Africa are increasing and tapping into those for projects that have clear labour components. ZATUC's existing structures will maximize resources and integrate climate priorities into ongoing union projects

**Policy Coherence and Integration:** This implementation framework will be executed in line with other union policies and broader agendas. The actions herein will support and complement ongoing efforts such as the Agenda 2030, the Sustainable Development Goals, and the African Union's Agenda 2063 by ensuring coherence, avoiding duplication, and maximizing impact.

**Risk Management:** Implementing this kind of policy faces risks, such as political changes, economic downturns, or climate disasters that divert attention. The framework will include risk mitigation: building broad support, demonstrating quick wins, and maintaining flexibility to re-prioritize actions if needed. By maintaining strong monitoring and open communication, we can identify risks early and course-correct.

In summary, the Implementation Framework provides the who, how, and when for this policy and relies on ZATUC's coordination, affiliates' dedication on the ground, constructive engagement with government and employers, and support from partners. With this framework, ambitious goals become actionable. ZATUC is confident that through collective effort and effective management, we can translate words into deeds, driving the just transition forward for the benefit of workers, the economy, and the environment.

# 7. Monitoring, Evaluation, Reporting and Accountabilities

## 7.1 Monitoring and Evaluation

Monitoring and evaluation (M&E) will be critical for tracking progress, demonstrating results, and learning from the implementation of the Climate Change and Just Transition Policy. ZATUC will establish a comprehensive M&E system to assess the effectiveness of the policy's measures, ensure accountability to our constituents, and inform any necessary adjustments to our strategy over time. Key components of the M&E framework include:

Indicators of Success: We will develop a set of Key Performance Indicators (KPIs) aligned with each primary objective and action area of the policy. These indicators will blend both quantitative metrics and qualitative assessments. Key Performance Indicators are: -

- **Influencing Policy:** Number of national policies, laws, or strategic plans revised to include just transition provisions. Number of instances of union representation in climate decision-making bodies achieved; References to just transition updated NDCs or climate legislation.
- **Worker Engagement:** Number of union-led climate education sessions held and workers trained; Establishment of climate committees in each affiliate; Amount of union budget allocated to climate activities; Membership surveys indicating increased awareness of climate change.
- **Just Transition Support:** Creation of funds or schemes for affected workers; Statistics on workers receiving support after climate events; Inclusion of labour in national disaster plans.
- **Sectoral Transitions:** Green job growth in key sectors, Productivity or income changes in climate-smart agriculture pilots
- **Education and Training:** Number of workers who completed just transition training programs; Job placement rate of those retrained within a set period; Incorporation of climate topics in CBA or OSH training
- **Research and Advocacy:** Number of research publications or policy briefs produced and cited in policy dialogue, ZATUC media on just transition instances of collaborative advocacy campaigns conducted

→ **Capacity Building:** Progress internal capacity like “climate focal point appointed and trained”, funding accessed for union climate projects; Membership growth in sectors where unions took intense climate action

→ **Cross-cutting:** Percentage of women and youth participating in training, committees, and green jobs. Specific initiatives targeting PWDs have been implemented. Stakeholder feedback from women, youth, and PWD groups on the inclusivity of our measures.

These indicators will be finalized in an M&E plan during the initial phase of implementation. We will set baseline values for each and, where feasible, define target values or milestones. ZATUC affiliates have at least one formal engagement with their climate change governance structure.

## 7.2 Data Collection and Monitoring Process

Monitoring will be an ongoing process, led by ZATUC's Just Transition Coordinator in collaboration with affiliate focal points. Concretely:

- Affiliates will submit annual progress reports to the ZATUC Secretariat detailing activities conducted, outputs achieved, and data on indicators.
- ZATUC will maintain a central Monitoring Database where all quantitative indicator data from affiliates are compiled. This might be a spreadsheet or an online tool if resources permit. Qualitative outcomes will also be documented for use in evaluations and communications.
- ZATUC staff or M&E personnel might visit a sample of project sites or attend training to validate the report and gather feedback from participants.
- We will use participatory monitoring methods, such as focus group discussions with workers where a just transition project happened, to learn how it impacted them, or surveys among union members to gauge
- Monitoring will pay attention to our cross-cutting aims: ensuring data is disaggregated wherever applicable, and monitoring not just aggregate numbers but equity of participation and benefit.

## Evaluation and Lesson Learning

ZATUC commits to a culture of continuous learning methods and having several layers of evaluation in determined periods:

- **Annual Reviews:** Each year, ZATUC will produce a Just Transition Progress Report summarizing achievements against our indicators and work plan. This report will include an assessment of what worked well and what challenges were encountered. Review meetings will be held for stakeholders to discuss the findings and recommend adjustments.
- **Mid-term Evaluation:** Around the mid-point, we will conduct a mid-term evaluation. This could be an internal evaluation led by ZATUC's M&E team, with input from an external advisor to ensure objectivity. The mid-term eval will look at outcome-level progress:
- **Final Evaluation:** After five years of implementation, a comprehensive external evaluation will be commissioned. This independent evaluation will measure our performance against the original objectives, determine the effectiveness, efficiency, and impact of interventions, and gather lessons. We will aim to align this with global reporting timelines
- **Feedback Mechanisms:** Apart from formal evaluations, we'll maintain channels for ongoing feedback from those on the ground. This could include periodic feedback assessment to trainees or beneficiaries, a suggestion portal for affiliate teams, and stakeholder meetings. ZATUC might host an annual "Just Transition Forum" inviting union reps, employers, and CSOs to reflect on what's changing in workplaces

## Adaptive Management

This policy document is intended to be a living document. If, after some time, we realize that specific objectives are ahead of schedule, we might reorient to focus more on job quality measures. Or if some actions face barriers, we might allocate extra resources to unblock them. This means being flexible with the evidence; we won't rigidly stick to a plan that isn't yielding results. This could mean scaling up successful pilots faster than initially planned.

ZATUC will keep an eye on external changes, including new climate finance opportunities, technological innovations, and shifts in climate policy. We will incorporate such developments into our implementation, and M&E should identify and recommend actions to leverage them.

## Reporting and Accountability

Accountability to our members and stakeholders will be ensured by transparent reporting. The Annual Progress Reports and evaluation summaries will be shared publicly. We

will circulate them to the government, social partners, and stakeholders, as well as publishing key highlights on ZATUC's and affiliates' forums and media.

ZATUC Executive Board will review progress every one year and provide guidance or mandate shifts in strategy if needed. Affiliates will discuss progress in their bodies, keeping the climate agenda high on their list of priorities.

**In conclusion**, the M&E framework ensures that we track our journey meticulously. It provides tools to measure how far we have come toward realizing the vision and objectives. By holding ourselves accountable, we build trust with the workers we represent and the partners we work with. The just transition is a dynamic process, so our M&E approach is designed to navigate this dynamism, keeping ZATUC on course towards our ultimate goal: a Zanzibar economy that is sustainable, equitable, and full of decent work opportunities for all.

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## ZATUC Climate Change and Just Transition Policy

This publication presents the Climate Change and Just Transition policy developed by the Zanzibar Trade Union Congress (ZATUC) and its affiliates, advancing a worker-centred approach to climate action. Anchored in the principles of a just transition, the policy calls for a shift towards a climate-resilient and low-carbon economy that safeguards workers' rights, promotes social dialogue, and guarantees decent work. It emphasizes the role of workers as active agents of change and decision-makers, rather than passive bearers of climate costs, and outlines a roadmap for integrating climate change into trade union agendas while positioning ZATUC as a key stakeholder in shaping a sustainable and equitable future for Zanzibar.

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