



COTU(K)

CLIMATE CHANGE POLICY



Foreword By The COTU Secretary General Bro. Francis Atwoli

It is uplifting to note that the Central Organization of Trade Unions – Kenya (COTU-K) has a comprehensive climate change policy. This policy is the result of our systematic approach to tackling climate change issues within the trade union movement, and outlines sector-specific guidelines to address and mitigate the effects of climate change. COTU-K plays a major role in climate change response in Kenya through participation in climate governance activities. We work closely with state and non-state actors to chart local response strategies to global issues that affect workers, their families and communities.

This policy gives specific guidelines to trade unions on how to directly participate in climate change action and governance. It also details actions to be taken in dealing with direct and indirect impacts of climate change on workers.

As COTU-K, we undertake to fully implement this policy. We will reach out to all our affiliate unions and help them in formulating sector-specific policies to address climate change. We shall continue to identify and develop worker-friendly climate change responses as outlined in this policy.

Further, we shall continue to engage in research partnerships with the academia and research institutions. This will help in the development of evidence-based policy positions to support the transition to low-carbon green economy in different sectors of the Kenyan economy.

This policy will constitute a strategic pillar in our endeavour to strengthen the organization and coordinate climate change programmes within COTU-K. It will give impetus to COTU-K and our affiliates to fully participate in climate change discussions, decision-making and responses.

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Secretary General COTU-K

Acknowledgment

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We appreciate Mr. Charles Omanga, the Chief Legal Officer of COTU-K and Ms. Rebecca Okello of the COTU-K Climate Change and Environmental Programme, for their valuable contributions toward this project.

Acronyms

BRT	Bus Rapid Transit
CBDR	Common But Differentiated Responsibilities
COTU-K	Central Organisation of Trade Unions - Kenya
CSA	Climate Smart Agriculture
EAC	East African Community
EITI	Extractive Industry Transparency Initiative
ESD	Education for Sustainable Development
GDP	Gross Domestic Product
GESIP	Green Economy Strategy and Implementation Plan
GHG	Green House Gas
ICT	Information and Communication Technology
ILO	International Labour Organisation
IPCC	Intergovernmental Panel on Climate Change
ITUC	International Trade Union Confederation
KFS	Kenya Forest Service
KNBS	Kenya National Bureau of Statistics
MTP	Medium Term Plan
NCCAP	National Climate Change Action Plan
NCCRS	National Climate Change Response Strategy
NDC	Nationally Determined Contributions
OSHE	Occupational Safety and Health Environment
SDG	Sustainable Development Goal
TVET	Technical Vocational Education and Training
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change
WMO	World Meteorological Organisation

Definitions

Adaptation: The process through which societies increase their ability to cope with an uncertain future, which involves taking appropriate action and making the adjustments and changes to reduce the negative impacts of climate change.

Climate: The average pattern of weather conditions occurring over a long period of time. Weather refers to the atmospheric conditions at a specific place at a specific point in time. Climate has always varied because of natural causes. Increasingly, however, human increases in GHG emissions are causing changes in climate as well.

Climate Change: Changes in global or regional climate patterns, including changes in temperature, wind patterns and rainfall. Climate change refers to a change apparent from the mid to late 20th century onwards and attributed largely to human activities that increase levels of GHG emissions, especially atmospheric carbon dioxide produced by the use of fossil fuels.

Climate Justice: Ensuring that the environmental and social costs of unsustainable production and consumption are met by the economic agents responsible for them.

Climate Smart Agriculture: An innovative cleaner production alternative to conventional farming that aimed at increasing the efficiency of natural resources, resilience, and productivity of agricultural production system, while reducing greenhouse gas emissions.

Decent Work: Employment opportunities that are productive and deliver a fair income and security in the workplace; social protection for families; better prospects for personal development and social integration; freedom for people to express their concerns, organise and participate in the decisions that affect their lives; and equality of opportunity and treatment.

Global Warming: The long-term trend of rising average global temperature. **Greenhouse Effect:** A greenhouse is a glass building that allows light and heat in, but prevents heat from escaping. The gases in the Earth's atmosphere act like a greenhouse, forming a layer to keep the planet warm. Human activity has caused excessive greenhouse gases to build up in the atmosphere, causing the planet to heat up too much (global warming).

Greenhouse Gases: Gases that contribute to the greenhouse effect. The main gases

Greenhouse Gases: Gases that contribute to the greenhouse effect. The main gases responsible are carbon dioxide (CO₂), methane (CH₄), nitrous oxide (NO) and fluorinated gases.

Green Jobs: Jobs are 'green' when they help reduce negative environmental impact, and lead to environmentally, economically and socially sustainable enterprises and economies

Intergovernmental Panel on Climate Change (IPCC): An inter-governmental body, set up in 1988 by the World Meteorological Organisation (WMO) and United Nations Environment Programme (UNEP) to provide policymakers with regular assessments of the scientific basis of climate change, its impacts and future risks, and options for adaptation and mitigation. Membership to the IPCC is open to all UN member states and the WMO.

Just Transition: Ensuring that the burden of change that benefits everyone is not placed disproportionately on a few, and that responses to climate change and environmental sustainability should maximise opportunities for decent work creation and ensure social justice, rights and social protection for all, leaving no one behind.

Mitigation: Actions that reduce greenhouse gas emissions which lead to climate change.

Nationally Determined Contributions: This is the road map - submitted by each country participating in the Conference of Parties (COP) to the United Nations Framework Convention on Climate Change - to reach the targets set by the Paris agreement.

Paris Agreement: In Paris in December 2015, at the 21st Conference of Parties (COP) to the United Nations Framework Convention on Climate Change, a final agreement was reached regarding actions that national governments would take to adapt to and mitigate climate change.

Resilience: The ability of systems or entities such as families or communities to recover from shocks and hazards, thus enabling them to adapt better to climatic hazards and shocks in future.

Social Dialogue: The institutional discussions between trade unions, employers and governments, as well as other community groups. Successful social dialogue can resolve important economic and social issues, encourage good governance, maintain social and industrial stability and boost economic progress.

Sustainable Development: Development that meets the needs of the present generation without compromising the ability of future generations to meet their own needs.

United Nations Framework Convention on Climate Change (UNFCCC): The international environmental treaty negotiated at the UN Conference on Environment and Development was developed to address the problem of climate change. The UNFCCC came into force on 21 March 1994.

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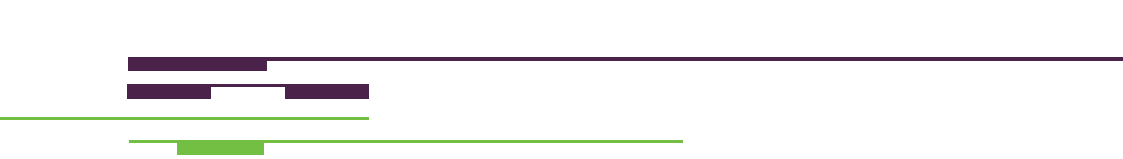


I.0 Introduction

The Central Organization of Trade Unions (COTU-K) is a national trade union in Kenya. COTU-K was founded in 1965 upon dissolution of the Kenya Federation of Labour and the Africa Workers' Congress (KFL-AWC). COTU-K is registered and operates through the provisions of the Labour Relation Act, 2007 of the Laws of Kenya. Of the country's more than 50 trade unions, 46 are affiliated to COTU-K and represent more than 2.5 million workers, both in the public and private sector of the economy. Whether through negotiations for better wages and terms of employment, or through tougher measures such as court actions or labour strikes, trade unions have shaped the relationship between employers and employees. COTU-K has been the strongest common voice in these relations.

Through the International Labour Organization (ILO), COTU-K is incrementally playing a major role in climate change response in Kenya through participation in climate governance activities that bring together state and non-state actors to chart local response strategies to global issues that affect workers, their families and communities. Trade unions therefore need to take their place at the table and play a part in climate change action and governance because of the significant direct and indirect impact climate change has on workers of all types.

While positive progress towards addressing climate change and sustainable development has been made, Kenya continues to face a myriad of challenges that exposes the country to climate-related risks. Extreme climatic conditions pose significant risks in all regions and sectors in Kenya. This has been manifested through frequent and prolonged droughts, erratic rainfall, frequent floods, water scarcity and increased incidence of diseases. Various tools and policies have been developed to address climate change in Kenya, such as the National Climate Change Strategy (NCCRS), National Climate Change Action Plan 2018 - 2022, The Green Economy Strategy and Implementation, the National Climate Change Act, 2016, Kenya National Adaptation Plan 2015-2030, Kenya Climate Smart Agriculture Strategy 2017-2026, Climate Risk Management Framework 2017, National Climate Change Policy 2018 and National Climate Finance Policy 2018.



In 2015 and 2016 governments and non-state actors came together to actively discuss measures and adopt agreements aimed at reducing carbon emissions, with the view of regulating the phenomenon of global warming. Trade unions have not been left out in these discussions.

Increasingly, trade unions have been at the forefront in advancing the interest of workers in these global negotiations which have borne several achievements. The introduction of the principle of just transition (of the workforce and communities) in the Paris Agreement on Climate Change, adopted in 2015, is one such example and indeed a milestone worth celebrating.



2.0 Background

The need to urgently address the current ecological crisis facing humanity has become more imperative in the past few years. The effect of climate change and environmental crises are evident through extreme effects being experienced in different parts of the world. Over the past few years, climate change and environmental issues have been a top priority for unions at global and national levels. COTU-K acknowledges that climate change is one of the most pressing issues confronting society today and is aware that while all continents will be affected by climate change, developing countries are more likely to be the hardest hit. Consequently, people living in poverty will be the most affected. This situation is worsened by low adaptive capacity.


In view of this, COTU-K, in its strategic document and under the priority area of work on climate change, set as its objective for the period 2017-2022 'to enhance COTU-K contribution to addressing climate change and environment crises at national, regional and global levels'. The COTU-K climate change policy serves as a reference document for strengthening COTU-K's position on various legislations and conventions on climate change at the country level, while ensuring adequate participation of COTU-K and its affiliates in the climate change movement. The policy will also serve as a basis for COTU-K to champion social dialogue on climate change issues while keeping a climate justice perspective.

In addition, the policy aims at increasing trade union awareness on climate change issues, and how climate change is connected to jobs. In addition, the policy supports the transition to a green economy which espouses a shift towards an economic growth model that is less polluting, more resource-efficient and more reliable on clean technology and renewable energy.

3.0 Situational Analysis

3.1 International Context

The Intergovernmental Panel on Climate Change (IPCC) notes that Africa is highly vulnerable to climate change risks. Of particular concern are risks related to water resources, food production, human health, desertification and impact on coastal




regions. Climate change presents significant challenges for sustainable development, with major implication for economic growth, health and livelihoods. Climate change impacts and extreme weather conditions can cause damage to infrastructure, disrupt business activity and destroy jobs and livelihoods. However, the transition to low-carbon, environmentally sustainable economies and societies, can also become a strong driver of job creation, job upgrading, social justice and poverty eradication. This will promote climate-resilient economic growth and sustainable development.

Unions have been at the forefront, championing the interest of workers in global negotiations related to climate change. A number of significant achievements have been realized during these engagements. The introduction of the Principle of Just Transition (of the workforce and communities) in the Paris Agreement, adopted in 2015, is one such achievement and a milestone worth celebrating. Specifically, the Paris Agreement notes, as part of the global action on climate change “the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities”. The Nationally Determined Contributions (NDCs) submitted by Kenya to the Paris Agreement are the key implementing tools of the Paris Agreement and are to be reviewed every five years.

Kenya ratified the Paris Agreement on 28th December 2016, with the Agreement coming into force on 27th January, 2017. Kenya’s Climate Change Act, 2016 provides a framework for action that promotes low-carbon, climate resilient development in Kenya. The Act establishes a National Climate Change Council, chaired by the President, and provides an overarching national climate change coordination mechanism. The Council has representatives of non-state actors, including the private sector, civil society, and marginalized communities, in addition to representation from key national and sub-national government institutions.

The Paris Agreement was preceded by the UN Sustainable Development Summit in New York in September 2015, which set 17 Sustainable Development Goals (SDGs), with 169 targets to be achieved by national governments by 2030. Goal 8 relates to Decent Work and Economic Growth, and calls for governments to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”. Goal 13 relates to climate change and calls for governments to “take urgent action on climate change and its impacts.” The Goal 5 calls for the



reduction of gender inequality and empowerment of women and girls, while Goal 10 advocates for the reduction of inequalities within and among countries and promotion of economic inclusion.


Workers and communities will be affected, not only by the direct impacts of climate change, but also through mitigation and adaptation measures. The transition to a green economy is rife with opportunities for most of the economic sectors, even though for some sectors the transition is potentially disruptive. Good policies are necessary in both instances to ensure that the benefits of the transition to a low-carbon and climate-resilient economy accrue to all, and that any negative impacts on sectors, communities and workers are effectively managed.

3.2 Regional and National Context

Climate change impacts are already manifesting in Kenya, with shifts in rainfall patterns and extreme weather events expected to have far-reaching consequences. Cognizant of this, the Government has, through the UNFCCC process, committed to protect the climate system for the benefit of the present and future generations. The country is a key player in the global climate change governance system, and annually participates in the Conference of Parties to the UNFCCC and Conference of Parties serving as Meeting of Parties to the Kyoto Protocol, articulating the national interest and position during international negotiations.

Kenya has also participated in regional climate change initiatives, including the development of the East African Community (EAC) Climate Change Policy and the EAC regional Climate Change Master Plan (2011-2031). While Kenya currently makes little contribution to global greenhouse gas (GHG) emissions, a significant number of priority development initiatives outlined in Vision 2030 and its Medium Term Plans (MTPs) will impact on Kenya's levels of GHG emissions.

The institutional and legal frameworks for climate change action are rooted in the Constitution of Kenya (2010). Article 10 sets out national values and principles of governance, such as sustainable development, devolution of government, and public participation. These have to be taken into account when making or implementing any law or public policy decisions, including climate change. Article 42 provides for the



right to a clean and healthy environment for every Kenyan, which includes the right to have the environment protected for the benefit of present and future generations.


Over two thirds of Kenya's Gross Domestic Product (GDP) and 70 per cent of the overall employment are derived from natural resource-related sectors, which include tourism, agriculture, mining, forestry and fishing. These sectors are highly sensitive to climate change and variability, making Kenya's economy highly vulnerable. To address these vulnerabilities, the Ministry of Environment and Natural Resources spearheaded the development of the Green Economy Strategy and Implementation Plan (GESIP). GESIP has five thematic areas and a number of strategies aimed at accelerating a transition towards a globally competitive low-carbon development pathway. Through these strategies, GESIP also contributes to the implementation of the Paris Agreement on climate change and attainment of the SDGs

GESIP supports the harnessing of innovation and creation of enterprises that will accelerate opportunities for decent jobs, presented in the form of sustainable natural resource management, resource efficiency and resilience building. Specific objectives in GESIP's social inclusion and sustainable livelihoods thematic areas include accelerating the creation of green jobs; revamping training in Technical Vocational Education and Training (TVET) institutions, including apprenticeship schemes and entrepreneurship training; promoting job creation through intensive public infrastructure works; and embracing measures to increase attractiveness of green jobs.

The National Climate Change Act, 2016 provides the regulatory framework for enhanced response to climate change, in addition to mechanisms and measures to achieve low-carbon climate development for the sustainable development of Kenya. The Act shall be applied to all sectors of the economy by the national and county governments to mainstream climate change responses into development planning, decision-making and implementation. As outlined in the NDC, Kenya will ensure enhanced resilience to climate change towards the attainment of Vision 2030 by mainstreaming climate change adaptation into the MTPs.

3.3 Sectoral Issues

The past decade has been characterized by a stagnation in Kenya's GDP growth: employment continues to shift away from goods-producing sectors towards services



and knowledge-intensive industries, with low unionization rates; rapid technological change is automating routine tasks, putting some traditional occupations at risk; work is becoming more precarious; and wages remain stagnant amid rising costs of living. In the transformation towards a clean economy, some sectors such as energy, manufacturing, agriculture and forestry, which employ millions of workers today, will undergo dramatic restructuring. For COTU-K and its affiliates, a 'Just Transition' towards a low-carbon and climate-resilient economy must maximize the benefits of climate action, while minimizing hardships for workers and their communities.

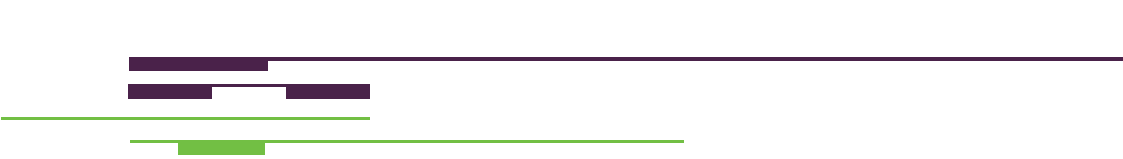
3.3.1 Agriculture Sector

Agriculture is a sector that supports the livelihoods of a majority of Kenya's workforce. But it also suffers from severe shortage of decent work and is particularly vulnerable to the impacts of climate change. Over 70 per cent of rural livelihoods are dependent on rain-fed subsistence agriculture and are therefore significantly impacted by declining agricultural production due to unpredictable rainfall, reduced soil productivity through erosion and increased evapo-transpiration. Agriculture is a priority sector in respect to adaptation to climate change. In many cases, the sector, and those active in it, are already feeling the effects of climate change, hence the urgent need to develop strategies to deal with them. The agricultural sector is the largest contributor of GHGs emissions in Kenya, mainly from livestock methane emissions and land-use change.

The Priority Adaptation Action for Kenya under the Agriculture MTP Sector as outlined in the NDC is to enhance the resilience of agriculture, livestock and fisheries value chains. This can be done by promoting climate smart agriculture (CSA) and livestock development. The mitigation action is to support CSA, in line with the National CSA Framework. The government of Kenya should put in place mechanisms to revive the cotton industry and promote production and value addition in the industry. The adverse effects of climate change on cotton production can be minimized by using CSA practices and technologies. Reviving the cotton industry will create jobs for Kenyans and support the expansion of the manufacturing sector.

3.3.2 Energy Sector

Energy production and utilization is closely linked to climate change. Charcoal and firewood are still used in a majority of Kenya's urban and rural households. Hydroelectricity



generation, which accounted for over 50 per cent of Kenya's electricity in 2015, is affected by extreme weather conditions such as droughts. Reductions in reservoir dam levels can decrease hydroelectricity generation, leading to higher prices and greater use of fossil fuels, which in turn increases GHG emissions. Coal and petroleum as sources of electricity generation contribute to GHG emissions. Kenya possesses significant renewable energy potential, including geothermal, wind, solar, biomass and biofuels.

The Priority Adaptation Action for the Energy MTP Sector in Kenya is to increase the resilience of current and future energy systems. The mitigation action is aimed at supporting expansion in geothermal, solar and wind energy production, as well as other renewable and clean energy options. The action is also aimed at enhancing energy and resource efficiency across different sectors. The inequitable access to energy in Kenya must also be addressed. It is for this reason that COTU-K and its affiliates in the energy sector support renewable energy initiatives, including public ownership and management of the energy sector.

3.3.3 Health Sector

There is growing evidence of climate change impacts on health in Kenya and it is predicted that there will be an increase in incidences of malaria (due to warmer and wetter conditions) and water-borne diseases. Drought and other extreme weather-related conditions will also impoverish the poor, making them further vulnerable to ill-health and diseases.

Climate change is stretching already limited health systems and staff. The national and county governments therefore need to strengthen health services and hire and train more health personnel to adequately serve the growing Kenyan population. The Health MTP Sector priority adaptation action seeks to strengthen integration of climate change into the health sector.

With climate change already exacerbating a wide range of health problems in Kenya, the public health sector must play a leading role in addressing climate change. COTU-K and its affiliates in the health sector will advocate for the strengthening of the healthcare system resiliency to protect public health from climate change.

3.3.4 Tourism Sector


The tourism sector accounts for around 10 per cent of Kenya's GDP, and contributes towards eradication of poverty by providing employment opportunities. The sector is often vulnerable to the effects of climate change. Increases in average annual temperature are likely to severely compromise or eliminate certain ecologically-sensitive tourist destinations, such as the glaciers of Mount Kenya, sensitive marine ecosystems, and coastal rainforests.

The Tourism MTP Sector Priority Adaptation Action is to enhance the resilience of the tourism value chain. Adaptation measures being considered include those that promote product and market diversification from the traditional wildlife and beach tourism packages. Also being considered are measures that support the growth of nontraditional and small-scale tourism as an alternative to the large-scale mainstream variety. These alternatives include ecotourism, agro-tourism, cultural tourism, as well as medical and wellness tourism. These alternatives offer positive perspectives for new sources of job creation.

To protect jobs in the tourism sector, COTU-K and its affiliates in the sector support efforts to address the reduction in Mara River flows, which is driven in part by climatic variation, but also by the degradation of the Mau Water Tower catchment. The degradation and climatic variation have negatively impacted the migration of wildebeests across the Mara River from the Serengeti National Park in Tanzania, to Kenya's Maasai Mara National Reserve.

3.3.5 Transport Sector

The Kenya National Adaptation Plan 2015-2030 notes that there are significant emissions from the transport sector. The sector is dominated by low-capacity, privately owned vehicles that offer public transportation, as well as personal cars. A key intervention to reduce transport sector emissions is to ramp up the provision of public transport in major urban areas, especially Nairobi, Mombasa and Kisumu cities. There will also be a need to integrate non-motorized transport in the design and construction of roads. In order to attract private car users to public transport, services need to be safer, more frequent, more comfortable, and more affordable.



This requires massive public investment in mass transportation systems, including Bus Rapid Transit (BRT) and light rail. Benefits from these initiatives will be realized in the form of reduced carbon emissions and job creation in the construction sector. The local manufacture of public transport vehicles must be supported as a job creating initiative. The mitigation action proposed for the transport sector is investment in low-carbon and efficient transportation systems.

3.3.6 Public Sector/ Devolved Government

With increased urbanization in Kenya, county government workers are especially critical in the implementation of climate-friendly, fair solutions and policies to respond to the challenges of urbanization. We can only have sustainable and climate-resilient cities when Kenyans have access to core public services, such as waste collection and recycling, water and sanitation, transport, energy, health and social services, education, and when public sector workers are treated with dignity and respect.

The Priority Adaptation Action for the Devolution MTP Sector calls for the mainstreaming of climate change adaptation into county integrated development plans, and implementation of the Ending Drought Emergencies Strategy. The MTP mitigation action highlights the need for sustainable waste management systems.

Effective response to the impacts of climate change requires broad, cross-sectoral action and national and county government involvement. Public sector employees must have the tools and knowledge to recognize and pursue priority actions, integrating sectors and stakeholder interests as they work towards climate-compatible development. While action is already being taken to build resilience by Government and numerous other stakeholders, more action and support is required to achieve Kenya's development goals, protect vulnerable groups, and sectors, and take advantage of opportunities as they arise.

COTU-K and its affiliates in county governments will promote awareness on climate change impacts and the water sector, including promoting public awareness on water conservation (recycling, waste water management) and efficient water use. Further, the development of appropriate master plans for major cities and urban areas will ensure proper development planning and sustainable infrastructural development.



3.3.7 Infrastructure Development


Kenya's Vision 2030 aspires to develop world-class infrastructure and services, with increased investments in the expansion of the road network; rail, sea and air transport; and power generation. The adverse impacts of climate change need to be identified and addressed when developing these infrastructures. In the case of the transport sector for instance, an efficient and accessible network is key for the success of all sectors of the economy. Kenya's transport sector faces several challenges and extreme weather conditions have already demonstrated the vulnerability of this sector, with major roads being cutoff during flooding.

The built environment, public facilities, and infrastructure that underpin social and economic systems will be under increasing pressure as exposures and vulnerabilities increase in a changing climate. Existing buildings and public works are also at risk and vulnerable to climate variability and change. Increased flooding in urban areas and droughts that drive rural populations to urban areas in search of assistance and employment, are increasing demand on public facilities.

The promotion of investment in infrastructure should support the transformation to a low-carbon economy, while creating employment and reducing poverty. Accordingly, the Priority Adaptation Action for the Infrastructure MTP Sector calls for climate-proofing of infrastructure in the energy, transport, buildings and construction, and ICT industries. COTU-K and its affiliates in the energy, transport, buildings and construction industries will support the transformation of existing jobs with new skill sets, work methods and profiles.

3.3.8 Mining and Extractives Sector

Natural resource extraction contributes to and is vulnerable to climate change. Extraction of resources, such as petroleum and minerals, utilizes large quantities of water and energy, and releases GHG emissions. The exposure of sensitive infrastructure, such as pipelines, to extreme weather conditions could result in disasters with significant adverse impacts on the Kenyan environment, economy, people and property. Infrastructure investments by extractive industries must internalize climate.



Kenya needs to put in place regulatory mechanisms that ensure resource extraction contributes to low-carbon climate resilience development. The Priority Adaptation Action for the oil and mineral resources MTP sector is the integration of climate change adaptation into the extractive sector.

COTU-K and its affiliates in the mining sector support the objectives of Kenya's GESIP under the sustainable natural resource management thematic area. This calls for the promotion of a sustainable extractive industry and supports the adoption of global best practices such as Extractive Industry Transparency Initiative (EITI). Sustainable Natural Resource Management also places emphasis on local content in the extractive industry and advocates for value addition at source of raw material to create additional jobs in the extractives sector.


3.3.9 Education Sector

Climate change and extreme weather have an impact on the education sector. Climate-related shocks, such as drought and flooding, can contribute to dropouts and children being taken out of school. Climate impacts can also lead to households diverting financial resources from education towards food. The Priority Action for the Kenyan government is to mainstream climate change adaptation in education (formal and informal) and training.

COTU-K and its affiliates in the education sector call on the government to institutionalize the policy on Education for Sustainable Development (ESD) and support the inclusion of climate change adaptation issues in the school curricula, in addition to developing appropriate education material that address climate change issues.

3.3.10 Manufacturing Sector

Climate change has the potential to curtail the success of private sector development, which is crucial to the Kenyan economy. The manufacturing sector in Kenya serves the local market and also exports to the larger eastern and central African region. In 2010, Kenya's manufacturing sector was responsible for around 9.8 per cent of GDP, some 60 per cent of electricity consumption and about 10.2 per cent of GHG emissions, according to the Kenya National Bureau of Statistics (KNBS). The manufacturing sector is an



important contributor to the national economy, accounting for 13 per cent of employment in the formal sector.

Kenya's National Adaptation Plan, 2015- 2030 states that this sector is of critical importance in eradicating poverty and hunger, and forging global partnerships for development. In addition to providing jobs and contributing to GDP growth, the sector can help build climate change resilience through its products and services, while supporting robust national and international trade.

COTU-K and its affiliates in the manufacturing sector support the reduction of the intensity of CO₂ emissions in the manufacturing sector. COTU-K further calls on industries to improve energy and resource efficiency through new processes and technologies and adoption of sustainable waste management systems.

3.3.11 Forestry Sector

Forests are highly sensitive to climate change. The Kenya Forest Service (KFS) estimates that Kenya has a six per cent forest cover that includes indigenous, open woodland and plantation forests. The five major water towers - Mt. Kenya, Mau Forest Complex, Cherangany Hills, Mt. Elgon and the Aberdare Ranges - act as the main water catchment areas.

Forests are a major source of biomass energy, with a large proportion of the Kenyan population relying on wood fuel. Forest degradation and deforestation, exacerbated by climate change and increasing demand for agricultural land and urban development, have led to reduced canopy cover and altered biodiversity composition. Deforestation and forest degradation also increase GHG emissions.

COTU-K and its affiliates support mitigation actions aimed at achieving a tree cover of at least 10 per cent and the promotion of clean energy technologies to reduce overreliance on wood fuels as outlined in the Kenyan NDC. COTU-K calls on the government to provide an enabling environment for effective stakeholder participation and engagement in environmental conservation.



4.0 Vision

A National Labour Centre that recognizes the need to industrialize, while integrating the climate change mitigation and adaptive measures that ensures decent work, climate justice, just transition and sustainable development.

5.0 Rationale

The COTU-K Climate Change Policy aims to provide policy guidance for the development of an appropriate administrative and legislative framework, in harmony with other sectoral policies, for the pursuance of a low-carbon development path in Kenya through suitable and relevant strategies and actions to address climate change.

6.0 Guiding Principles

This policy is guided by the following principles:

a. A low-carbon development pathway that promotes decent work


The four pillars of the Decent Work Agenda – social dialogue, social protection, rights at work and employment – are indispensable building blocks of sustainable development and must be at the center of policies for strong, sustainable and inclusive growth and development. All climate change action in Kenya should promote the considerable potential for creation of decent work associated with the transition to a low-carbon sustainable development path and to minimize and manage the inevitable disruption that will accompany it.

b. A just transition to a low-carbon and climate-resilient economy

All climate change interventions shall promote formal consultations with relevant stakeholders, including trade unions, employers and communities, at national, county and sectoral levels and respect for, and protection of, human and labour rights.

c. Creation of green jobs and promotion of worker-friendly green technologies

Green Jobs are jobs that help reduce negative environmental impacts and lead to environmentally, economically and socially sustainable enterprises and economies. Climate change mitigation and adaptation measures should endeavour to expand



decent work by providing for technology and skills transfer, and supporting ongoing skills development and retraining of workers to ensure that they can be part of the new low-carbon development model.

d. Support for climate justice

Climate justice begins with the recognition that communities and nations that have made the least contribution to the climate crisis are the ones who are suffering the most from the impact of the crisis. Responsibility for the necessary mitigation and adaptation measures should be guided by the Principle of Equity and common but differentiated responsibilities (CBDR) and respective capabilities under the UNFCCC convention.

e. The national response to climate change must be sustainable and inclusive

All climate change action shall be environmentally sustainable and positively contribute to national economic growth and social development objectives, including poverty alleviation and gender equality, while ensuring equity and social inclusion of vulnerable groups.

f. The response to climate change will require a consultative and multi-stakeholder approach

Climate change actions shall support engagement with all relevant stakeholders, including the government, employers, private sector, academia and research institutions, non-governmental organizations (NGOs), workers, women, youth and people living with disabilities, in developing strategies and approaches to addressing climate change both from a mitigation and adaptation perspective.

7.0 Policy Objectives

7.1 Overall Objective

COTU-K's climate change policy provides a framework for engagement and policy options in addressing climate change impacts in the context of decent work. The policy is a tool for facilitating COTU-K in constructive engagement in the climate change discourse with its affiliates, state and non-state actors, with the aim of shaping a narrative for a socially and ecologically just society.



7.2 Specific Objectives

- a) To influence national policies which are climate-friendly in order to enhance decent work and a sustainable work environment for workers in formal and informal employment and the society.
- b) To promote effective engagement of workers and society on climate change issues and their interest in environmental sustainability.
- c) To ensure justice in dealing with climate change impacts, including loss and damage suffered by workers and society.
- d) To promote the integration of worker-friendly climate responsive strategies in key sectors of the Kenyan economy.
- e) To advance the interests of workers through education and training on climate change and the environment.
- f) To foster evidence-based research on climate change and its impact on workers, society and the environment.
- g) To build the capacity of affiliates on climate change issues in order to effectively and efficiently address all aspects of climate change at the national, county and sectoral levels.
- h) To promote information exchange, advocacy and awareness creation on climate change among affiliates and other stakeholders to enhance understanding of its impacts on employment. To support resource mobilization and advocate for improved and sustainable funding for climate change programmes from both domestic and external sources and build alliances with other stakeholders on matters of common interest and develop joint actions/campaigns.

8.0 Cotu-k And Affiliates Response Strategy, Measures And Policy Statements

This section outlines the policy measures to be implemented in order to achieve the objectives of the COTU-K Climate Change Policy. In implementing these measures, all affiliates will be expected to take into account the mitigation and adaptation actions



outlined in the Kenyan NDC and the relevant sectoral policies in place.

The COTU-K Climate Change Policy has a sectoral and affiliate dimension with a focus on those parts of the world of work which are either particularly vulnerable to climate change or display a major potential for green job creation. At the affiliate level, assessments of the employment implications of specific climate change policies will aim to equip affiliates with a sound analytical base for the development of policy options appropriate to their sectoral climate change action plans, employment policies and labour market realities.

8.1 Influencing National Policies

8.1.1 Objective

To influence national policies which are climate-friendly in order to enhance decent work and a sustainable work environment for workers in formal and informal employment and the society.

8.1.2 Measures/Policy Statements

- a) Push for an amendment to the Climate Change Act, 2016 to provide for the inclusion of COTU-K as a National Labour Centre in the National Climate Change Council.
- b) Ensure Kenya's Country's Decent Work Programme addresses climate change and the creation of a national social dialogue structure that adequately addresses climate change action.
- c) Support the establishment and promotion of the social protection platform and creation of decent and green jobs as outlined in the International Trade Union Confederation (ITUC) 'Just Transition' principle.
- d) Advocate for the incorporation of the Just Transition Principle in Kenyan NDCs and for the government to include assessments of employment impacts of climate action and most important, the measures they will take to support workers.

- e) Hold the government accountable for the implementation of Kenya's Green Economy Strategy and Implementation Plan (GESIP) 2016-2030 which promotes the creation of green jobs.
- f) Support policies for renewable energy and public transport to reduce pollution.
- g) Support effective and participatory enforcement of environmental legislation and policies.
- h) Demand the integration of climate change and environmental issues across all national development policies and strategies.

8.2 Effective Engagement of Workers on Climate Change Issues

8.2.1 Objective

To promote effective engagement of workers and society on climate change issues to ensure environmental sustainability.

8.2.2 Measures/Policy Statements

- a) Support establishment of national and sector union committees on climate change or make use of existing joint Occupational Safety and Health Environment (OSHE) committees.
- b) Support the engagement of affiliates in current social dialogue structures with regard to climate change mitigation and adaptation.
- c) Allocate adequate financing to climate change activities at COTU-K and affiliate levels.

8.3 Ensure Justice in Dealing with Climate change Impacts

8.3.1 Objective

To ensure justice in dealing with climate change impacts, including loss and damage suffered by workers and society.



8.3.2 Measures/Policy Statement

- a) Promote the creation of green jobs by establishing an enabling policy framework for investment, and creating worker-friendly regulatory environments in key areas such as renewable energy, efficient transport, clean manufacturing and sustainable agriculture.
- b) Advocate for national policies on climate change that recognize and integrate issues of decent work, green jobs, just transition, carbon tax, OSHE and tax incentives to enterprises and households that promote mitigation and adaptation measures.

8.4 Integrating Worker-Friendly Climate Responsive Strategies in Key Sectors

8.4.1 Objective

To integrate worker-friendly climate responsive strategies in key sectors of the Kenyan economy.

8.4.2 Measures/Policy Statement

- a) Call for the setting up of small hydropower and geothermal power generation plants to provide electricity to communities and businesses in rural areas, thus enabling job creation.
- b) Advocate for training of young Kenyans in relevant careers and imparting new skills to those already in the workforce or unemployed as a strategy for building national resilience to climate change.

8.5 Advancing the Interests of Workers through Education and Training

8.5.1 Objective

To advance the interests of workers through education and training on climate change and the environment.



8.5.2 Measures/Policy Statement

- a) Facilitate training and education of national and sectoral union leaders, coordinators, negotiators, women and young workers, organizers and educators.
- b) Facilitate trade union research on climate change and labour/employment issues.
- c) Support ongoing skills development and retraining of workers to ensure that they can become part of the new low-carbon development model as new sectors such as renewable energy emerge.
- d) Support the setting up of mechanisms to develop and promote clean technologies in key sectors of economic development.

8.6 Research and Evaluation

8.6.1 Objective

To foster evidence-based research on climate change and its impact on workers, society and the environment

8.6.2 Measures/Policy Statement

- a) Facilitate compilation and dissemination of well-researched policy positions on climate change and employment.
- b) Facilitate collaboration with academia on climate change and employment-related research.


8.7 Capacity Building

8.7.1 Objective

To build the capacity of COTU-K and its affiliates on climate change issues in order to effectively and efficiently address all aspects of climate change at the national, county and sectoral levels.

8.7.2 Measures/Policy Statement

- a) Strengthen institutional and human resource capacity at the National Labour Centre and promote affiliates participation in climate action.

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- b) Strengthen existing institutional mechanisms at COTU-K and establish technical working groups to provide leadership for climate action in key sectors impacted by climate change, including identifying national focal points responsible for climate change at the affiliate level.

8.8 Information Exchange, Advocacy and Awareness Creation

8.8.1 Objective

To promote information exchange, advocacy and awareness creation on climate change among affiliates to enhance understanding of its impacts on employment.

8.8.2 Measures/Policy Statement

- a) Establish a network of affiliate climate change front-desks for easy communication, sharing of information and coordination of awareness campaigns.
- b) Promote, through national advocacy strategies, eco-friendly practices in transport, energy consumption, household purchases, workplace purchases and afforestation.
- c) Promote the adoption of eco-friendly production processes, inputs and waste disposal among affiliates membership.
- d) Support development of trade union Information, Education and Communication (IEC) materials.
- e) Increase lobbying with the National Assembly and County Assemblies on workers' causes regarding climate change.

8.9 Partnerships, Resource Mobilization and Building Alliances

8.9.1 Objective

To support partnerships, resource mobilization and advocate for improved and sustainable funding for trade union climate change programmes from both domestic and external sources.



8.9.2 Measures/Policy Statement

- a) Advocate for improved and sustainable funding for trade union climate change programmes from both domestic and external sources.
- b) Advocate for adequate national and county government budgetary allocations for climate change mitigation and adaptation.
- c) Advocate for an effective inter-ministerial technical committee that will provide the overall political guidance and support towards the implementation of national climate change strategies.
- d) Identification of and forging alliances with other stakeholders on matters of common interest and developing joint actions/campaigns.

9.0 Cross Cutting Issues - Gender, Youth And People Living With Disabilities (Pwd)

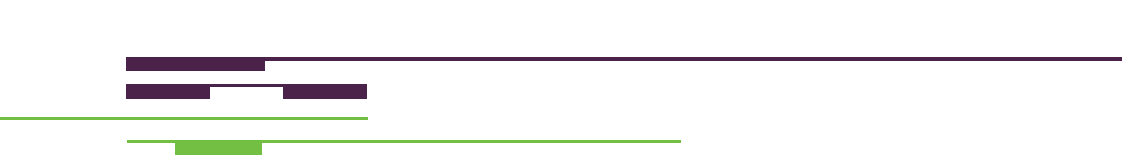
In recognition of the fact that men and women face different social, environmental and economic situations, gender issues will be considered in all planning and implementation processes. In negotiations on climate change issues, whether at international, regional or national level, COTU-K will ensure gender equity in trade union involvement. COTU-K will also involve and facilitate the participation of women, youth workers, people with disabilities and the marginalized in climate change programmes.

9.1 Measures/Policy Statement

- a) Promote consideration of the gender aspects and the role and needs of youth and persons living with disabilities in capacity building activities and decision-making.
- b) Improve the participation of women, youth and persons living with disabilities in climate change programmes and promote gender equity in access to climate finance.

10.0 Implementation Framework

Implementation of COTU-K climate change policy priorities and other actions will require significant planning, and in many instances, budgetary implications. COTU-K will mobilize resources internally and externally to support the implementation of the



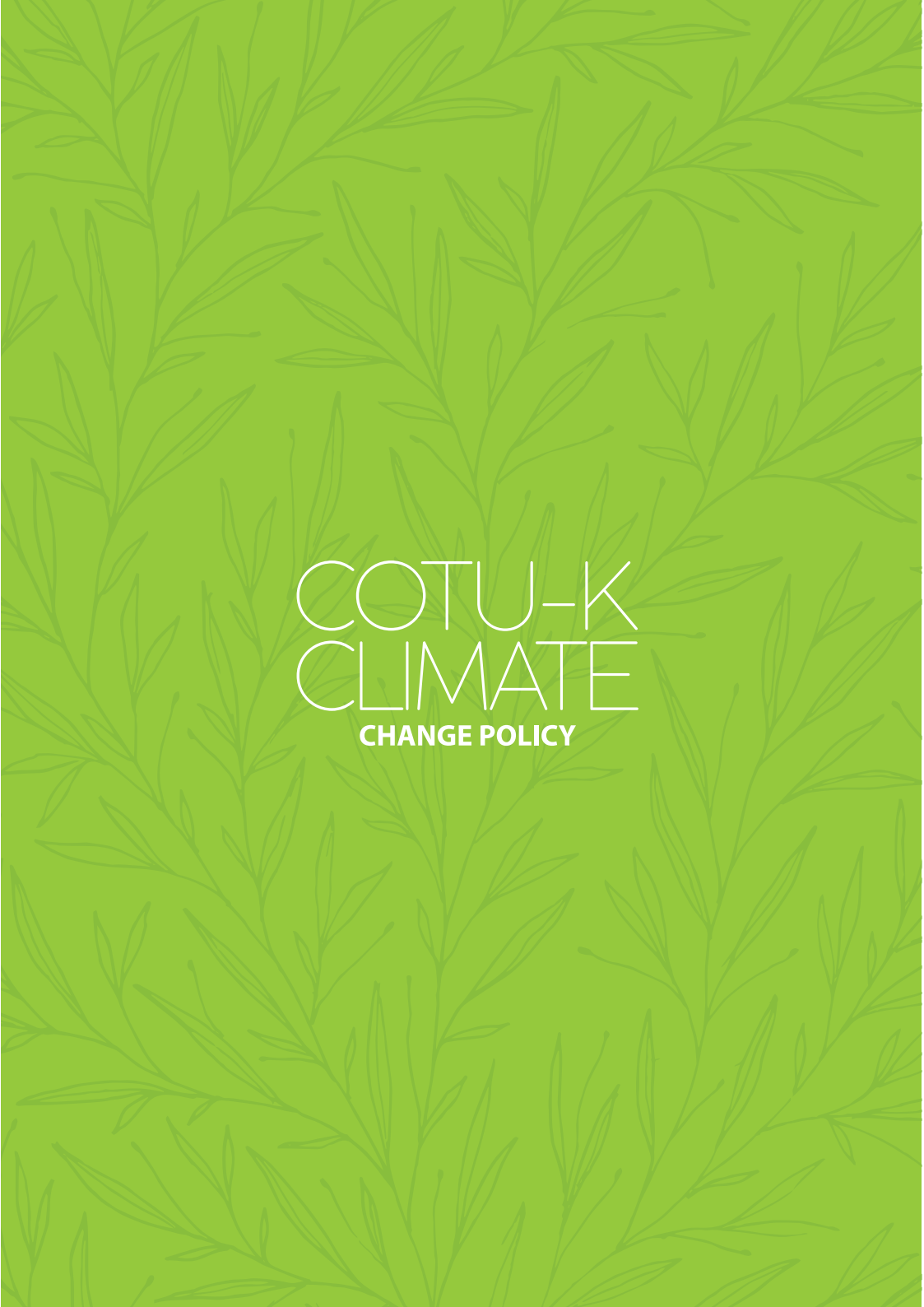
policy. Continuous consultations and awareness creation across all sectors with stakeholders, interest groups and the public will form part of the implementation strategy.

The COTU-K Climate Change Policy will be implemented through annual sectoral action plans which will include detailed activities, performance indicators, timelines, monitoring and reporting procedures, and evaluation procedures and responsible staff. To facilitate climate change mainstreaming and realization of the overall policy objective of a climate-resilient and low-carbon development, the policy will be aligned with the National Adaptation Plan 2015-2030 and the regular MTPs of Vision 2030, which run for five years.

11.0 Monitoring And Evaluation

Procedures for regular monitoring and collecting information on the implementation of the policy will be developed. Regular progress reports will be submitted to the responsible national officials, including assessment of the level of progress and indication of impediments or risks.





COTU-K CLIMATE

CHANGE POLICY