



JUST TRANSITION Blueprint for Workers

Gender Toolkit



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HOW THE TOOLKIT FITS INTO COSATU'S CLIMATE CHANGE PROGRAMME

Every sector and workplace that COSATU organises is being affected by the physical impacts of climate changes, and will need to reduce emissions of greenhouse gases that cause climate change. There will be impacts on workers and workplaces. As government entities and companies adapt to climate change and seek to reduce their emissions that will change processes and work practices. There are deeper climate-related economic shifts happening. Some well-organised sectors are shrinking, while others are growing but without broad unionisation. All of this is impacting production and work practices, wages, social security benefits, employment contracts and overall industrial relations. COSATU's approach is to work for a just transition to a climate-resilient and low-carbon economy.

COSATU's positions on climate change and transition issues

These documents help steer the federation and its affiliates through unfolding climate change impacts and transition developments:

- The COSATU Policy Framework on Climate Change. This was adopted by the Central Executive Committee in August 2011. It has 15 policy principles, which are all still relevant. The Framework ends with actions for COSATU affiliates to undertake.
- The 2012 COSATU booklet 'A just transition to a low-carbon and climate-resilient economy.' This is written to be easily readable and useful for working with members. The Policy Framework is on pages 52–59 of the booklet.
- COSATU's Just Transition Blueprint for Workers was finalised in 2022. It comes with a Just Transition Blueprint for Workers: Summary Document. The Blueprint states "COSATU's vision for what a transformative and deep just transition must achieve – an eco-socialist future." The COSATU Blueprint sets out the kind of economy we want to transition to, with overarching demands affiliates can take up, and delves deeper into the key sectors of the coal-energy value chain, transport and agriculture, with a mission and demands for each.

With this COSATU Blueprint in place at federation level, COSATU extended the Blueprint insights, positions and demands to structures. Working with Education, Organising and Gender structures, and the Cosatu Young Workers, research was commissioned, workshops were held, and a Toolkit produced for each structure.

Gender Toolkit

This Gender Toolkit is a product of those processes and unionists' discussions, and distils an extensive set of readings on gender in the just transition. It provides entry points for pursuing gender justice in the face of climate change impacts and the transitions to a climate-resilient and low-carbon economy. This helps to shape a gender agenda as part of the just transition. It ends with a programme of action created by members of the Gender structure.

COSATU wishes to acknowledge and thank the following organisations and structures for contributing to the toolkits, COSATU National Gender structure, WWF South Africa for the research, as well as the Just Transition Centre for the Funding.

Other Blueprint Toolkits

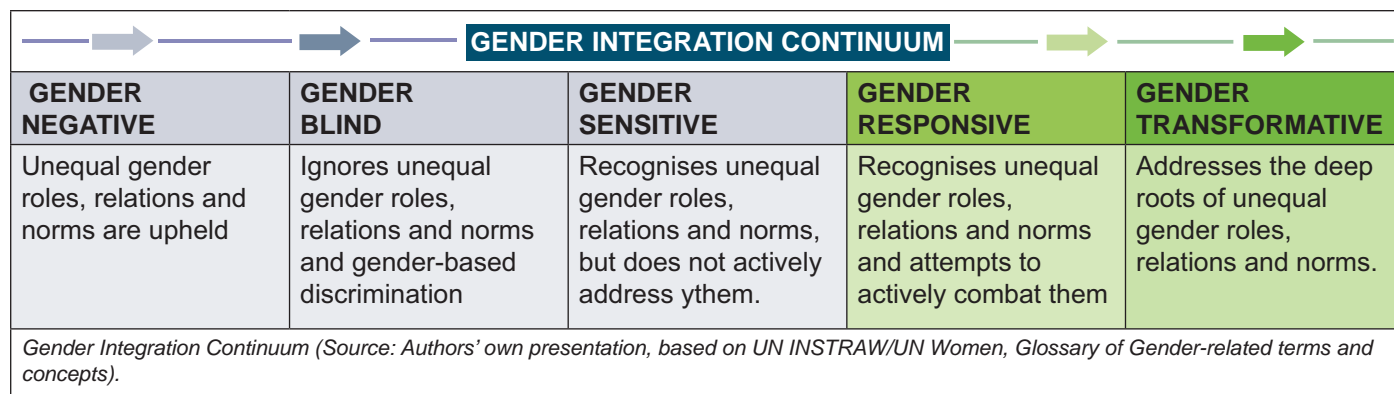
- **Toolkit for Educators:** Includes all the workshop programmes and resources. Educators can use these to design their own education activities and workshops.
- **Toolkit for Organisers:** Covers bargaining and active labour market policies, skills development and social protection for a just transition.
- **Toolkit for the Cosatu Young Workers:** Making existing jobs climate-smart; emerging industries and jobs which are low-carbon and climate-resilient; training and job placement initiatives for young people.

All include a programme of action for that structure developed by unionists in each structure.



A GENDER AGENDA IN A JUST TRANSITION

The transition to a climate-resilient and low-carbon economy will not be just if it does not advance gender justice. Here is a spectrum of integrating gender into initiatives and processes:



Entry points for gender justice in the transition to a low-carbon and climate-resilient economy and society are:

- **Vulnerabilities and resilience in relation to climate changes**
- **Water, food and energy justice for gender justice**
- **Care work**
- **Gender equity in emerging jobs and livelihoods**

We look into each of these areas. In each case we include what COSATU's climate policies and Blueprint have to say about the topic.

Tackling a gender agenda in a just transition

The transition is a long-term process of 10 to 20 years. What is important is what kind of end state we want and how we engage. COSATU's Blueprint is an excellent start, now turn that into a practical programme. For example, how do we set up strong public employment? How do you ensure that in future engagements the voice of women workers is heard? How do you educate people to empower them? People need to understand the implications of different options. What platforms do we want to engage with policy? If you only engage with Eskom we may miss things. We have NEDLAC but what else? What are your mandating structures, and how do you get mandates from communities? Think about what your power is when negotiating. It may be political, social, or strikes. Who pays for social protection and reskilling in this transition? What should the government pay for, what should companies pay for, what could workers pay for?

– Neva Makgetla, previous COSATU policy head, participating in Gender workshop on COSATU Blueprint



Gender Equity and Collective Bargaining



Issues of the transition to a climate-resilient and low-carbon economy should start being taken up in bargaining forums e.g. what are employers planning in relation to climate change impacts and reducing emissions; skills development for new work practices or jobs; measures to safeguard workers in at-risk jobs. Such bargaining should be engendered.

In the COSATU 'Gender Equity and Collective Bargaining' Resource Document, Section 2 'What are the key gender issues that we can take up through collective bargaining?' are the same gender issues unionists can advance in negotiations and bargaining around climate-related transitions. The approaches outlined in sections '3.5.Processes for Collecting Bargaining Demands', '3.6.Representation of Women in Negotiating Teams' and '3.7.Gender Equity Bargaining Strategies' could be used.



VULNERABILITIES AND RESILIENCIES IN RELATION TO CLIMATE CHANGES

“We need not feel helpless. The issues unions have been fighting for and building – full employment, decent jobs and livelihoods, gender equality, clean water for all, food security, affordable access to health care, better education, decent housing in well-planned settlements with good affordable transport, people uniting to help each other, environmental sustainability, an economy which puts people before profits – are the same things that will strengthen us to deal with climate change.”

– COSATU booklet **A just transition to a low-carbon and climate-resilient economy**

Vulnerabilities and resiliencies are intersectional

Due to their differing positions in society and the economy, there may be different vulnerabilities and capacities of women and men in coping with climate changes and the transition, and in bouncing back from climate disasters.

It is important when considering this not to reinforce or perpetuate gender stereotypes. We must think about what exists in terms of the position of men and women, and not stereotypes of women’s and men’s supposed ‘natural’ potential . For example, while is true that most childcare and household work is done by women; it is not true that women are more caring by nature than men.

Some broad statements about women’s and men’s ability to cope with climate changes have proven to be untrue when actual evidence is considered. For example, it is not true that “Men and boys will not be as affected by climate change as much as women and girls are” and “Women are more likely to die during storms and floods because of an inability to swim” (it turns out that swimming skills don’t help you survive during major storms and floods).

“Confusing cause and effect is one way in which gender assumptions can be oversimplified. For example, several studies have shown that women are more likely to be abused in the aftermath of crises, making it a risk-multiplier. But the reason why women are more likely to be abused is due to existing patriarchal structures that are exacerbated in times of crises – abuse is not the result of climate change alone.”

– Gender CC paper ‘**Shifting the narratives: climate justice and gender justice**’

Many factors could determine the resilience of a person or community. Gender, class, 'race', education, age, dislocation, and most significantly their level of poverty and access to resources can play a part, but also their own personality. Vulnerability is very specific to a context.

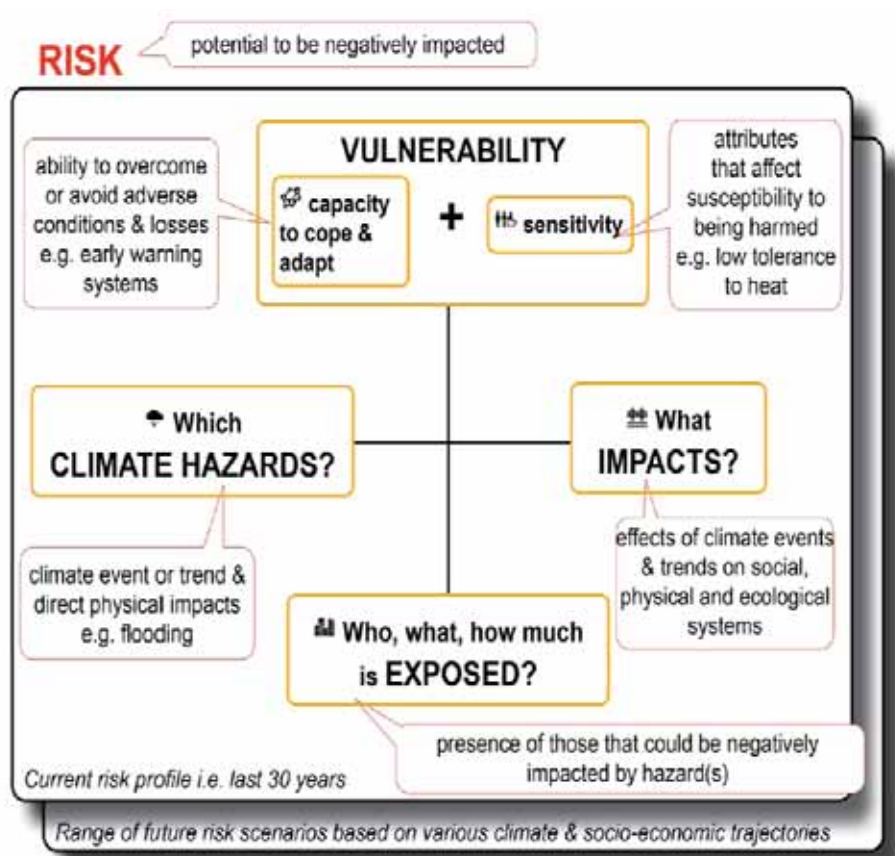
Analysing gendered vulnerabilities

When planning approaches to building resilience, it may be helpful to analyse differences in the position of women and men in specific contexts, locations and situations, so as not to be gender-blind.

“These [climate] impacts will be experienced by different groups differently, depending on race, class, and gender. Black women face the highest rates of unemployment in South Africa compared to any other group ... This can lead to financial dependence on men or social grants. In relation to climate change vulnerability, low levels of employment, location away from major sources of employment, as well as high susceptibility to unpaid care work are major contributors to vulnerability faced by women. Therefore, black women face disproportionately increased risk due to climate change.”

– COSATU Blueprint

This diagram is from the Department of Forestry, Fisheries and Environment’s ‘National Climate Risk and Vulnerability Assessment Framework.’ It provides a way to do an analysis of vulnerability to climate change impacts.



1. What **climate hazards** are predicted to come to this area or sector?
2. What **impacts** will those climate hazards cause on infrastructure, people and natural systems?
3. **Who** is in this area or sector that will be affected negatively?

Within the working class groups, what is the different position of women and men?

Also think about people with disabilities.

4. Of those groups identified, who has what **capacities** to cope and adapt to the climate impacts? Who has what attributes that make them more **sensitive** to the climate hazards? Their capacities combined with their sensitivity tells you their **vulnerability**.

Austerity undermines resilience

COSATU's Blueprint argues that government's macro-economic framework of austerity does not provide the support for social and economic infrastructure that will be required to prepare for and respond to climate change impacts. The Blueprint advocates that a Universal Basic Income Grant is one way to supplement people's incomes and provide services which would support them through crises and tough transitions – particularly women.



WATER, FOOD AND ENERGY JUSTICE FOR GENDER JUSTICE

Water, food and energy justice is a more useful way to think about gender justice in relation to climate change impacts and the transition.

It is mostly women who do the reproductive labour in society – child care, household shopping, cooking, cleaning, washing, elder care, and nursing sick people. Women’s care work burden will thus be affected by climate change impacts on **water**, **food** and **health** in the household. The gendered impacts of **energy** deprivation are widely recognised.

“Climate change is part of a larger economic and ecological crisis which represents a serious challenge for the working class in general and the trade union movement in particular. It is a challenge that has a gender dimension in that working class women, as the administrators and labourers of households, are bearing the brunt of the impacts of climate change.”

– COSATU Policy Framework on Climate Change

Transitions in the energy sector must take into account the different **energy needs** and **use** of women and men due to their different ascribed roles in society. In South Africa, women manage household electricity and fetch wood or coal, or buy paraffin or gas. But they are not always the main decision-makers with regard to energy in the home, due to power relations within households. There are five points that need to be considered when integrating gender into energy policy: ■ **availability** ■ **affordability** ■ **accessibility** ■ **sustainability** ■ **security**.

National Planning Commission vision for water, land (food) and energy



NPC: Pathways for a Just Transition – Draft 1.1

Social Partner Dialogue for a Just Transition
May 2018 to June 2019

Draft Proposal – Version Two
2050 Vision and Pathways for a Just Transition to a low carbon, climate resilient economy and society

Revised proposal following the outcomes of the Concluding Conference held on 29 May 2019

The National Planning Commission ran a process over two years involving social partners, experts and communities in all the provinces through various forums and structures. The last conference in 2019 was attended by over 250 social partners. It produced the ‘2050 Vision and Pathways for a Just Transition to a low carbon, climate resilient economy and society’. Given the focus on water, land and energy, this is a good common platform for tackling gender justice in the transition.

The overarching Vision agreed through consensus is “Through putting people, especially those living in poverty and the vulnerable at the forefront, South Africa will have achieved a [zero-carbon/net-zero carbon] economy by 2050. We have built the resilience of our economy and our people

through affordable, decentralised, diversely-owned renewable energy systems; conservation of our natural resources; equitable access of our water resources and sustainable, equitable and inclusive land-use for all, especially for the most vulnerable. The high value we place on healthy ecosystems, land, water and air, underpins our future, and ensures a better life for all who live in South Africa.” The text in [brackets] indicates there was not consensus on the exact wording there.

Participants in the processes also agreed on desired end states for water, land use (includes the issue of food) and energy. Among many other things, these say ■ “Everyone can afford and access enough clean water,” ■ “Agro-ecological methods of farming has led to food sovereignty, revitalisation of ecosystems and reduced land-use based emissions.” · Energy poverty is eradicated. This is achieved through enough, affordable renewable energy for all.”



CARE WORK

The COSATU Blueprint looks at how the **Minerals-Energy Complex (MEC)** has shaped the structure of South Africa's economy and the exploitation of labour, reproductive labour and nature. The MEC still dominates South Africa's economy. Men's waged labour and women's unpaid reproductive labour are two sides of the same coin of exploitation in South Africa. The capitalist class 'externalised' the cost of the reproduction of labour onto black working class women. The low wages were only possible due to the unpaid care work carried out in the home (most commonly by women). Also, air, soil and water pollution created by the MEC have fallen on workers and their families, affecting their health, livestock and food growing.

The COSATU Blueprint says its eco-socialist vision acknowledges unpaid care work and the social reproduction of the labour force by women, challenging the undervaluing of this largely unpaid and unrecognised work.

In terms of job creation and decent jobs, the Blueprint says that **jobs in the care economy** are vital for an eco-socialist future. The Blueprint says government should support the increased provision of social services (i.e. care work) that prioritises the wellbeing of all people and the environment. This type of investment would reduce the burden of care work which is largely carried by black women in South Africa.

"Care work ... includes any work that involves looking after the 'physical, psychological, emotional and developmental needs of one or more other people', and can even include care for the environment through jobs such as environmental rehabilitation and restoration. Care work has traditionally been under-valued and under- or unpaid, despite being a fundamental part of the economy. Women have largely carried the burden of unpaid care work, vital to the reproduction of labour, such as cooking, cleaning, childcare and care for the elderly or the sick. [C]are work must form an essential part of any society and economy that values wellbeing, solidarity, and people's development."

– COSATU Blueprint

It is clear **unpaid household work and care work** is one of the aspects that must be addressed in the transition. As much as women need to get into paid work, men need to get into care work. That will change the world.

A group of organisations, including the global union federation Public Services International, is campaigning to rebuild the social organisation of care work through 5Rs: ■ **Recognise** the social and economic value of care work (paid or not) ■ **Reward** and remunerate care work ■ **Reduce** the burden of unpaid care work on women ■ **Redistribute** care work within households ■ **Reclaim** the public nature of care services.

GENDER EQUITY IN EMERGING JOBS AND LIVELIHOODS

Principle 8 'A just transition to a low-carbon and climate resilient economy is required' says "New environmentally-friendly jobs provide an opportunity to redress many of the gender imbalances in employment and skills." A related demand is for "Investment in environmentally friendly activities that create decent jobs paid at living wages, that meet standards of health and safety, that promote gender equity, and that are secure."

– COSATU Policy Framework
on Climate Change

The transition to a low-carbon and climate-resilient economy is and will create significant changes in the world of work. This includes the creation of new jobs and new industries, minor to major changes in existing jobs and the phase-out of some jobs. These changes offer **opportunities** to create greater gender parity in skills and employment, but only if we stand up for that.

The representation of women in paid employment and leadership roles, as well as women's access to resources, will not automatically be fixed by simply shifting to a 'green' economy. For instance, women are also under-represented in emerging green industries.

The agenda for gender inclusivity in new emerging opportunities must include ensuring that those opportunities are not exploitative, and that localisation and diversified forms of ownership are fostered.

Collective bargaining is a central platform and strategy for unions to tackle gender equity in the just transition.

"Specific policies and investments are needed to get gender equitable outcomes. These include policies to ensure that just transition measures for new jobs and social protection cover women workers in the energy value chain, including clerical and service workers, and in energy regions more broadly. They also include measures to break down sectoral and occupational segregation, so that women can get the skills, training and opportunities they need to get good new jobs in low emitting sectors. Sectors with majority female employment such as care continue to have worse wages, more precarity, and worse conditions than sectors dominated by men."

– paper 'The Implications of
Green Employment'

The barriers to women’s **economic empowerment** must be tackled. The United Nations says four areas need work (in the middle of the circle) and identifies seven drivers of women’s economic empowerment (around the circle).



Often neglected, the **informal economy** is a key dimension of a just transition in South Africa – and especially with regard to gender equality, because of the concentration of women in informal economic activity.

One of the COSATU Blueprint’s top 5 overall demands for a just transition is labour creating and sustainable industrial policy. It sets out three ways that the demand for job creation can be addressed.

- Government support for sectors that create decent jobs through industrial policy.
- Massive investment in public sector jobs which support a just transition as set out in the One Million Climate Jobs Campaign.
- Third, increase social services.

What are the emerging jobs and livelihoods opportunities?

Efforts to build an economy which is climate-resilient and low-carbon, and more sustainable in general, is reshaping jobs and can generate many jobs, livelihoods and small businesses. The One Million Climate Jobs booklet describes where some of these jobs could come from.¹ In addition, if we follow the COSATU Blueprint call to increase social services that will expand jobs in care work. Social services include education, health services, social work, aged care, childcare, public housing, public transport, policing and emergency services.²

Here are some growing opportunities in South Africa:

- **Mining:** South Africa has resources of several of the minerals that are needed to produce the low-carbon technologies.³
- **Mpumalanga economic diversification:** The Presidential Climate Commission did research and engaged with stakeholders on private sector opportunities to create jobs in Mpumalanga. Seven sectors with the highest job-creation potential have been identified. There is commitment to grow the existing wood, citrus and tourism value chains. New opportunities include hemp, sustainable aviation fuel value chains, business processing, and solar panels on agricultural land where farming continues under the panels.⁴

1 <https://aidc.org.za/download/OMCI-booklet-AIDC-electronic-version.pdf>

2 Public Services International: *The Social Organisation of Care: A Global Snapshot of the Main Challenges and Potential Alternatives for a Feminist Trade Union Agenda* by https://pop-umbrella.s3.amazonaws.com/uploads/18ad4bcb-c002-4f85-b93c-4dbe751bae11_EN_SOOC_2021_Page.pdf

3 https://wwfafrika.awsassets.panda.org/downloads/wwf_2018_low_carbon_sunrise_for_mining_industry.pdf?25521/A-low-carbon-sunrise-for-the-mining-industry

4 https://www.enelgreenpower.com/content/dam/enel-egp/immagini/articoli/storie/vantaggiAgricoltori_2400x1160.jpg



- **Renewable energy (RE):** As at January 2024, about 85% or 42 000 MW of the country’s electricity is generated from coal-fired power stations. Because of load-shedding, businesses and middle-class households are building or installing solar power systems. As at June 2023, private sector RE projects totalling 14 518 MW were in process of applying to Eskom for grid connection.⁵ This is stimulating jobs in the manufacture of components and in installation. There is also maintenance and repair work. However, it is concerning as it is a form of privatisation of our energy supply.

A study to assess opportunities and challenges women face in working for private RE companies in sub-Saharan Africa surveyed 64 RE companies about their workforce and policies. The companies were involved in energy or equipment supply, installation and grid connection, and project design, with only 11% involved in manufacturing. The study found that about one third of RE workers were women, but they were concentrated in support functions like administration and communications.⁶

- **Public transport:** The International Transport Workers’ Federation has a campaign ‘The Future is Public Transport.’ Private petrol or diesel cars create greenhouse gas emissions. We need expanded public transport that is affordable, convenient, reliable and safe, serving the majority and attracting people out of private cars for some of their trips. This will create jobs in construction of bus stops, bus manufacture, bus driving and public transport operations. An ILO brief ‘Promoting employment by preventing violence against women transport workers’ finds that gender-based violence and harassment is a barrier for women in transport jobs or even to get into the sector.⁷
- **Electric vehicles:** Tshwane, eThekweni and Cape Town are converting to electric buses, and MAN Truck and Bus is to start assembly of electric buses at its Durban plant. There are initiatives to convert minibus taxis to electric vehicles. The Department of Trade and Industry has an Electric Vehicles White Paper which set a course to transition the auto industry to produce electric vehicles alongside petrol or diesel vehicles by 2035.⁸

5 <https://pccommissionflo.imgix.net/uploads/images/Reflections-on-JET-IP-and-Electricity.pdf>

6 *Women’s participation in the renewable energy workforce in Sub-Saharan Africa* https://energia.org/assets/2022/07/FINALREPORT2-E2EReport_UPDATEDONLINE.pdf

7 https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/briefingnote/wcms_234882.pdf

8 <https://www.thedtic.gov.za/wp-content/uploads/EV-White-Paper.pdf>

- **Batteries:** Renewable energy and electric vehicles need batteries for energy storage. This is a manufacturing opportunity.
- **Sustainable aviation fuel:** Airplanes cannot be powered by solar or wind energy, they need fuel. Sustainable aviation fuel is made from waste biomass – leftover sugar cane, wood and shrubs from clearing alien plants, garden waste. This creates jobs in clearing the biomass, in the fuel processing plants, and in transport.⁹ The Department of Transport is developing a roadmap for creating this industry.
- **Construction:** There are jobs in building new ‘green’ buildings, climate-smart infrastructure and wind turbine plants. Existing buildings are also being retrofitted with insulation and energy-saving technologies.
- **Circular economies:** Materials from old or discarded products are reused in manufacturing new products.¹⁰ This saves on the social and environmental impact of extracting and processing raw materials for the original product, and on waste. Informal waste pickers collect plastic, cardboard, paper, e-waste and metal from residential and commercial spaces, landfills and illegal dumps. Waste pickers’ input should be considered as early as the product design stage because they know which products can be recycled or reused in practice, and what local facilities do so. Waste pickers must be integrated into city solid waste management systems.¹¹ Waste pickers are organising for recognition, payment for their services and social inclusion. WIEGO, South African Waste Pickers Association and the African Reclaimers Organisation are among those organising.
- **Nature-based solutions:** These approaches use nature to solve human issues, for example wetlands help to manage floods and clean water, or conservation of natural grasslands supports small-scale livestock farmers and traditional healers. There are jobs in sustaining the natural systems.

The SustainLabour publication ‘Green Jobs and Women Workers: Employment, Equity, Equality’ looks into what is needed to ensure women gain access to decent ‘green’ jobs and has many case studies.¹² Since 2015, projects from around the world have been awarded as Gender Just Climate Solutions.¹³ These are

9 https://wwfafrica.awsassets.panda.org/downloads/fuel_for_the_future.pdf?39122/fuel-for-the-future; https://wwfafrica.awsassets.panda.org/downloads/wwf_coal_truck_infographic.pdf

10 https://wwfafrica.awsassets.panda.org/downloads/wwf_2018_low_carbon_manufacturing.pdf?25523/Low-carbon-manufacturing

11 https://www.wwf.org.za/our_research/publications/?41642/informal-reclaimers-in-the-context-of-a-circular-economy

12 https://www.greenpolicyplatform.org/sites/default/files/downloads/resource/Green_jobs_and_women_workers_employment_equity_equality_Sustainlabour.pdf

13 <https://womengenderclimate.org/gender-just-climate-solutions-directory/>

Provincial level

- **Creating awareness on climate change**
 - Educate the community and workforce about climate change and the need for a just transition.
 - Establish workplace forums to discuss climate-related issues and identify climate change ambassadors to spread awareness.
- **Addressing environmental disasters**
 - Recognise the impact of environmental disasters, such as floods and hurricanes, on the economy and food security.
 - Take responsibility for managing and mitigating the gendered impacts of these disasters.
- **Promoting health and safety**
 - Advocate for and promote issues related to health and safety, especially in the context of environmental changes.
 - Ensure that the just transition considers the wellbeing of individuals, including gender-specific health concerns.
- **Identifying and addressing polluting companies**
 - Identify companies that contribute to carbon emissions and dispose of chemicals into rivers and streams.
 - Advocate for environmentally responsible practices and hold polluting companies accountable for their actions.
- **Promoting sustainable transportation**
 - Advocate for efficient, reliable and safe public transportation to reduce the reliance on individual cars. This helps decrease carbon emissions and contributes to a more sustainable and just transportation system.
- **Advocating for renewable energy**
 - Collaborate with energy-producing companies, such as Eskom, to promote the generation of renewable energy.
 - Support the transition to cleaner energy sources to reduce the environmental impact.
- **Influencing policies through collective bargaining**
 - Use collective bargaining power to influence policies that support a just transition.
 - Advocate for policies that prioritise gender equality, social justice and environmental sustainability.
- **Implementing programmes and campaigns**
 - Initiate and participate in programmes and campaigns that raise awareness and drive positive change.
 - Mobilise communities and workplaces to actively engage in the transition process.
- **Collaboration, partnerships and solidarity**
 - Foster collaboration among different stakeholders, including government bodies, NGOs and communities.
 - Build partnerships to address the challenges of a just transition collectively.
 - Strengthen solidarity among different groups for a unified approach.

WHAT OTHERS SAY ABOUT GENDER AND CLIMATE JUSTICE

Just Transition Open Agenda	Climate Justice Charter	Just Transition Framework
 <p>Just Transition Open Agenda, developed in 2020 by organisations Earthlife Africa, groundWork and the Centre for Environmental Rights, using ideas from a 2019 ‘National Coal Exchange’ in Mpumalanga.</p>	 <p>Climate Justice Charter from 2020. The process was led by South African Food Sovereignty Campaign and Cooperative and Policy Alternative Centre.</p>	 <p>Just Transition Framework developed with consultations by the Presidential Climate Commission, and adopted by Cabinet in 2022.</p>
<p>We demand: a society rooted in gender justice. This means taking into consideration the legacy of gender discrimination and its effects in society, as well as the realities of the care burdens of women in society and the ongoing, pervasive nature of gender-awomen leaders at the forefront of decision-making [and] implementation.</p> <p>We demand: local service delivery, and an undertaking to use open democracy and self-provision to achieve it. Local government ... has a crucial role to play in building and supporting the resilience of infrastructure as well as people it serves. It is the first line of defence in terms of disaster management.</p>	<p>Social justice: Climate justice is social justice. Confronting all forms of discrimination and oppression as it relates to race, class, gender, sex and age, to secure climate and social justice.</p>	<p>A just transition:</p> <ul style="list-style-type: none"> ■ aims to achieve a quality life for all South Africans ... ■ contributes to ... social inclusion and the eradication of poverty. <p>Principle of distributive justice: The risks and opportunities resulting from the transition must be distributed fairly, cognisant of gender, race and class inequalities. It is essential that impacted workers and communities do not carry the overall burden of the transition, and the costs of adjustment are borne by those historically responsible for the problem.</p>

“Reclaiming socialism involves stress on a new kind of socialism that is ethical, democratic and ecological. It means building a strong, unified labour movement as an important driver of a just transition. Reclaiming feminism means women acting in solidarity to challenge corporate and patriarchal power as part of a larger struggle to end all forms of oppression. It involves supporting the black, working-class women who are confronting the climate crisis and challenging extractivism. Reclaiming environmentalism means a new relationship with nature based on the notion of an ecological community. This means changing the instrumental approach to nature as simply a store of resources for economic activity, or a sink for our waste products. But most important is supporting the diverse cooperative social forms involving relations of mutual sharing, support, reciprocity and cooperation. These are the building blocks for a just transition.”

– Jacky Cock article ‘The climate crisis and a just transition in South Africa:
An eco-feminist-socialist perspective’



COSATU GENDER PROGRAMME OF ACTION FOR A JUST TRANSITION

In a COSATU Blueprint Gender workshop, unionists developed ideas for actions for Gender officers to take up at federation, provincial, union and sectoral, and local or workplace levels:

Federation level

■ Education and awareness

- Emphasise the importance of attending awareness workshops and obtaining training.
- Integrate climate change awareness and education into every campaign.

■ Communication and inclusivity

- Expand communication efforts to involve everyone in the federation.
- Work towards bringing all members on board to foster inclusivity and collaboration.

■ Workshop reporting and evaluation

- Emphasise the importance of workshop evaluations to gather insights, share information and improve focus.
- Develop workshop reports to share information with others, fostering transparency and collaboration.

■ Incentives and goal setting

- Create incentives to motivate and recognise achievements within the federation.
- Clearly define goals and expectations to guide the implementation process.

■ Resource allocation and implementation

- Fulfil the three identified pillars by providing resources for implementation.
- Implement outcomes-based training and capacity building, on identified needs.

■ Policy development and implementation

- Collaboratively develop policies based on the insights gathered from training, workshops and capacity-building efforts.
- Implement policies that come from COSATU's collective analysis and goals.

■ Global developmental justice

- Recognise and address global inequalities and disparities in the transition process.
- Advocate for global developmental justice as an integral part of the just transition.

■ Re-evaluate priorities

- Challenge the prioritisation of GDP as the sole measure of success of our economy.
- Advocate for redefining the relationship between humans and the environment to ensure sustainable and equitable development.

■ Rights of workers

- Ensure that the rights and entitlements of all workers, including informal workers, are considered in the just transition process.
- Address inequalities and promote a fair and inclusive approach to development.

■ Monitoring and evaluation

- Establish a monitoring system to track progress against just transition principles.
- Conduct regular evaluations to assess achievements, failures and overall progress.
- Provide reports on the outcomes of campaigns, initiatives and long-term goals.

Provincial level

■ **Creating awareness on climate change**

- Educate the community and workforce about climate change and the need for a just transition.
- Establish workplace forums to discuss climate-related issues and identify climate change ambassadors to spread awareness.

■ **Addressing environmental disasters**

- Recognise the impact of environmental disasters, such as floods and hurricanes, on the economy and food security.
- Take responsibility for managing and mitigating the gendered impacts of these disasters.

■ **Promoting health and safety**

- Advocate for and promote issues related to health and safety, especially in the context of environmental changes.
- Ensure that the just transition considers the wellbeing of individuals, including gender-specific health concerns.

■ **Identifying and addressing polluting companies**

- Identify companies that contribute to carbon emissions and dispose of chemicals into rivers and streams.
- Advocate for environmentally responsible practices and hold polluting companies accountable for their actions.

■ **Promoting sustainable transportation**

- Advocate for efficient, reliable and safe public transportation to reduce the reliance on individual cars. This helps decrease carbon emissions and contributes to a more sustainable and just transportation system.

■ **Advocating for renewable energy**

- Collaborate with energy-producing companies, such as Eskom, to promote the generation of renewable energy.
- Support the transition to cleaner energy sources to reduce the environmental impact.

■ **Influencing policies through collective bargaining**

- Use collective bargaining power to influence policies that support a just transition.
- Advocate for policies that prioritise gender equality, social justice and environmental sustainability.

■ **Implementing programmes and campaigns**

- Initiate and participate in programmes and campaigns that raise awareness and drive positive change.
- Mobilise communities and workplaces to actively engage in the transition process.

■ **Collaboration, partnerships and solidarity**

- Foster collaboration among different stakeholders, including government bodies, NGOs and communities.
- Build partnerships to address the challenges of a just transition collectively.
- Strengthen solidarity among different groups for a unified approach.

Union and sector level

■ Leadership training

- Provide training to leaders of unions at the federation level on just transition principles.
- Equip leaders with the knowledge and skills needed to effectively advocate for and implement just transition policies.

■ Education and organisation

- Strengthen the education department within the union to initiate awareness programmes and workshops.
- Focus on educating union members about the principles and importance of a just transition.

■ Identifying opportunities and strengths

- Identify opportunities and strengths within unions and sectors that can be leveraged for a just transition.
- Understand the specific needs and challenges faced by different sectors to tailor interventions accordingly.

■ Case study on mines

- Conduct a case study on mines to understand the dynamics of the mining sector.
- Explore the strengths and weaknesses of the sector's social labour plans, as well as the threats posed by informal mining activities in derelict and abandoned mines.

■ Green jobs and the One Million Jobs Campaign

- Recognise the potential for green jobs in renewable energy (RE) and electronic manufacturing.
- Acknowledge the uncertainty surrounding the opportunities in green jobs and assess how the union can play a role in this transition.
- Connect with the One Million Job Campaign, assessing its progress and evaluating its alignment with just transition principles.

■ Inclusive language and community education

- Understand the principles of just transition and use inclusive language to communicate these concepts.
- Teach community members about just transition, ensuring that the education is accessible and relevant to diverse groups within the community.

Workplace and Local level

■ Awareness workshops and training

- Conduct awareness workshops at the workplace to educate colleagues about the principles and importance of a just transition.
- Provide training to all shop stewards, who can then further train members, extending the knowledge to the community.

■ Community engagement through members

- Encourage members to take the knowledge gained from workshops and training to their communities, fostering a broader understanding of just transition principles.

■ Gardening programmes

- Revive gardening programmes in clinics and homes, promoting sustainable and eco-friendly practices.
- Decorate spaces with gardens to create awareness and emphasise the connection between the environment and a just transition.
- Engage with churches to implement gardening programmes and educate congregations on environmental sustainability.

■ Advocacy in schools

- Utilise education unions, such as SADTU, to lead initiatives in schools.
- Advocate for the inclusion of agriculture as a subject in primary and high schools to prepare students for tertiary-level education related to environmental and sustainable practices.

■ Policy review at the workplace

- Conduct a review of the existing policies related to a just transition at the workplace in 2024.
- Identify areas for improvement and alignment with the principles of a just transition.

■ Establishment of Just Transition Committees

- Establish Just Transition Committees within COSATU to take a proactive role in advocating for and implementing just transition measures.
- Ensure that these committees are at the forefront of driving change within the organisation.

Resources

Workshop resources

Scoping meeting	Workshop programme and facilitation slides	Resources
13 July Presentation Slides	30–31 October Programme Slides	<ul style="list-style-type: none"> Comic book Everyday Stories of Climate Change GenderCC booklets on Katlehong and Orange Farm projects Climate projects from around the world awarded 'Gender Just'

Videos and audio

useful for introducing men to gender issues	Under the Microscope Season 3 is a set of 5 videos by comedian Riaad Moosa. Topics: <ul style="list-style-type: none"> Men's mental health and fatherhood Men's mental health and masculinity Marriage in South Africa Sexual harassment in South Africa Men's health and misogyny https://www.youtube.com/playlist?list=PLrmn8PiLCR6IGEINOK-I6J3dLyukV2ozQ (time: each about 10 mins)
how the transition can advance the position of women in work	Lebogang Mulaisi, then COSATU's Head of Policy: https://www.youtube.com/watch?v=oqTsaF4plyI (1 min 52 sec)
connecting gender and women's experiences with climate justice	GenderCC is a global network that works for gender aspects to be integrated into climate policy. Videos of GenderCC representatives attending COP14: <ul style="list-style-type: none"> South Africa: https://www.youtube.com/watch?v=16FmaupNFKg (time: 3 min 52 sec) Kenya: https://www.youtube.com/watch?v=KpWuiMdms68 (time: 3 min 32 sec) Cameroon: https://www.youtube.com/watch?v=3XJ3WOUsKnc (time: 4 min 13 sec) Columbia: https://www.youtube.com/watch?v=QmtSOBJGE3s (time: 4 min 24 sec) India: https://www.youtube.com/watch?v=6EZR4tx5puQ (time: 3 min 27 sec)
projects awarded as 'Gender Just Climate Solutions'	<ul style="list-style-type: none"> Cameroon (in English): forest governance and alternative livelihoods https://www.youtube.com/watch?v=-bD2fpbvsgQ (time: 2 min 19 sec) Morocco (in French, with English subtitles): forest protection and co-operatives https://www.youtube.com/watch?v=rZJdo-RM2Z8 (time: 1 min 37 sec) India (in English): agriculture irrigation https://www.youtube.com/watch?v=zzNYW5uVx0g (time: 1 min 25 sec) Guatemala (in Spanish, with English subtitles): reproductive health https://www.youtube.com/watch?v=9bkYwZZzoc0 (time: 1 min 40 sec)

gender aspects of just transition	A podcast with Adrienne Cruz of the International Labour Organisation, May Thazin Aung of the Stockholm Environment Institute, and Sarah Ladislaw of the Center for Strategic and International Studies. They contrast ‘Women in Development’ approaches to ‘Gender and Development’ approaches. They discuss gender dimensions of just transitions and offer recommendations: ■ division of paid and unpaid labour ■ access to and control of productive resources ■ involvement in decision-making ■ practical needs and activities ■ opportunities and challenges. They talk about specific examples. (time: 41 mins)
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[quotations from participants in the workshop, which can be scattered throughout the Toolkit wherever there is space]

Electricity Transition

All power stations have closure dates when they will reach their end of life. That allows for planning ahead. But Komati was closed without any just transition happening, no reskilling and upskilling. That cannot be the way to do it.

– participant in Gender workshop on COSATU Blueprint

Why can’t Eskom produce renewable energy (RE)? Eskom’s failure to develop RE is a blunder. RE is less expensive and better for the environment. If Eskom is unable to perform RE, it will be weakened.

– participant in Gender workshop on COSATU Blueprint

Engaging With Just Transition

How do we act proactively and not react all the time to transition developments and discussions of a just transition?

– participant in Gender workshop on COSATU Blueprint

We have gained some knowledge and understanding of the just transition, and developed a way forward. This needs to be deepened and taken further.

– participant in Gender workshop on COSATU Blueprint

It is up to us to make the transition just.

– participant in Gender workshop on COSATU Blueprint

How do we ensure a real just transition that solves our problems and manages risks?

– participant in Gender workshop on COSATU Blueprint

We need technical support to find solutions. There is a labour Just Transition Centre being set up by all four labour federations.

– participant in Gender workshop on COSATU Blueprint

Let us harness the creativity of gender structures and the ideas we have come up with.

– participant in Gender workshop on COSATU Blueprint

We must include rural women.

– participant in Gender workshop on COSATU Blueprint

I want to see implementation of gender justice aspects.

– participant in Gender workshop on COSATU Blueprint

Make sure there are fair measures and social protection for women in the transition.

– participant in Gender workshop on COSATU Blueprint

New Climate-Smart Economy

Include women in collective bargaining.

– participant in Gender workshop on COSATU Blueprint

Women earn less than their male counterparts. Ensure equal pay for equal work in new sectors and jobs that are emerging.

– participant in Gender workshop on COSATU Blueprint

When there is industrialisation, why do men get jobs which were traditionally done by women such as plastering and tiling? In this way women lose out on earning opportunities.

– participant in Gender workshop on COSATU Blueprint

COSATU structures and affiliates need to acknowledge women are able and skilled.

– participant in Gender workshop on COSATU Blueprint

Unions need to make sure they form part of recruitment panels as observers to ensure fairness to get more women into positions. Capacitate shop stewards to participate in the recruitment process.

– participant in Gender workshop on COSATU Blueprint

Women need access to opportunities to develop businesses in this transition.

– participant in Gender workshop on COSATU Blueprint

There are opportunities in this transition, yet we are not aware of them.

– participant in Gender workshop on COSATU Blueprint

Skills Development

We need to focus on education and developing skills for members and community.

– participant in Gender workshop on COSATU Blueprint

Reskilling and upskilling of women workers needs to be a focus. We need campaigns and policy development to address access for women to skills development.

– participant in Gender workshop on COSATU Blueprint

Raising Awareness

I am happy to go out there and educate affiliates and the community!

– participant in Gender workshop on COSATU Blueprint

Raise awareness of climate change and the transitions in schools and churches.

– participant in Gender workshop on COSATU Blueprint



