



Environment and Climate Change Policy



General Agriculture and
Plantation Workers' Union
of Zimbabwe

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in Zimbabwe (GAPWUZ) 2021

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Acronyms

AU	African Union
CAHOSCC	Committee of African Heads of State on Climate Change
COP	Conference of the Parties
EIAs	Environmental Impact Assessments
EMA	Environmental Management Act
EMPs	Environmental Management Plans
GAPWUZ	General Agriculture and Plantations Workers Union of Zimbabwe
GHGs	Greenhouse Gases
ILO	International Labour Organization
LEDRIZ	Labour and Economic Development Research Institute of Zimbabwe
MoEWC	Ministry of Environment, Water and Climate
MECTHI	Ministry of Environment, Climate, Tourism and Hospitality Industry
NDC	Nationally Determined Contribution
NEC	National Executive Committee
OSHE	Occupational Safety, Health and Environment
SADC	Southern African Development Committee
SDG	Sustainable Development Goal
UNCCD	United Nations Convention to Combat Desertification
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change
ZCTU	Zimbabwe Congress of Trade Unions

Foreword

Climate change is one of the major threats to sustainable economic development. Sadly, climate change impacts more in developing countries who have limited capacity to deal with the challenges as compared to developed countries. Governments all over the world are therefore making frantic efforts to deal with the negative effects of climate change. In the same manner, trade unions all over the world are undertaking serious efforts to deal with climate change because it affects jobs and economic sectors critical for economic growth and development. Research has shown that climate change threatens the agriculture sector through loss in agricultural production leading to job losses in Zimbabwe. Given this realisation that the agriculture sector is a “climate sensitive” sector, the General Agriculture and Plantations Workers Union of Zimbabwe (GAPWUZ) resolved to take action on climate change through the development of an Environment and Climate Change Policy. Thus, addressing the threat of climate change on the agriculture sector will entail a transition to new patterns of agriculture production and new ways of working that, reduce carbon emissions. Through its education role, GAPWUZ has a key role to play in promoting climate friendly action for sustainable development.

Through this policy, GAPWUZ commits itself to making climate change a trade union issue as well as taking climate change more seriously. The policy advances agriculture sector worker's interests on climate change and the environment, and proposes various means of promoting gender equality and equity in addressing agriculture-sector related climate change effects.

GAPWUZ would like to thank the team that worked tirelessly in coming up with this policy. We therefore pledge the success of this policy to agriculture sector workers.

Signed..... Date.....

GAPWUZ President

Beneficiaries

The primary beneficiaries are the GAPWUZ membership and GAPWUZ structures. The secondary beneficiaries are Employers, Government, farm communities and others.

Executive Summary

The policy covers the role that GAPWUZ and its membership can play addressing the effects of climate change. It also covers the actions that GAPWUZ and its membership can implement in reducing the causes of climate change (climate change mitigation) and adaptation to climate change effects. These actions promote effective participation of agriculture sector workers in climate change issues at sectoral and national level in order to ensure environmental sustainability, justice to agriculture sector workers and their families, protection of the rights and interests of agriculture workers, inclusion of climate friendly clauses in agriculture sector collective bargaining agreements. The policy takes a cue from the ZCTU Climate Change Policy and the government policy initiatives such as the National Response Strategy on Climate Change (2015), the National Renewable Energy Policy (2019), the National Biofuels Policy (2019); and the Nationally Determined Contributions Implementation Plan (2019-22). It is also guided by the policy is also developed in the context of the need for just transition in dealing with climate change. Just transition is the process of maximising benefits of green economy and decent jobs, whilst at the same time minimising hardships for workers and communities. Just transition secures the future and livelihoods of workers and communities in the transition towards a green economy.

Executive Summary

Acknowledgements

Acknowledgements

The GAPWUZ National Executive wishes to express its profound gratitude on the commitment and work done in the development of this important and historic Environment and Climate Change Policy. This policy is instrumental for GAPWUZ and its members, to deal with the effects of climate change and the environmental challenges that agricultural workers and their families face at their workplaces.

Special thanks goes to Ms. Naome Chakanya and Mr. Nyasha Muchichwa of the Labour and Economic Development Research Institute of Zimbabwe (LEDRI) who facilitated the processes towards development of this policy, as well as the various GAPWUZ members that made immense contributions, and collectively participated towards development of this policy.

We would like to greatly appreciate FOS-Belgium whose financial support made it possible for GAPWUZ to produce this policy.

Definition of terms

Advocate - to speak in favour of a good cause.

Anthropogenic - caused or influenced by humans or human activity.

Biodiversity - the variety of plant and animal life in the world.

Bioenergy - energy from organic fuel sources such as animal waste, plants, wood, manure, straw, sugarcane, or by products of agricultural processes.

Climate - it is defined as the “average weather” over a long period of time usually 20 years or more.

Climate change - refers to any significant change in temperature, precipitation, or wind patterns, among others, that occur over several decades or longer. Climate change is also referred to as large-scale and long-term shift in the planet's weather patterns.

Cyclone - is a violent tropical storm in which the air goes round and round.

Decent work - productive employment for all women and men undertaken in conditions of freedom, equity, security and human dignity.

Degradation - destruction or depletion.

Deindustrialization - it is the decrease or decline in the size and importance of the industrial (manufacturing) sector in an economy.

Desertification - the process by which fertile land becomes a desert.

Ecology - is the study of the relationships between plants, animals, people, and their environment, and the balances between these relationships.

Emission - the release of a substance (usually a gas) into the atmosphere.

Environmental degradation - it is the deterioration of the environment through depletion of natural resources such as air, water and soil; the destruction of ecosystems and the extinction of wildlife.

Equity - fairness or justice in the way people are treated.

Fauna - refers to animals.

Flora - refers to plants or plant life.

Fodder - food, especially dried hay or straw, for cattle and other livestock.

Fossil energy - energy from coal, oil and gas with high carbon component. Fossil energy of the largest source of carbon emissions that contribute to global warming.

Green agriculture - these are agricultural systems and practices that aims at reducing environmental risks, ecological scarcities and degradation of the environment.

Green economy - it is an economy that aims at reducing environmental risks and ecological scarcities, and aims for sustainable development without degrading the environment.

Hazardous substance - is any chemical substance that has; toxic, irritant, flammable, sensitising or corrosive properties and has a mass-disaster potential. Examples are petrol, diesel, mercury, cyanide, liquefied petroleum gas (LPG), pesticides and herbicides.

Indigenous knowledge systems - it describes the knowledge systems developed by a community as opposed to the scientific knowledge.

Integrate - include or combine.

Interventions - the process of taking action.

Hydro energy - energy that is taken from water and converted to electricity.

Just transition - It is the process of maximising benefits of climate change action whilst at the same time minimising hardships for workers and their communities.

Mainstream - include or integrate.

Rehabilitate - to restore to a good condition.

Weather - atmospheric condition at any given time or place. It is measured in terms of wind, temperature, humidity, atmospheric pressure, cloudiness, and precipitation. Weather can change from hour-to-hour, day-to-day, and season-to-season.

Section 1: Introduction and Justification

1.1 Introduction

Climate change is already here and now and is threatening economic growth and sustainable development. Climate change is referred to as large-scale and long-term shift in the planet's weather patterns. Human activities have caused the increase in Greenhouse Gas (GHG) concentrations (emissions) in the atmosphere which have resulted in increases in average global temperatures. The global increase in temperatures, also known as 'global warming' causes the climate to change. The increase in concentrations of GHGs (carbon dioxide, methane, aerosols, and other gases) lead to a change in the energy balance of the atmosphere as the gases trap some of the outgoing energy, retaining heat somewhat like the glass panels of a greenhouse. As a result, these gases are therefore known as greenhouse gases (GHGs). Human activities that release concentration of GHGs include burning fossil fuels such as coal, forest clearing by burning, industrial processes, agriculture activities and deforestation. Most of these human activities are generated in the agriculture and industrial sectors.

Whilst the agriculture sector is a contributor to climate change, it is also the hardest hit sector by climate change. In Zimbabwe, climate change is threatening the agriculture sector production through extreme temperatures (heat waves and cold temperatures), changing and unpredictable rainfall patterns and re-occurrence of droughts, floods and cyclones. Climate change is also causing changes in agricultural seasons thereby making agriculture production unpredictable. As agriculture production is negatively affected, agriculture sector workers are also negatively affected through job losses, job insecurity, income insecurity, heat stress and increased risk of decent work deficits. Additionally, climate change and its effects results in displacement of people and some of the displaced are agricultural workers, thereby risking shortage of agriculture labour in some parts of the country.

Resultantly, trade unions all over the world have begun to take climate change issues seriously at national, sub-regional, continental and international levels by engaging with governments and international organisations dealing with the climate change agenda, participating in national and international conferences and negotiations on climate change and formulating climate change policies. Thus, GAPWUZ's interest in the climate change discourse comes from the fact that climate change threatens:

- i. agriculture sector jobs and other downstream jobs such as in the manufacturing sector;
- ii. achievement of decent work for agriculture sector workers; and,
- iii. general economic growth and sustainable development.

The policy is developed under the auspices of the ZCTU Climate Change Policy (2015), the Constitution of Zimbabwe and, the Government policies and initiatives which include the National Response Strategy on Climate Change (2015), the National Renewable Energy Policy (2019), the National Biofuels Policy (2019); and the Nationally Determined Contributions Implementation Plan (2019-2022). The policy also takes a cue from the Statutory Instrument 116 of 2014 (Collective Bargaining Agreement: Agricultural Industry) and Statutory Instrument 197 of 2020 Collective Bargaining Agreement: Agricultural Industry (Occupational Safety, Health and Environment Code). The concept of just transition will be taken as a priority in the

implementation of the policy. Whilst Zimbabwe was one of the first countries to sign and ratify the United Nations Framework Convention on Climate Change (UNFCCC) in 2009, and has a clear policy framework, progress towards dealing with climate change and its effects have lagged behind due to inadequate human, institutional and financial resources.

1.2 Zimbabwe's Climate Change Situational Analysis

Zimbabwe has not been spared from the negative effects of climate change. The Zimbabwe's National Climate Change Response Strategy of 2015 revealed that the country is experiencing more hot and fewer cold days than before as a result of climate change. It further stated that the timing and amount of rainfall received are becoming increasingly uncertain in the last 30 years and have shown a trend towards reduced or heavy rainfall and droughts occurring back-to-back in the same season. Zimbabwe is experiencing more hot days and fewer cold days and the amount of rainfall it receives is getting less and less. All these climatic changes pose a threat to the Zimbabwe's economy which is heavily reliant on rain-fed agriculture, thereby threatening food security, jobs, incomes and socio-economic development. Some communities have been displaced whilst others lost their lives due to floods.

A number of natural disasters have hit Zimbabwe. Notable disasters include the infamous 1991-92 drought, flooding in the Zambezi Valley (Muzarabani and Dande in Mashonaland Central Province) by Cyclone Eline in 1999. Drought occurrences have increased in the millennium era, for example, drought periods of 2002-3, 2004-5, 2007-8 and 2011-12. The drier parts of the country, that is, the Zambezi and the Limpopo valleys are the most vulnerable. There has been an overall decline of nearly 5% in rainfall across Zimbabwe during the 20th century with the early 1990s witnessing probably the driest period the past century (MoEWC, 2015). The more recent climate-related disaster was Cyclone Idai which hit the country on 15th March 2019 with heavy rains which continued thereafter hampering all rescue efforts. The cyclone was declared state of national disaster on 15th March 2019 after it affected four provinces namely, Manicaland, Masvingo, Midlands and Mashonaland East leaving more than 270,000 people homeless and an estimated 341 dead and many others missing. Many agriculture farms and farm workers were adversely affected, hence the need for GAPWUZ to take into consideration climate change and its effects in their daily work.

Zimbabwe is particularly vulnerable to climate change as it is largely agro-based with the majority of its population living and dependent on rain-fed agriculture. Any negative climatic variations have a negative effect on the agricultural sector, agricultural workers and other downstream (manufacturing) industry sector workers. Food production has been declining over the last few years largely due to climatic variations and also compounded by political and socio-economic factors.

Climate change effects have greater negative effects on women and girls than on men and boys. Cyclones, droughts and floods have become common causing suffering of millions of poor people in particular women and children thus causing a serious threat to agriculture, food security and health (waterborne diseases) thereby reversing developmental gains. Vulnerability levels to climate change are high across the country as demonstrated by the extend of damages to properties and loss of life, disruption of learning activities for school going children due to floods and destruction of schools by cyclone winds among other impacts. Response to climate change related vulnerabilities in Zimbabwe have been further worsened by lack of effective national social protection systems. The current response system in the country is more reactive (emergency response) by providing handouts instead of being more proactive with long term recovery and climate change planning.

The high rate of de-industrialisation, high unemployment levels coupled with energy insecurity has left people seeking alternatives to income generation and livelihood through natural resource exploitation, for example, deforestation which in turn contributes to greenhouse gas emissions. Environmental degradation has been worsened by continued burning of grasslands and forests for agriculture and artisanal gold mining. The high levels of poverty especially among rural communities presents higher risk of exposure to harmful effects and inability to cope with climatic disasters and potential for recovery. Table 1 shows the summary of the impacts of climate change on the agriculture sector.

Table 1: Summary of impacts of climate change on the agriculture sector

Agriculture sector	Impact	Description
Crop production	Direct	<ul style="list-style-type: none"> Increases in temperatures lead to a decrease in crop productivity. Changes in temperatures and rainfall patterns changes the length of the growing season, crop yields, planting and harvest dates. The need for investing in irrigation especially farms that rely on rain-fed agriculture. The need for establishing water harvesting systems.
	Indirect	<ul style="list-style-type: none"> Higher temperatures are likely to reduce organic matter important for soil nutrients. Higher temperatures causes emergence and spread of pests and pathogens that negatively affects a range of agricultural crops and livestock.
Livestock	Direct	<ul style="list-style-type: none"> Climate changes negatively affects the quality and quantity of fodder crops. Climate changes negatively affects water quality and quantity. Extreme weather patterns reduce a range of livestock production systems and thus lead to livestock deaths or the need for capital to invest in climate change adaptable new facilities. Extreme temperatures increase the prevalence of new animal diseases.
	Indirect	<ul style="list-style-type: none"> Heat waves increase risks and frequency of veld fires. Extreme temperatures alter the biodiversity and vegetation structure.
Forestry sector Socioeconomic/ livelihood impacts	Direct	<ul style="list-style-type: none"> Heat waves increase frequency of veld fires. Extreme weather patterns reduces quality and quantity forestry production and products.
	Direct and indirect	<ul style="list-style-type: none"> Job losses Job insecurity Rise in unemployment Income insecurity Changes in food production and food security Poverty

Source: Adapted from SADC website

1.3 Justification

The following are the reasons why GAPWUZ prioritises trade union-climate change action in the agriculture sector:

Threat to jobs and job security

cyclones, droughts, water stress and other extreme weather events damage crops, reduce agriculture yields and reduces livestock production. As a result, agriculture jobs are threatened especially seasonal and part-time jobs associated with harvesting and crop processing, given that over 70% of the labour force is directly or indirectly employed in the sector.¹ This may also eventually lead to agriculture sector workers migrating to other undesirable low-skilled jobs, threatening farm labour shortages in other areas.

Limited evidence-based research on impact of climate change on agriculture sector workers

Limited research means that GAPWUZ and its membership cannot effectively negotiate or engage employers, government or other stakeholders from an informed position. This overall weakens GAPWUZ capacity to make demands to employers and government related to climate change and decent work for workers.

Environmental degradation

The agriculture sector has high usage of chemicals e.g. pesticides, herbicides, insecticides which have a huge potential for contributing to GHGs, global warming, climate change and environmental degradation. Thus, there is need to promote environmentally and climate-friendly agriculture production methods – climate-smart agricultural practices.

Health risks

Extreme weather patterns (hot or cold) threatens the health of agriculture sector workers who are mostly exposed to outdoor jobs. Heat stress or extreme cold temperatures, cyclones and floods increases occupational safety and health risks of workers, hence, there is need to initiate and implement climate change-friendly occupational safety and health measures in order to promote decent work.

Therefore, GAPWUZ in their mandate to uphold, protect and defend jobs and the interests of agriculture sector workers, seeks to mainstream climate change and environmental issues in their daily activities and programmes, whilst promoting gender equality and equity in the process. Thus, this policy is intended to be a catalyst in achieving this pivotal role. The policy will also contribute towards promoting sustainable agriculture production patterns and carbon emissions reduction through social dialogue between employers in the agriculture sector, the trade union and the government. GAPWUZ therefore recognises its responsibility on raising awareness on the

1 GoZ, 2015A. Zimbabwe: National Climate Change Response Strategy. MEWC

Potential for green and decent job creation and skills development through renewable energy deployment

The promotion of green economies and green-agriculture is associated with potential green job creation through investment in agriculture production driven by solar energy, bio-energy and mini-hydro energy. This requires GAPWUZ and its membership to invest in knowledge on renewable energy and negotiate for skills development and just transition for workers.

Lack of climate change education and training among agriculture sector workers

There is lack of climate change education. Lack of knowledge limits the preparedness and effectiveness of GAPWUZ and its membership to respond to climate change. Therefore, workplace-based climate change education and training must be promoted.

Threat to food price increases

When food production declines due to climatic changes, there is a high likelihood of rise of food prices. These food price threaten agriculture sector workers who are already low income earners and vulnerable thus increases their poverty risks.

Food insecurity

Climate change negatively affects agriculture production and productivity. Extreme temperatures, unpredictable rainfalls and natural disasters resultantly lead to decline in food production and increase the risk of food security.

dangers of climate change to the agriculture sector, and suggesting ways of responding to the dangers. Furthermore, the introduction of new technologies or new materials into the workplace to reduce carbon emissions by employers such as solar power, bioenergy, mini-hydro energy and waste management arrangements, will impact on skills and work patterns in the sector. Jobs may have to change, thus workers may need re-skilling and retraining. Thus, any job loss in such transitions will be a matter for GAPWUZ's negotiations especially ensuring that just transition principles are upheld.

Section 2: Policy Statement

2.1 Vision

An agriculture industry where agricultural workers are protected and safeguarded from the impact of climate change and climate-related disaster risks so as to enjoy good working and living conditions for the present and future generation.

2.2 Mission

To provide quality and efficient environmental and climate related services based on an inclusive and participatory approach, good governance and sustainable development pathways for agriculture workers.

2.3 Values

- i. Professionalism
- ii. Accountability
- iii. Transparency
- iv. Solidarity
- v. Participation
- vi. Democracy
- vii. Respect
- viii. Team spirit

2.4 Policy Objectives

The objectives of the policy are to:

- i. Build knowledgeable and active membership through education, training, consciousness and awareness raising on climate change and environmental issues that affect agricultural workers, workplace and families;
- ii. Mainstream climate change and environmental issues in collective bargaining, trade union activities and programmes;
- iii. Integrate environmental concerns and impacts into GAPWUZ decision making and activities; and,
- iv. Facilitate effective workplace climate-oriented action and environmental protection for workers and community well-being;
- v. Organise and recruit new members around the issue of climate change indicating that the union is active on this new issue;
- vi. Advocate for new ways of working that reduce carbon emissions, minimise waste and reuse or recycle waste;
- vii. Advocate for effective participation of workers and society on climate change to ensure environmental sustainability;
- viii. Conduct evidence-based research on climate change and its impact on agriculture workers, agriculture communities and the environment;
- ix. Ensure justice (just transition) in dealing with climate change impact, including loss and damage suffered by workers and society;
- x. Capacitate GAPWUZ and its membership to respond to employers or management initiatives aimed at reducing carbon emissions;
- xi. Sensitise GAPWUZ and its membership to purchase products and services that do the least damage to the environment;
- xii. Ensure gender equality and equity in climate change and environmental interventions at the workplace; and,
- xiii. Promote renewable energy usage by farm management and agricultural workers in their communities.

2.5 Guiding Principles

2.5.1 Collective action among agriculture sector workers and their communities

Climate change and environmental degradation are a threat to human-centred and pro-poor development. Thus, all efforts to deal with the effects of climate change and environmental degradation requires unity of workers and the society in general. GAPWUZ will generate solidarity nationally, continentally, internationally, and direct action in collaboration with climate change-related groups in order to mobilise for Government commitments and action.

2.5.2 Gender equality and equity in GAPWUZ environmental and climate change interventions

Climate change has differential impact on men and women. In recognising that men and women face different social, environmental and economic situations, gender equality and equity will be considered in all planning and implementation processes. Interventions that enable greater appreciation of the vulnerabilities and capacities of the different gender groups to deal with climate change will be promoted.

2.5.3 Transformative rehabilitation of the environment affected by climate change

Environmental degradation is one of the most contributing factors that lead to climate change problems. GAPWUZ will work with government, employers and progressive civic society organisations in rehabilitating the damaged environment and protecting it from further damage.

2.5.4 Inclusiveness

Climate change requires an all-inclusive approach in preventing, addressing and managing its effects. GAPWUZ shall encourage recognition of indigenous knowledge systems and indigenous people in climate change interventions.

2.5.5 Policy coherence and consistency with other GAPWUZ Policies

This policy shall be mainstreamed and aligned with other GAPWUZ policies such as Education and Training Policies and, other GAPWUZ policies.

2.5.6 Accountability and Transparency

Climate change interventions requires accountability and transparency in allocation and use of resources by employers, government and all stakeholders. GAPWUZ will advocate for accountability by all stakeholders in environment and climate change related programmes.

2.5.7 Just transition in addressing and managing climate change effects

Zimbabwe has experienced negative effects of climate change due to carbon emissions and environmental degradation. Fossil fuel energy and its high carbon emissions contribute to climate change. It is therefore necessary to consider a just transition from high carbon fossil fuel energy to renewable energy. GAPWUZ will advocate for the adequate protection and just compensation of workers' and the environment affected by the transition. GAPWUZ will advocate for a just mechanism in climate change management processes. It will also advocate for retraining, re-employment and redeployment of workers affected with the transition to cleaner energy within a framework of social dialogue at all levels.

2.5.8 Respect of Human, Environmental and Trade Union rights

GAPWUZ shall advocate observance, respect and enforcement of human, environmental and trade union rights.

2.5.9 Transformative capacity development

On-going capacity development will be required at all levels to ensure sustainable efforts towards a goal of building climate resilience among agriculture workers.

2.5.10 Long-term sustainability

Initiatives and programmes will be designed to deliver long-term positive environmental, social and economic benefits that are founded on ensuring self-sufficiency at all levels of the union structures.

Section 3: Guiding Instruments and Frameworks

GAPWUZ policy on climate change will operate within a broader spectrum of national laws and policies which shall be cross referenced with regional, continental and international instruments. It will also draw from ZCTU's Climate Policy.

3.1 International Instruments and Frameworks on climate change and the environment

The policy is guided by the following instruments:

Table 2: International Instruments and Frameworks

Name of Instrument/ Framework	Area of Focus	Status of Ratification by Zimbabwe
United Nations Instruments		
Ramsar Convention on Wetlands of International Importance Especially as Waterfowl Habitat, adopted in 1971, and amended in 1982	The Convention is an international treaty for the conservation and wise use of all wetlands through local and national actions and international cooperation, as a contribution towards achieving sustainable development throughout the world. Seven wetland sites in Zimbabwe were added to the RAMSAR Convention's List are Victoria Falls National Park; Mana Pools National Park; Monavale Wetland; Lakes Chivero and Manyame; Driefontein Grasslands; Chinhoyi Caves; and, Cleveland Dam.	Signed 3rd January 2013
United Nations Framework Convention on Climate Change (UNFCCC), 1992	Stabilisation of greenhouse gas concentration in the atmosphere at a level that would prevent dangerous anthropogenic interference with the climate system. Organises yearly conferences for its Parties called Conferences of the Parties (COP) since 1995.	Signed and ratified in 1992

Name of Instrument/ Framework	Area of Focus	Status of Ratification by Zimbabwe
UN Convention to Combat Desertification (UNCCD), 1994	Combat desertification and mitigate the effects of drought through national action programmes that incorporate long-term strategies supported by international cooperation and partnership arrangements.	Ratified in 1997
The Kyoto Protocol	Established procedures to increase the flexibility and reduce greenhouse gas emissions.	Ratified in 2009
The Paris Agreement	<ul style="list-style-type: none"> • Strengthen the global response by keeping a global temperature rise well below 2 degrees Celsius above pre-industrial levels. • Limit the temperature increase even further to 1.5 degrees Celsius. • Implement just transition principles in climate change mitigation and adaptation. • Entered into force on 4th November 2016. 	Signed 22 April 2016
Sustainable Development Goal 7 (SDG 7)	Access to affordable, reliable, sustainable and modern energy for all.	2015
Sustainable Development Goal 8 (SDG8)	Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	
Sustainable Development Goal 13 (SDG 13)	Urgent action to combat climate change and its impacts.	
International Labour Organization (ILO) Instruments		
ILO Convention No.184	Safety and Health in Agriculture of Workers.	2001
ILO Convention No.148	Working Environment – Protection against <i>air pollution</i> , noise and vibration.	1977
ILO Convention No.170	Protection of workers from hazardous chemicals.	1990
ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all	Supports progress/transition towards a low-carbon economy in a socially sustainable manner (promoting social protection and creation of decent jobs).	2015

3.2 Continental Instruments and Frameworks on climate change and the environment

The following table shows the continental instruments and frameworks guiding this policy.

Table 3: Continental Instruments and Frameworks

Name of Instrument/ Framework	Area of Focus	Date signed or ratified
African Convention on the Conservation of Nature and Natural Resources (Revised Version), 2003	Adopting measures to ensure conservation, utilisation and development of soil, water, flora and fauna resources.	Signed in 2003
The AU Committee of African Heads of State on Climate Change (CAHOSCC)	Climate Change.	Does not need signing
The AU Agriculture Climate Change Adaptation and Mitigation Framework August 2011	Climate, Environment and Mitigation issues.	Signed in August 2011
Gaborone Declaration on Climate Change and Africa's UNEP 2013	Coordinating, facilitating, harnessing and strengthening the exchange of information and knowledge for climate change adaptation.	Signed in 2013

3.3 Regional Instruments and Frameworks on Climate Change

This policy is guided by the following regional instruments and frameworks.

Table 4: Regional Instruments and Frameworks

Name of Instrument/ Framework	Area of Focus	Date signed or ratified
Southern Africa Sub-Regional framework on climate change, 2010	<ul style="list-style-type: none"> • Recommend streamlining climate change responses at the Sub- Regional Level. • Prioritises adaptation and mitigation strategies. 	Does not need signing

3.4 National Legislations on Climate Change

This policy is guided by the following national instruments and frameworks.

Table 5: National Instruments and Frameworks

Legislation	Description
<p><i>The Environmental Management Act</i> (Chap 20:27)</p> <p>Environmental Impact Assessment (EIAs) Environmental Management Plans (EMPs)</p>	<p>Provides for the sustainable management of natural resources, protection of the environment, the prevention of pollution and environmental degradation.</p>
<p><i>The Forestry Legislations</i></p> <p>Forestry Act (Chap 19:05) Communal Lands Forest Produce Act (Chap 19:04) Forestry Based Land Reform Policy (2004)</p>	<ul style="list-style-type: none"> • Provides for the establishment of a commission for the administration, control and management of state forests. • Provides for the conservation of timber resources and compulsory afforestation of private land. • To regulate the exploitation of and to protect forest produce within the communal land and encourage the establishment of plantations.
<p><i>Parks and Wildlife Management Legislations</i></p> <p>Parks and Wildlife Act (Chap 20:14) Rhodes Estate Act (Chap 20:17)</p>	<p>To provide for the establishment of national parks, botanical reserves and botanical gardens. Provides for preservation, conservation, propagation or control of the wildlife, fish and plants.</p>
<p>The Zimbabwean Constitution Amendment (No. 20) Act, 2013</p>	<p>Section 73 provides for environmental rights.</p>
<p>The Labour Act (Chap 28:01)</p>	<p>Section 74 of the Act, specifies that parties are allowed to negotiate on any conditions of employment which are of mutual interest to them</p>
<p>Civil Protection Act (Chap 10:06)</p>	<p>Provides for establishment of a civil protection organisation funding and the operation of civil protection services in time of disasters.</p>
<p>Urban Councils Act (Chap 29:15)</p>	<p>It empowers urban councils, town councils and municipal boards to enact by-laws which regulate collection and disposal of waste within their areas of jurisdiction.</p>
<p>Rural District Council Act (Chap 29:13)</p>	<p>It empowers Rural District Councils to enact by- laws which regulate collection and disposal of waste as well as preservation of forests within their areas of jurisdiction.</p>
<p>Hazardous Substances and Articles Act [Chapter 15:05]</p>	<ul style="list-style-type: none"> • Provide for the regulation of hazardous substances and articles. • Provides licensing of hazardous substances and articles.

3.5 Zimbabwe's Policy Frameworks on Climate Change

The policy is guided by the following national policy frameworks:

- i. National Response Strategy on Climate Change (2015);
- ii. Zimbabwe Climate Change Policy (2016);
- iii. Nationally Determined Contributions Implementation Plan (2019-22);
- iv. Zimbabwe Renewable Energy Policy (2019); and,
- v. National Biofuels Policy (2019).

Section 4: **GAPWUZ's Frameworks and Institutional Structures on Environment and Climate Change**

4.1 GAPWUZ framework on environment and climate change

The policy will be guided by the GAPWUZ Strategic Plans – Strategic area on climate change.

4.2 GAPWUZ structure on environment and climate change

GAPWUZ's structures include:

- i. The National Executive
- ii. The Standing Committee on Environment and Climate Change
- iii. Occupational Safety Health and Environment (OSHE) Department
- iv. Branch Level Committees

Section 5: Strategic Policy Priorities

The policy priority areas are divided into five:

Priority 1: Evidence-based research and analysis

Priority 2: Education and training

Priority 3: Awareness, mobilisation and campaigns

Priority 4: Advocacy and engagement

Priority 5: Alliance building and networking

Priority 1: Evidence-based research and analysis

Policy areas:

- i. Climate-friendly agricultural production methods and systems.
- ii. Effects of climate change and environmental degradation on workers, their welfare and farm communities.
- iii. Agriculture-based waste management systems at the farms and in farm communities.
- iv. Emerging environmental preservation and restoration systems.
- v. Green and decent jobs opportunities in the agriculture sector.
- vi. The impact of renewable energy use in agriculture production systems.
- vii. Compliance of environmental and climate-related legislation by employers.
- viii. International best practices of trade union initiatives on climate change and the environment.
- ix. Workers response to climate change.

Priority 2: Education and Training

Policy areas:

- i. Development of climate change and environmental manual and popular education materials.
- ii. Integration of climate change and environmental issues in collective bargaining.
- iii. Climate change mitigation and adaptation.
- iv. Just transition for affected agriculture sector workers and their families.
- v. Integrate climate change in OSHE programmes to monitor the carbon emissions at the farms and negotiate with management about reducing these and developing more environmentally sustainable practices.
- vi. Occupational Safety, Health and Environment (OSHE) standards.
- vii. Capacity development of GAPWUZ structures on environmental and climate change issues.

Priority 3: Awareness, mobilisation and campaigns

Policy areas:

- i. Restoration and preservation of the environment.
- ii. Climate and environmentally friendly waste management and disposal practices and systems.
- iii. Renewable energy usage at workplace and farm communities.
- iv. Commemoration of environmental and climate change related national, regional and international events.
- v. Occupational Safety, Health, Climate and Environment (OSHE) standards.
- vi. Climate-resilience action.
- vii. All awareness, mobilisation and campaigns shall be undertaken in line with the GAPWUZ communication strategy.

Priority 4: Advocacy and engagement

Policy areas:

- i. Domestication of international instruments on environmental and climate change.
- ii. Just transition for affected agriculture sector workers and their families.
- iii. Mainstreaming climate change and environmental issues in collective bargaining.
- iv. Establishment of appropriate emergency climate change-related response systems at the workplace.
- v. Environmentally friendly production systems towards a low carbon society.

Priority 5: Alliance building and networking

Policy areas:

- i. Building alliances and synergies with like-minded organisations at national, regional and international levels in all the priority areas mentioned above.
- ii. GAPWUZ participation in national, continental and international fora on agriculture-related environmental and climate change issues.
- iii. Building alliance and synergies with Government institutions, rural communities and employers in order to promote environmental and climate friendly initiatives.

Section 6: Implementing Structure

6.1 National Executive Committee (NEC)

The role of the NEC is to:

- i. Mainstream environment and climate change issues in all GAPWUZ policies and programmes.
- ii. Ensure the provision of budgets that will allow successful implementation of environmental and climate change plans and activities.
- iii. Monitor the implementation of resolutions of environmental and climate change policy through the General Secretary's reports.

6.2 The Standing Committee on Environment and Climate Change

The roles of the Committee are to:

- i. Develop plans of action for implementation.
- ii. Monitor the workplace and conduct environmental checks.
- iii. Promote and provide environment and climate change training for all workers.
- iv. Promote the development of workplace environment and climate change policies and strategies.

6.3 OSHE Department

The role of the OSHE Department includes:

- i. Implementation of the environment and climate change policy and plans of action.
- ii. Liaison with other departments to mainstream climate change in all activities of GAPWUZ.
- iii. Ensure that funding is secured for the implementation for the planned activities.
- iv. Provide technical advice to members on environment and climate change issues.
- v. Ensure that environment and climate change training is provided to build the knowledge base.
- vi. Establish and maintain links with other organisations and related institutions.
- vii. Facilitate research on climate change and environmental issues in the agriculture industry.

6.4 Branch Level Committees

The responsibility of the branch committees includes:

- i. Represent, promote and advance environmental interests and rights.
- ii. Educate and train fellow workers on environmental and climate change issues.
- iii. To use environment and climate change issues as a tool for organising and recruitment.

Section 7: Monitoring and Evaluation

Monitoring and evaluation will be done through:

- i. Periodical assessments
- ii. Quarterly reports
- iii. End of year evaluation

Section 8: Resource Mobilisation and Policy Review

8.1 Resource Mobilisation

Resources to implement this policy may come from the following sources:

- i. Membership subscriptions
- ii. Cooperating partners
- iii. Income generating projects of GAPWUZ

8.2 Policy Review

This policy shall be reviewed every five years and whenever the National Executive Committee (NEC) deems it necessary.



Environment and Climate Change Policy

Climate change is already here and now and is threatening economic growth and sustainable development. Climate change is referred to as large-scale and long-term shift in the planet's weather patterns. Human activities have caused the increase in Greenhouse Gas (GHG) concentrations (emissions) in the atmosphere which have resulted in increases in average global temperatures. The global increase in temperatures, also known as 'global warming' causes the climate to change.

The policy covers the role that GAPWUZ and its membership can play addressing the effects of climate change. It also covers the actions that GAPWUZ and its membership can implement in reducing the causes of climate change (climate change mitigation) and adaption to climate change effects. These actions promote effective participation of agriculture sector workers in climate change issues at sectoral and national level in order to ensure environmental sustainability, justice to agriculture sector workers and their families, protection of the rights and interests of agriculture workers, inclusion of climate friendly clauses in agriculture sector collective bargaining agreements. The policy takes a cue from the ZCTU Climate Change Policy and the government policy initiatives such as the National Response Strategy on Climate Change (2015), the National Renewable Energy Policy (2019), the National Biofuels Policy (2019); and the Nationally Determined Contributions Implementation Plan (2019-22). It is also guided by the policy is also developed in the context of the need for just transition in dealing with climate change. Just transition is the process of maximising benefits of green economy and decent jobs, whilst at the same time minimising hardships for workers and communities. Just transition secures the future and livelihoods of workers and communities in the transition towards a green economy.

