

Climate and SA Annual Report - 2024



Just Transition Labour
Centre

Inaugural Policy
Conference

6 November 2025

Radisson Blu Hotel,
Sandton



Overview



- 01 The Brief
- 02 Annual Report: Outline and Overview
- 03 Synthesis of Findings
- 04 Recommendations
- 05 Thank You and Discussion

Introduction



The Brief



Annual report: Evidence-based focused report linking climate science with lived experiences of workers & communities.



Empowering labour and civil society: Equip organised labour and communities with tools to anticipate change and advocate for climate justice grounded in equity and social protection.



Intersecting crises & structural inequality: SA faces overlapping challenges i.e. climate shocks intensify service delivery failures, unemployment.



Beyond decarbonisation to a broader Just Transition: Tackle employment precarity, spatial inequality, and access to basic services, while promoting participation, inclusion & justice.

ANNUAL REPORT OVERVIEW



Structure

01

Part A: Research

Sections: 1-8



02

Part B: Synthesis

- ▶ Synthesis of Findings
- ▶ Key Recommendations

Report Overview

An aerial photograph showing a town with red-roofed buildings and a large, deep open-pit mine in the foreground. The mine has terraced walls and a winding road. A white rectangular box with the word 'RESEARCH' in green capital letters is overlaid on the top left of the image.

RESEARCH

- 01 Policy context & framing of climate action; Take-home points, Executive Summary & Methodology
- 02 Climate science
- 03 SA climate policy & legislative landscape
- 04 Global & SA labour positions
- 05 Civil society & climate governance
- 06 International case studies
- 07 Economic sectoral impact assessment
- 08 Spatial analysis of climate vulnerability & justice implications

Synthesis of Findings



Synthesis of Findings



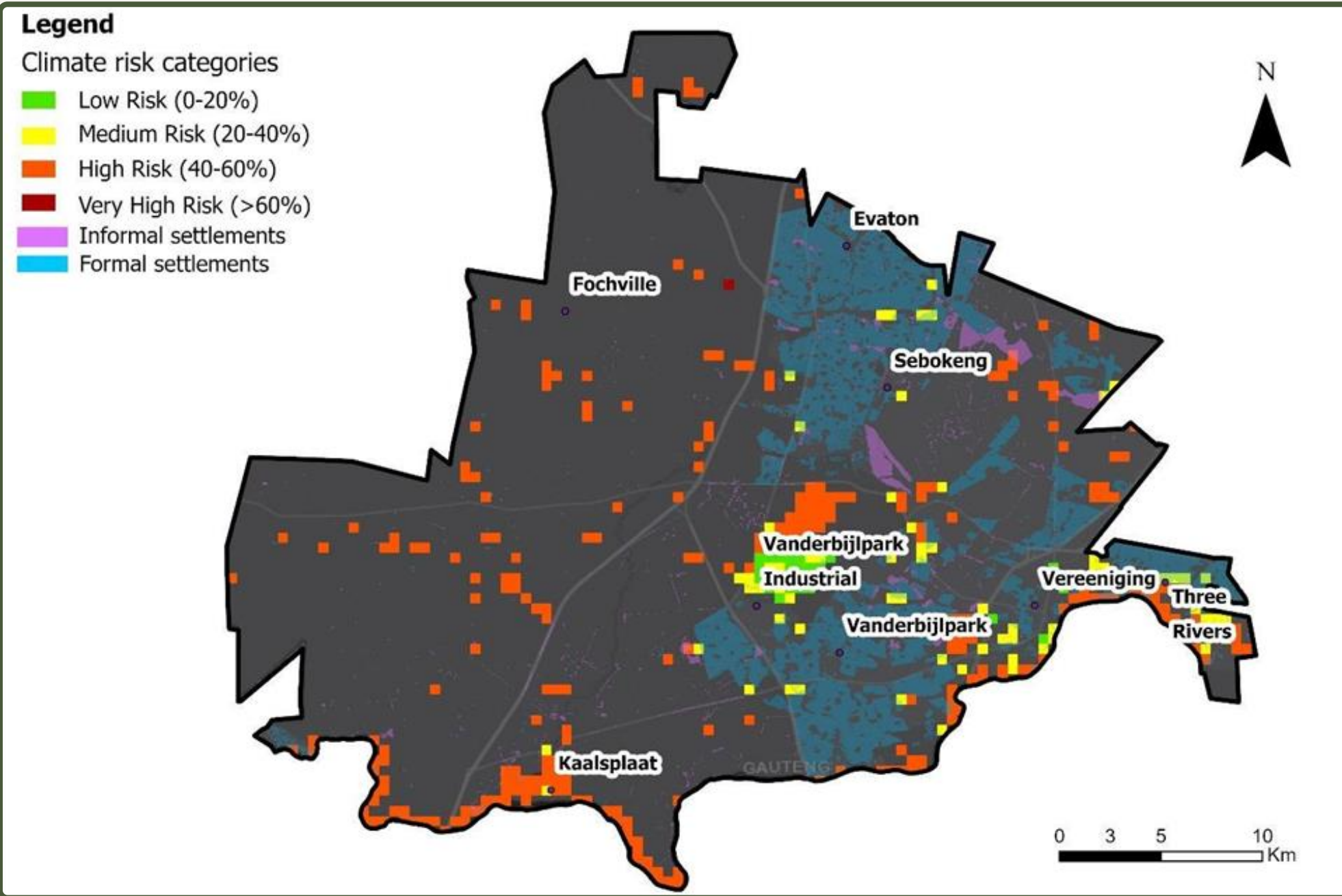
Accelerating climate crisis: Implications for production systems, employment, livelihoods.

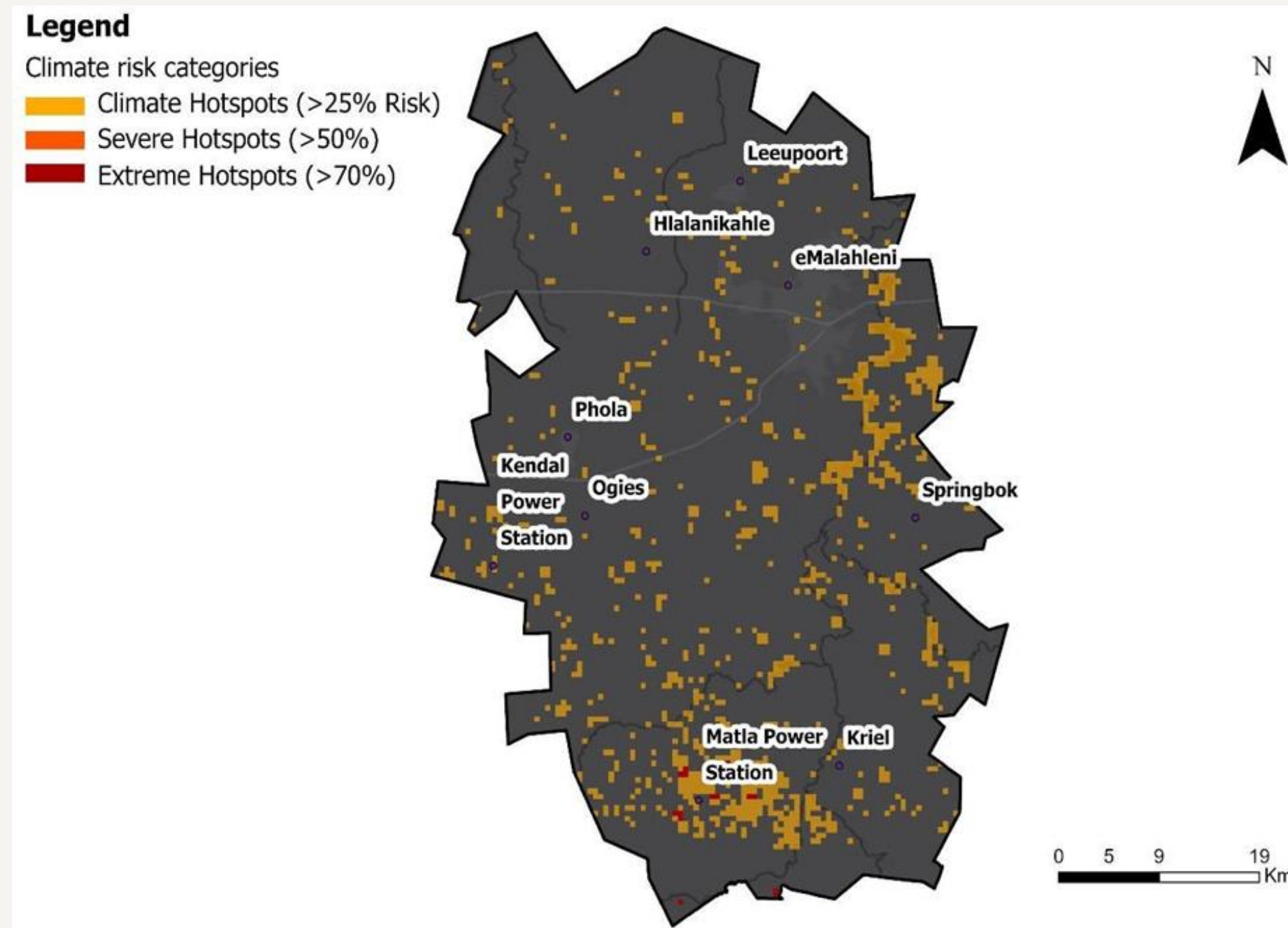


Justice at the core of climate response: Climate change amplifies poverty, inequality.



Climate change as a poverty multiplier: Reduction in jobs, income, adaptive capacity & deepening inequality.



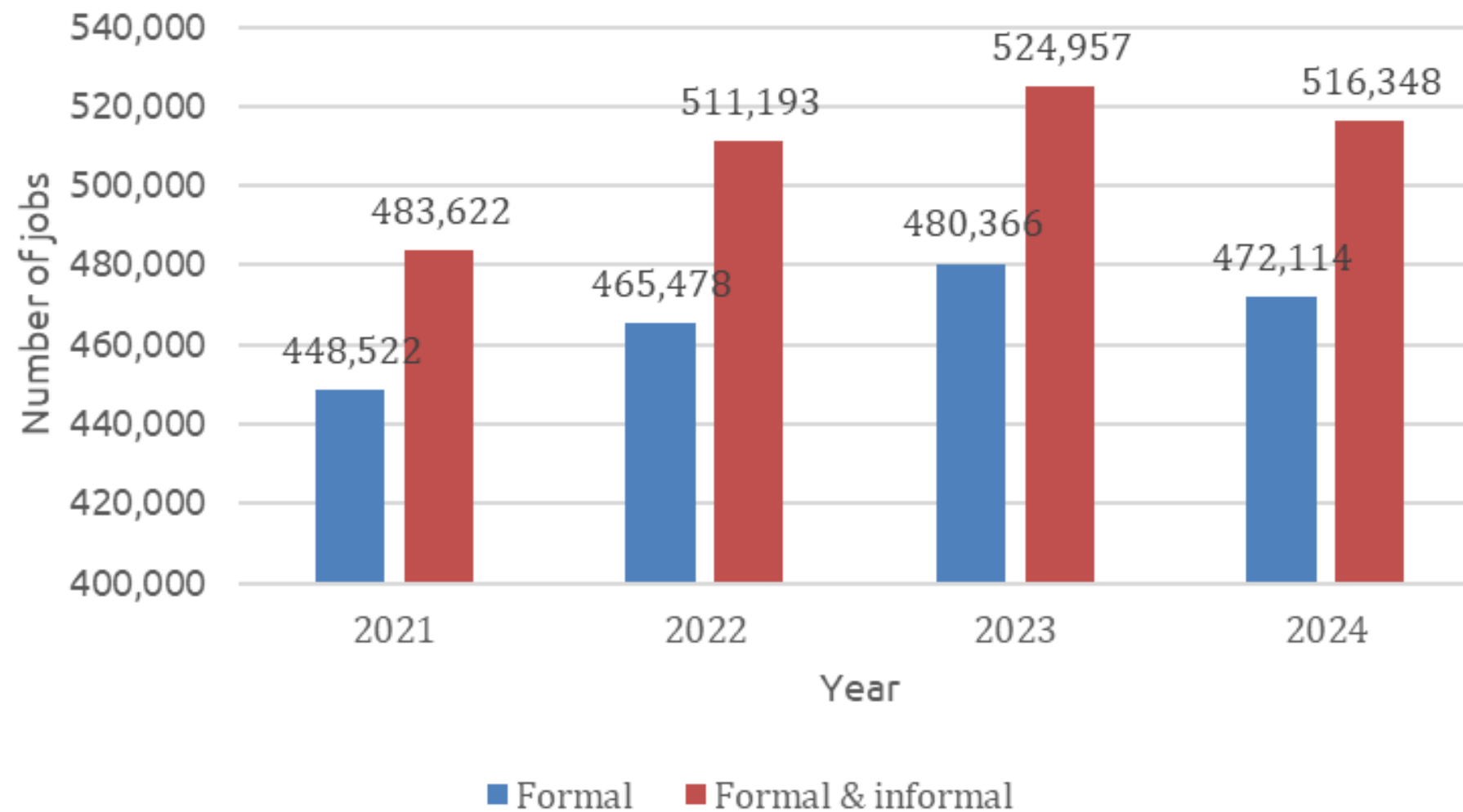


Synthesis of Findings

- ▶ **Persistent governance & policy gaps:** Implementation remains weak at local level due to various issues.
- ▶ **Spatial inequality & environmental injustice:** Informal settlements experience roughly double the climate
- ▶ **Spatial inequality & environmental injustice:** Informal settlements experience roughly double the climate vulnerability of formal areas (2:1 ratio).

Synthesis of Findings

Employment in the mining sector



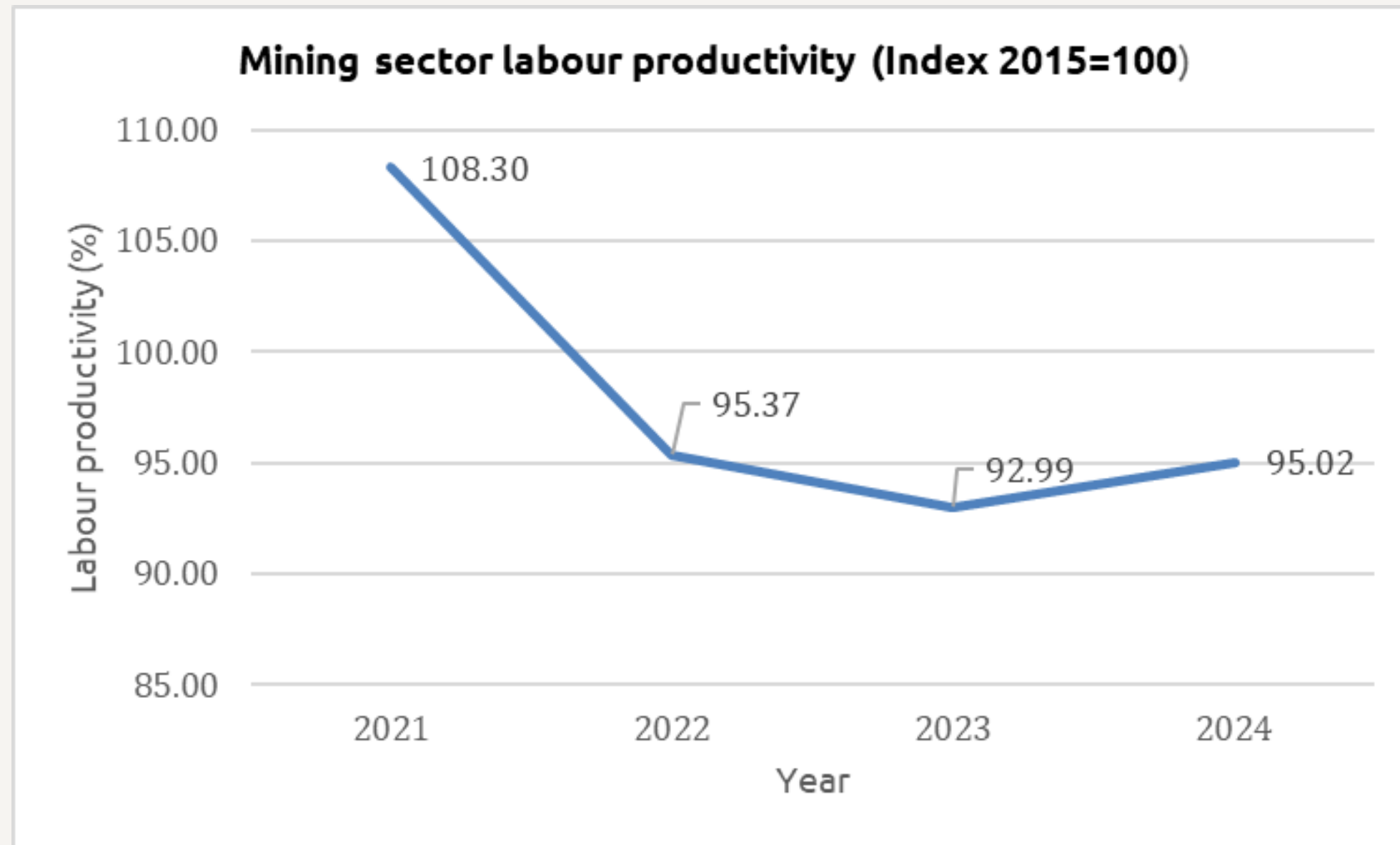
► **Fragmented & contradictory sectoral transitions:** Siloed approach with missed opportunities for cross-sector synergies in transition.

► **Unequal distribution of transition costs & benefits:** Green job creation remains slow and geographically uneven.

► **Weak worker & community participation:** Workers treated as consultees rather than decision-makers.



Synthesis of Findings



Institutional & financing barriers: Lack of enforcement, weak municipal capacity, and inaccessible climate finance hinder adaptation.



Unintegrated, injustice-led transition: Unintegrated spatial planning, social protection, and economic diversification.





RECOMMENDATION S

Recommendations

01



- Establish a dedicated Just Transition worker fund with differentiated access.

02



- Transform worker and community participation from consultation to decision-making power.

03



- Build municipal climate capacity through dedicated technical and financial support.

04



- Expand social protection to cover informal, precarious, and climate-affected workers.

Recommendations

05



- Expand social protection to cover informal, precarious, and climate-affected workers.

06



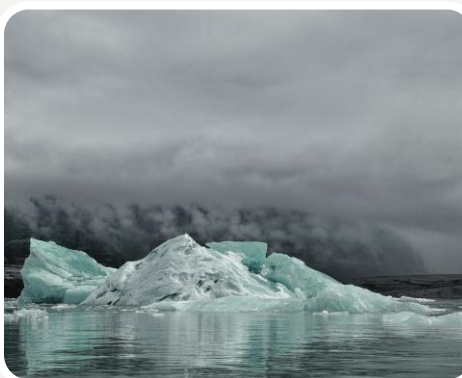
- Enable policy coherence across sectors through inter-ministerial IGR mechanisms.

07



- Design gender and disability-responsive retraining and green job pathways.

08



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Thank You



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