

SET UP OF JUST AND GENDER  
INCLUSIVE TRANSITION (JGIT)  
MRV SYSTEM PROJECT

Review Report  
MRV SYSTEM

Review

# Initiative for Climate Action Transparency - ICAT

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## Acronyms

AFDB	African Development Bank
AFOLU	Agriculture Forestry and Other Land Use
ARLAC	Africa Regional Labour Administration Centre
AULSAC	Africa Union, Labour, and Social Affairs Commission
CBOs	Community Based Organizations
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CSOs	Civil Society Organizations
DCC	Department of Climate Change
ETP	Energy Transition Plan
FRIN	Forestry Research Institute of Nigeria
FUAA	Federal University of Agriculture Abeokuta
FUAM	Federal University of Agriculture Makurdi
FAO	Food and Agriculture Organization
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
ICAT	Initiative for Climate Action Transparency
ILO	International Labour Organization
IPCC	Intergovernmental Panel on Climate Change
JGIT	Just and Gender Inclusive Transition
LULUCF	Land Use, Land Use Change and Forestry
MAN	Manufacturers' Association of Nigeria
MDAs	Ministries, Departments and Agencies
MRV	Measurement Reporting and Verification
NBS	National Bureau of Statistics
NDC	Nationally Determined Contributions
NECA	Nigeria Employers' Consultative Association
NGOs	Non-Governmental Organizations
NISER	Nigerian Institute of Social and Economic Research
NLAC	National Labour Advisory Council
OATUU	Organization of African Trade Union Unity
O&G	Oil and Gas
OTUWA	Organization of Trade Union of West Africa
PAEA	Pan African Employers Association
SDGs	Sustainable Development Goals
SOPs	Standard Operating Procedures
TUC	Trade Union Congress
WRI	World Resource Institute
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNOPS	United Nations Office for Project Services

## Executive summary

Nigeria, with its significant reliance on the oil and gas sector and a burgeoning Agriculture, Forestry, and Other Land Use (AFOLU)/Land Use, Land-Use Change, and Forestry (LULUCF) sector, stands at a critical juncture in its developmental trajectory. As the nation grapples with the twin challenges of economic diversification and sustainable development amidst global environmental and social change pressures, understanding the landscape of Just and Gender Inclusive Transition (JGIT) becomes crucial. This scoping study, set against the backdrop of Nigeria's complex socio-economic fabric, delves into the nuanced perspectives, readiness, and strategies of stakeholders within its vital sectors. It aims to shed light on the current state of just and gender-inclusive transition efforts, providing a foundational understanding that informs policies and initiatives for a sustainable and equitable future.

The methodology for the Just and Gender Inclusive Transition (JGIT) survey and review is designed to ensure a comprehensive and multi-faceted understanding of the transition efforts in Nigeria's oil and gas and AFOLU/LULUCF sectors. Initially, a diverse array of stakeholders was identified, including government officials, industry experts, workers, and civil society representatives, to participate in the survey. A carefully crafted questionnaire was then distributed through various channels, ensuring a wide reach and high participation rate. The questions sought detailed insights into the stakeholders' understanding, experiences, and opinions regarding the just and gender-inclusive transition, covering aspects like awareness, perceived necessity, and challenges. Responses were collected over a set period, and confidentiality was assured to encourage honest and open feedback. The analysis of the collected data was both quantitative and qualitative. Statistical methods quantified the level of awareness and perceptions among respondents, while thematic analysis of open-ended responses provided depth and context, revealing nuanced stakeholder perspectives.

**Oil and Gas Sector Insights:** The sector exhibited varying levels of understanding and support for a just and gender-inclusive transition. A majority acknowledged the necessity of such a transition, highlighting the potential benefits of job creation, sustainable development, and environmental protection. However, challenges like resistance from various quarters, high implementation costs, and regulatory hurdles were prevalent. There was a strong consensus on the need for blended finance to support the transition, and a significant number pointed to

subsidy reforms, labour protections, and stronger environmental laws as essential policy changes.

Notably, a majority of entities lacked internal policies for just transition and mechanisms for tracking progress, indicating a critical gap in preparedness. Stakeholders recognized the need for technical skills related to renewable energy and a dominant role for the government in steering the transition, with private sector and civil society playing crucial but less central roles. The survey highlighted a pressing need for comprehensive planning, skill development, and collaborative approaches to address the transition's social and economic implications effectively.

AFOLU/LULUCF Sector Insights: Responses from the diverse stakeholders in the agriculture sector revealed high levels of engagement and a relatively balanced gender representation among respondents. While a majority were familiar with JGIT and acknowledged its necessity, there was still a significant portion unfamiliar with the concept or not viewing it as necessary. This underscored the need for targeted awareness-raising and education initiatives.

The sector faces challenges in integrating gender considerations fully, with inconsistent women's participation in decision-making and varied perceptions of youth engagement. The private sector's limited engagement and the overall low awareness of Just Transition principles among stakeholders were identified as areas needing improvement.

A stark absence of specific programs aimed at upskilling or reskilling, particularly for women and youth, was noted. The survey also revealed a concerning landscape regarding the protection of workers' rights, equitable benefit distribution, strategic transition planning, and ecosystem impact mitigation. A majority indicated no policies or mechanisms in place to address these aspects, pointing to the need for comprehensive policy development, structured inclusion, and capacity-building initiatives.

The progress of Just Transition within the sector is largely unmonitored or informally tracked, highlighting a lack of clear understanding, consensus, and institutional frameworks to guide and assess the transition effectively. Respondents called for a concerted effort to define Just Transition for the sector, develop standard reporting templates, establish dedicated institutional frameworks, and raise awareness and capacity among all stakeholders.

In both sectors, the role of international cooperation was acknowledged as vital in providing financial resources, technical support, and facilitating technology transfer. Stakeholders

emphasized the need for a collaborative approach involving various national and international actors to ensure an effective, inclusive, and sustainable transition.

Based on the findings from the Just survey and review, it is imperative that Nigeria accelerates its efforts towards a more comprehensive and inclusive approach in the oil and gas and AFOLU/LULUCF sectors. Firstly, there is a critical need for the development and implementation of clear, sector-specific policies and frameworks that protect workers' rights and ensure equitable benefit distribution during the transition. This should be coupled with a concerted push to formalize aspects of these sectors, particularly the AFOLU/LULUCF sector, which remains largely informal. Government bodies, in collaboration with industry and civil society, must establish and enforce regulations that safeguard workers, foster gender inclusivity, and promote fair labour practices. Furthermore, substantial investment in targeted upskilling and reskilling programs, particularly for women and youth, is crucial to enhance their participation and leadership in the transition. This will not only address existing inequalities but also bolster the sectors' capacity for innovation and sustainable growth.

Simultaneously, there is an urgent need to establish a robust, standardized system for tracking and monitoring the progress of the Just Transition. This system should include clear benchmarks and indicators that reflect the multifaceted goals of economic, environmental, and social sustainability. Engagement with a broad range of stakeholders, including local communities, is essential to ensure the system is comprehensive, culturally relevant, and widely accepted. Additionally, raising awareness and understanding of the Just Transition concept at all levels – from grassroots communities to high-level decision-makers – is vital. Tailored education campaigns and capacity-building initiatives should be employed to deepen the comprehension of the transition's benefits and challenges, thereby fostering a more supportive environment for change. Through these concerted efforts, Nigeria can pave the way for a transition that is not only just and gender-inclusive but also robustly supported and effectively implemented, leading to a sustainable and prosperous future for all its citizens.









## 1.0 Introduction

### 1.1 Background and Objectives of the JGIT MRV System

The Just Transition concept has emerged as a significant framework for managing the shift from a fossil-fuel-based economy to a more sustainable one that prioritizes the welfare of workers and communities. It recognizes the need for an equitable transition to a low-carbon and resilient economy, ensuring that no person or community is left behind.

The 2015 United Nations Climate Change Conference in Paris brought Nigeria and 194 other countries together in adopting the Paris Agreement, a historic international effort to reduce greenhouse gas emissions. Signatories committed to strengthening the effort to limit the global average temperature rise to well below 2 degrees Celsius (°C), preferably to 1.5°C<sup>1</sup>. The Federal Government of Nigeria (FGN) updated its commitment to the Paris Agreement in July 2021, to reduce emissions by 47% with international support below 2015 levels by 2030<sup>2</sup>. The updated NDC, reveals that the impacts of climate change can be moderated by socio-economic developments of communities. Differently put, people affected by the impacts of climate change impacts are influenced are disproportionately felt through the lens of people by their social status, gender, wealth, political power, and access to and control over resources.

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In the global context, the Paris Agreement marked a turning point in global effort against climate change. Its core aim was to enhance global ambition to keep global temperature rise this century well below 2 degrees Celsius above pre-industrial levels and strengthen resilience through the global goal of adaptation. Under the agreement, all nations pledged to undertake efforts to combat climate change and adapt to its effects, with enhanced support provided to developing countries. A significant aspect of this Agreement is its emphasis on the Just Transition of the workforce and the creation of decent work and quality jobs. A just transition would provide equitable support to workers and communities to minimize the impact of a transition to a low-carbon economy while sharing the costs across society.

Within the African context, Just Transition presents both unique challenges and opportunities. Despite contributing minimally to global greenhouse gas emissions, African countries are some of the most vulnerable to climate change impacts. The transition to a green economy is viewed as an opportunity to create decent jobs, reduce poverty and inequality, and enhance social inclusion. However, ensuring this transition in a just and inclusive manner requires appropriate policies, a well-structured framework, and mechanisms to protect those who are most vulnerable, such as workers in carbon-intensive industries and marginalized communities.

In Nigeria, the largest economy in Africa, the move towards a just transition is imperative. The country faces the dual challenge of pursuing economic development and poverty reduction while transitioning to a low-carbon economy. Nigeria's dependence on oil revenues for economic growth, coupled with the impacts of climate change on agriculture – the mainstay for most of its population – necessitates a just transition approach that is both inclusive and considers the unique realities of the Nigerian situation.

Gender considerations are crucial across all these contexts, underpinning the importance of inclusiveness and ownership by the different segments of society. The differential impacts of climate change on men and women, resulting from socially constructed roles and responsibilities, must be considered. A truly just transition must therefore ensure that gender equality is at the heart of all efforts towards a sustainable and climate-resilient economy. This includes taking into account the unique challenges faced by women, promoting their full and equal participation in decision-making processes, and ensuring that transition strategies and policies are gender responsive.

This scoping study will delve into these considerations in greater detail, providing a comprehensive overview of the state of just transition efforts in Nigeria, including an in-depth look at the gender dimensions of these efforts.

The Just and Gender Inclusive Transition (JGIT) project is one of the initiatives Nigeria is putting in place in recognition of the fact that climate policies should be evaluated for their job creation and socio-economic growth potential, as well as their expected reduction in greenhouse gas emissions. The project is the third in a series of interventions and support provided by the Initiative for Climate Action Transparency (ICAT) in its partnership with the FGN to ensure

attaining of the Paris commitments; the other two being Capacity Building on Application of Measure, Report and Verify (MRV) Greenhouse Gas (GHG) Emissions for Mitigating the Impact of Climate Change in Nigeria phase 1 and phase 2.

The specific objectives of the JGIT project are as follows:

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- To develop a measurement, reporting and verification system to track just and gender- inclusive actions, ensuring the system links with the related sectoral Measurement, reporting and verification systems implemented by the Federal Ministry of Environment.
  - To enable tripartite cooperation between government, Labour, and Employer associations to achieve a just and gender- inclusive transition going forward as Nigeria's committed contributions to UNFCCC are implemented.
  - To support policymakers in setting up just and gender inclusive MRV systems, while designing a related roadmap to track just transition impacts of climate policies and actions.
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The technical support provided to the country is expected to contribute to the following outcomes:

- The national Just and Gender Inclusive Transition MRV Framework (JGIT MRV) is sufficient to support policymakers in making informed decisions, such as setting up the relevant targets, monitoring the progress, and reporting to the stakeholders to guide just and gender-inclusive climate policies.
- Nigeria has the adequate capacity to apply the JGIT MRV tool; allowing the government to monitor impact indicators of the just transition policies that is fully aligned and integrated with other national MRV systems, and consistent with the Enhanced Transparency Framework (ETF) of the Paris Agreement.
- Nigeria successfully applies good practices and tools that integrate transparency on climate policies and action with evidence-based policymaking, assessing the impacts (in terms of jobs created/lost, and other social co-benefits) of policies and measures.

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In Nigeria, the largest economy in Africa, the move towards a just transition is imperative. The country faces the dual challenge of pursuing economic development and poverty reduction while transitioning to a low-carbon economy. Nigeria's dependence on oil revenues for economic growth and to deliver public goods, coupled with the impacts of climate change on

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<sup>3</sup> <https://unfccc.int/process-and-meetings/the-paris-agreement>

<sup>4</sup> [https://climatechange.gov.ng/wp-content/uploads/2021/08/NDC\\_File-Amended-\\_11222.pdf](https://climatechange.gov.ng/wp-content/uploads/2021/08/NDC_File-Amended-_11222.pdf)

agriculture – the mainstay for most of its population – necessitates a just transition approach that is both inclusive and considers the unique realities of the Nigerian situation.

Gender considerations are crucial across all these contexts, underscoring the importance of inclusiveness and ownership by the different segments of society. The differential impacts of climate change on men and women, resulting from socially constructed roles and responsibilities, must be considered. A truly just transition must therefore ensure that gender equality is at the heart of all efforts towards a sustainable and climate-resilient economy. This includes considering the unique challenges faced by women, promoting their full and equal participation in decision-making processes, and ensuring that transition strategies and policies are gender responsive.

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The Just and Gender Inclusive Transition (JGIT) project is one of the initiatives Nigeria is implementing to recognize that climate policies should be evaluated not only for their expected reduction in greenhouse gas emissions but also for their job creation, socio-economic growth potential, and integration of gender elements. This comprehensive approach acknowledges that addressing climate change goes beyond environmental concerns and involves critical considerations related to gender equity and social development. By integrating these gender elements, the project aims to foster a just and inclusive transition to a low-carbon economy while promoting equal opportunities and empowerment for all, regardless of gender. The project is the third in a series of interventions and support provided by the Initiative for Climate Action Transparency (ICAT) in its partnership with the FGN to ensure attaining of the Paris commitments; the other two being Capacity Building on Application of Measure, Report and Verify (MRV) Greenhouse Gas (GHG) Emissions for Mitigating the Impact of Climate Change in Nigeria phase 1 and phase 2.

Specific Objectives of the JGIT are:

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- To enable tripartite cooperation between government, Labour, and Employer associations to achieve a just and gender- inclusive transition going forward as Nigeria's committed contributions to UNFCCC are implemented.
- To support policymakers in setting up just and gender inclusive MRV systems, while designing a related roadmap to track just transition impacts of climate policies and actions.

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- Nigeria successfully applies good practices and tools that integrate transparency on climate policies and action with evidence-based policymaking, assessing the impacts (in terms of jobs created/lost, and other social co-benefits) of policies and measures.

## 1.2 Country context

Nigeria, the most populous nation in Africa and its largest economy, faces the daunting but necessary task of transitioning to a low-carbon economy<sup>5</sup>. It should be mentioned that about 90 million of Nigerians lack access to electricity which leads to the rural urban shift as the rural communities who depends on agriculture fare poorly due to lack of access to electricity. This poor access to electricity also has significant impact on gender. Primarily reliant on fossil fuels – petroleum, natural gas, and increasingly coal – driven by the oil and gas sector, which predominantly relies on technically skilled professionals, suggests potential for a streamlined shift to green technologies. Yet, the sector grapples with significant gender imbalances, as only 18% of its workforce comprises women. Even within this minority, women are largely underrepresented (25%)<sup>6</sup> in higher and lower-tier roles. As Nigeria aims for a just transition to renewable energy for its energy needs, the country must balance the immediate need to reduce carbon emissions with the pressing demand to satisfy the energy requirements of its growing population, it's imperative to address these disparities by promoting inclusivity and gender equity, focusing on inclusive policies and specialized training to ensure a diverse representation in green sectors. This transition will seek to balance environmental objectives with socio-economic inclusiveness.

The energy sector directly contributes over 9% to Nigeria's Gross Domestic Product (GDP)<sup>7</sup>, having far-reaching implications on the broader economy. Considering the high technicality of the fossil industry, a shift away from fossil fuels means significant workforce restructuring, presenting the risk of job loss. However, insights from green job assessments reveal potential opportunities for net job creation in the long term. In 2021, the Nigerian DRE sector employed around to 50,000 Nigerians, demonstrating a quick post-pandemic rebound. The DRE sector is

<sup>5</sup> [https://www.ilo.org/global/topics/green-jobs/publications/assessments/WCMS\\_818466/lang--en/index.htm](https://www.ilo.org/global/topics/green-jobs/publications/assessments/WCMS_818466/lang--en/index.htm)

<sup>6</sup>

<https://www.thisdaylive.com/index.php/2022/04/28/stakeholders-look-for-women-inclusion-diversity-in-oil-gas-industry/>

<sup>7</sup> [https://climatechange.gov.ng/wp-content/uploads/2021/08/NDC\\_File-Amended-\\_11222.pdf](https://climatechange.gov.ng/wp-content/uploads/2021/08/NDC_File-Amended-_11222.pdf)

anticipated to maintain its speed; job growth is forecast to be close to 25% per year between 2021 and 2023, resulting in the creation of up to 75,000 jobs in that year. Additionally, with a projected 65,000 jobs in the oil and gas industry, the number of direct DRE jobs is rapidly surpassing that figure and further strengthening the just transition efforts<sup>8</sup>. These findings highlight the need for robust policies that ensure the transition is equitable, protecting affected communities, workers and promoting skills, retooling and development for emerging green jobs.

The Agriculture, Forestry, and Other Land Use (AFOLU) sector mainly driven by smallholder farmers is another critical area for Nigeria's low carbon transition. This sector, which makes up more than 20% of Nigeria's GDP and employs around 36.5% of the labour force dominated by over 70% women<sup>9</sup>, who are responsible for carrying out 70 per cent of agricultural labour, 50 per cent of animal husbandry related activities and 60 per cent of food processing activities but only have access to fewer than 20 per cent of available agricultural resources<sup>10</sup> stands to gain significantly from adopting sustainable practices<sup>11</sup>. As green job assessments indicate, promoting climate-smart agriculture, sustainable land use strategies which will address existing inequalities (male-dominated cultures, taboos and sex-based division of labour, land tenure system, access, and the inability of women to meet basic collateral security as bank requirements for loans intended for agricultural production) could spur job growth and resilience, especially among rural populations heavily reliant on these sectors<sup>12</sup>.

A gender-responsive approach is vital in ensuring a just transition in Nigeria. Women form a significant portion of the agricultural workforce and are prominently involved in production, processing, marketing, sales activities, yet they bear disproportionate vulnerability to climate change impacts due to socio-economic disparities. Women make up a larger portion of indirect and induced jobs, in public service, retail, education, or food service. It is the contrast in the energy sector particularly the oil and gas sector. Though women account for small fraction of direct employment, they are likely to be disproportionately impacted as the industry contracts. Women also face significant challenges within STEM and other pivotal sectors. UNESCO report reveals that only 35% of female students choose STEM-related fields in higher education<sup>13</sup>, with less than 22% of STEM graduates being female in Nigeria<sup>14</sup>. Cultural norms, stereotypes, and limited access to STEM education for girls, compounded by insufficient mentorship, contribute to this underrepresentation. According to a 2019 report by NOI Polls, in collaboration with UN Women and other partners, approximately 76% of respondents stated that they knew someone who had been sexually harassed, and the workplace was identified as a prevalent location for

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<sup>8</sup> <https://www.powerforall.org/resources/reports/powering-jobs-census-2022-focus-nigeria>

<sup>9</sup>

<https://babbangona.com/critical-role-of-women-in-scaling-the-nigerian-agricultural-sector/#:~:text=Nigerian%20women%20make%20up%20about,of%20the%20country's%20food%20production.>

<sup>10</sup> <https://climatechange.gov.ng/wp-content/uploads/2020/09/climate-change-and-gender-action-plan.pdf>

<sup>11</sup> [https://climatechange.gov.ng/wp-content/uploads/2021/08/NDC\\_File-Amended-\\_11222.pdf](https://climatechange.gov.ng/wp-content/uploads/2021/08/NDC_File-Amended-_11222.pdf)

<sup>12</sup> [https://www.ilo.org/global/topics/green-jobs/publications/assessments/WCMS\\_818466/lang--en/index.htm](https://www.ilo.org/global/topics/green-jobs/publications/assessments/WCMS_818466/lang--en/index.htm)

<sup>13</sup>

<https://www.unesco.org/en/articles/new-unesco-report-sheds-light-gender-inequality-stem-education#:~:text=The%20gender%20disparity%20in%20STEM,the%20world's%20researchers%20are%20women.>

<sup>14</sup>

<https://businessday.ng/news/article/only-22-of-stem-graduates-are-females-in-nigeria-fitc/#:~:text=%E2%80%9CIn%20Nigeria%2C%20just%20about%202022,and%20governance%20advisory%20at%20FITC.>



such incidents. This indicates the profound issues of workplace discrimination and sexual harassment that many women navigate. Moreover, the World Bank points out that, compared to men's 61% participation, just 50% of women are part of Nigeria's labour force, with many restricted to lower-paying roles or outside the formal sector. The systemic lack of mechanisms to prevent and address these issues further compounds the professional adversities Nigerian women encounter.

A successful transition to a low-carbon economy must acknowledge women's roles, providing them with the necessary skills and resources to capitalize on emerging opportunities.

Nigeria's commitment to the Paris Agreement reaffirms its dedication to a just transition. The 2021 updated Nationally Determined Contributions (NDCs) pledged a 20% unconditional and 47% conditional reduction in greenhouse gas emissions by 2030, highlights the country's stance on climate issues. Specific sections of the revised NDC highlights the need, realities, and benefits that just transition can bring to fore and how it can be aligned with other national policies.<sup>15</sup> However, green job assessments underline the necessity for strategic policies to facilitate labour market transitions, promote green job creation, and ensure social protection. Highlights of the targets in the NDCs' include ending gas flaring by 2030; 30% energy efficiency level by 2030; promotion of off-grid solar PV (13GW); improved electricity grid performance; and climate-smart agriculture (improved seeds, smart technologies etc), among others<sup>16</sup>. As the UNFCCC negotiation processes called for enhancing the NDCs ambitions, the short-lived climate pollutants offer the opportunity for Nigeria to increase its climate change commitments based on the SLCP analysis conducted with the LEAP-IBC<sup>17</sup>. In its efforts to comply with reporting requirements under the UNFCCC, Nigeria has submitted three National Communications (NCs) with the latest submission made in March 2020; first and second Biennial Update Report (BUR1) in March 2018 and 2021 respectively, and the updated NDC submitted in July 2021.

The Nigerian context presents unique challenges and opportunities in its journey towards a just transition to a low-carbon economy. Drawing from lessons learned from green job assessments, strategic measures ensuring inclusivity, gender equity, social protection, and sustainable job opportunities are key to achieving an effective and just transition.

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[https://www4.unfccc.int/sites/SubmissionsStaging/NationalReports/Documents/187563\\_Nigeria-NC3-1-TNC%20NIGERIA%20-%2018-04-2020%20-%20FINAL.pdf](https://www4.unfccc.int/sites/SubmissionsStaging/NationalReports/Documents/187563_Nigeria-NC3-1-TNC%20NIGERIA%20-%2018-04-2020%20-%20FINAL.pdf)

<sup>16</sup> [https://climatechange.gov.ng/wp-content/uploads/2021/08/NDC\\_File-Amended-\\_11222.pdf](https://climatechange.gov.ng/wp-content/uploads/2021/08/NDC_File-Amended-_11222.pdf)

<sup>17</sup> <https://www.ccacoalition.org/en/resources/nigerias-national-action-plan-reduce-short-lived-climate-pollutants>



# ***Just and Gender Inclusive Transition in Nigeria***

## 2.0 Just and Gender Inclusive Transition in Nigeria

### 2.1 Overview of Nigeria's Transition to a JG-I Green Economy

#### **Gender-Inclusive Green Economy**

One of the requirements for the United Nations Sustainable Development Goals (UNSDG) is gender equality. To eradicate poverty, raise living standards and health outcomes, and defend women's fundamental human rights, gender equality is key to achieving development goals. Increased efforts to reduce poverty, an improved standard of life, effective governance, wealth development, and the creation of jobs are all facilitated by empowering women, providing them a voice in decision-making and policy implementation, and assuring their participation in economic activity and revenue generation.

Nigeria is making headway in its journey towards a gender-inclusive green economy, a commitment evidenced by an array of policies and initiatives across various sectors. Two editions of the National Gender; Policy have so far been approved, the first edition was approved in 2008 and implemented between 2008 and 2013; while the second edition was approved in 2021 to be implemented up to 2026. The 2008 edition laid the groundwork for this

transition, strategically outlining ways to eliminate gender discrimination and empower women in all sectors, including the environment. The policy highlights the significance of integrating gender considerations into environmental policy-making and natural resource management. The new edition seeks to consolidate on the gains of the previous edition with the following updates on the main objectives.

- i. Bridge gender/social inclusion gaps and achieve parity in all spheres of life.
- ii. Protect women's human rights and mitigate sexual and gender-based violence through appropriate buffers and related services.
- iii. Explore and fully harness women's human capital assets as a growth driver for national development through women's economic empowerment.
- iv. Advance women's participation and representation in leadership and governance.
- v. Support women and girls' education, lifelong health, survival, and sustainable development.
- vi. Ensure that gender equity concerns are integrated into social protection, and complex humanitarian actions, legislations, and policies.
- vii. Ensure that the socially excluded groups (e.g. persons with disabilities, the elderly, and the poor) are mainstreamed in development practice.<sup>18</sup>

The overarching goal of the policy flowing from above is thus: to mainstream gender equality and women's empowerment concerns into the national development process in order to improve the social, legal, civic, political, economic, and cultural conditions of the people of Nigeria; particularly women and men, boys and girls, elderly, poor and persons with disabilities in an appreciable manner as required by national and international frameworks.

Furthermore, the Nigeria Renewable Energy and Energy Efficiency Policy (NREEEP) approved in 2015, acknowledged the differential impacts of energy access and usage on men and women. It underscored the importance of women's participation in decision-making processes while advocating for gender equality in the allocation and management of renewable energy resources.

In response to the COVID-19 crisis, the FGN adopted the Nigerian Economic Sustainability Plan (2020) aimed at putting the country back on the path of recovery from the impact of the pandemic. The Plan seeks to create job opportunities in the renewable energy sector, among others, while putting a special emphasis on women's economic empowerment. The plan involves the provision of five million solar home systems (SHS) and mini-grids that would power communities, particularly prioritizing those mini-grid and SHS sales operated and managed by women groups.

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<sup>18</sup> See 2.4 of the National Gender Policy, 2021-2026: Policy Strategic Objectives

Additionally, the National Adaptation Strategy and Plan of Action on Climate Change for Nigeria (NASPA-CCN) was developed in 2011 but not officially launched, pinpoints gender as a key issue that cuts across various sectors. It promotes gender-responsive approaches in managing the impacts of climate change, with particular focus on capacity building, data collection, and the inclusion of women in climate change-related decision-making processes.

Most recently, Nigeria's second Nationally Determined Contribution (NDC) pledged to integrate gender considerations into climate change-related activities and policies. This measure aims to address the unique ways climate change affects men and women, ensuring that gender equality is central to the country's transition to a green economy.

To further achieve a gender-inclusive economy, the Federal Government published the National Action Plan on Gender and Climate Change for Nigeria in 2020. The main goal of the strategy was to make sure that gender considerations are incorporated into national climate change processes in Nigeria to ensure that all demographics are included in the creation and execution of climate change initiatives, programs, and policies. The focus of the plan was on five key priority sectors which included agriculture, forestry, and land use (AFOLU), food security and health, energy and transportation, waste management, water, and sanitation.

Nigeria's commitment to transitioning to a gender-inclusive green economy is also demonstrated in the Nigeria Energy Transition Plan (NETP) approved in 2021. The NETP outlines the country's strategic move from a fossil fuel-dependent economy to one rooted in renewable energy sources. It emphasizes gender equity, specifically in access to modern energy services, and advocates for the inclusion of women in decision-making processes related to the energy transition.

In addition to creating job opportunities for women and youth in the renewable energy sector, the NETP underscores the importance of gender mainstreaming in energy policies and programs. By integrating a gender-responsive approach into the design, implementation, monitoring, and evaluation of energy policies, Nigeria is positioning itself not just to achieve its climate change goals, but also to address gender disparities and contribute to sustainable development in the energy sector.

The current trajectory shows a promising trend towards a gender-inclusive green transition. However, translating these policies into actionable outcomes at the grassroots level is still crucial. By bolstering commitment to these policy prescriptions, Nigeria can accelerate its transition to a green economy that is truly gender inclusive. Implementation of the policies should include ensuring that women are taking significant role in the green projects particularly as it relates to agriculture and energy access. It is important that monitoring and evaluation are taken seriously to ensure proper implementation.

## **Just Transition**

The International Labour Organization (ILO) describes just transition as *“generating possibilities for good work, leaving no one behind, and greening the economy in a way that is as fair and inclusive as possible to all parties involved.”*<sup>19</sup>

Three years after the adoption of the Paris Agreement on climate change, the international climate regime entered another crucial moment: to move from agreement to action and adopted the Paris “rulebook” that will detail rules and procedures to implement the Agreement (which entered into force in November 2016). Negotiating this rulebook has favoured a resurfacing of historic struggles within international climate policy, including those on differentiated responsibilities between developed and developing countries, and commitments to climate finance. Several high-emitting countries are reluctant to fully commit to reducing their emissions, given the potentially negative impact on growth and jobs. Low-emitting countries, and especially those least developed countries which face the greatest risk from climate change, on the other hand, call for accelerated progress and greater support through finance and technology transfers towards their own mitigation and adaptation strategies. At the heart of these struggles lies the fear that addressing the monumental climate challenge will inevitably require us to choose between either protecting the planet or protecting workers and the economies that sustain people. The idea that environmental protection and employment protection are incompatible, while often fuelled by populist rhetoric, cuts across social, political, and geographic divides. With the backing of some governments, a handful of unions and corporations especially in the fossil fuel sector argue that efforts to protect the environment should not take precedence over economic growth and job protection and creation. Within the climate camp, some stakeholders believe that the destruction of jobs is an unfortunate price to pay if we are to prevent catastrophic climate change.

This jobs versus environment binary inhibits any debate on a more profound transition that could transform the economic and political structures that reproduce and exacerbate inequalities and power asymmetries. Such a radical transition requires a redefinition of economic prosperity and social well-being. At its heart will be the creation of employment that promotes labour rights and improves working conditions while also encompassing gender and racial equality, democratic participation, which also reinforce gender disparity and social justice.

Just Transition, the idea that justice and equity must form an integral part of the transition towards a low-carbon, climate resilient world, is increasingly being mobilized both to counter the jobs versus environment binary and to broaden the debate on low-carbon transitions. While recognizing employment as a component of human security and dignity, just transition debates also focus on a broader set of justice-related issues such as the kinds of jobs and societies we envision for the future. Originating in the 1970s US labour movement, Just Transition has since evolved and spread to other geographies and constituencies, from environmental justice groups to the international trade union movement, international organizations as well as the private sector and—particularly since its inclusion in the preamble of the Paris Agreement—global, national and subnational policy circles.

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<sup>19</sup> [https://www.ilo.org/wcmsp5/groups/public/@ed\\_emp/@emp\\_ent/documents/publication/wcms\\_432859.pdf](https://www.ilo.org/wcmsp5/groups/public/@ed_emp/@emp_ent/documents/publication/wcms_432859.pdf)

## Why Focus on Just Transition?

Nigeria, as reflected in its revised Nationally Determined Contributions (NDCs), stands on the brink of a monumental shift towards a sustainable future. This transition, enveloped in the broader scope of climate policymaking, treads the intricate line between understanding the economic benefits and acknowledging the associated costs. At the heart of this pivot lies the potential for job creation, a pressing concern for an economy teeming with a young demographic. By 2035, Nigeria's policies targeting energy poverty, climate change, and economic development are forecasted to usher in approximately 12 million net additional jobs, buoyed by an investment surge approximating US\$80 billion<sup>20</sup>. This influx is primarily anticipated in sectors like power generation, transportation, agriculture, and forestry.

But the narrative delves deeper than mere numbers. As the initial investment-driven momentum wanes, the economy undergoes structural transformations, shaped and moulded by these climate policies. While some sectors, like power and energy, dominate the investment landscape, others present untapped potential. Take, for instance, the agricultural sector, where climate-smart policies could potentially generate an impressive 3 million net jobs, despite minimal capital investments<sup>21</sup>. This intricate interplay between sectors underscores the profound influence of investment types on job creation, GDP growth, and emissions trajectories. Investments in biofuel, while lesser in magnitude compared to the cement industry, yield almost equivalent job outcomes, highlighting the significance of the type and nature of investment.

Furthermore, Nigeria's energy matrix paints a vivid picture of its challenges and opportunities. The prominence of the informal firewood and charcoal industry, engaging over 41 million workers, is testament to its centrality in Nigeria's energy and employment landscape. Contrasting this with the comparatively marginal employment figures of the oil and gas sector further accentuates the potential of a just transition in transforming such entrenched sectors. Biomass, responsible for a staggering 75% of Nigeria's primary energy supply<sup>22</sup>, underscores the pressing need for climate policies that holistically address the Agriculture, Forestry, and Land Use (AFOLU) sector. Policies targeting this sector, like afforestation, not only present cost-effective solutions for emission reductions but also promise significant job creation.

Yet, the path to a just transition is riddled with complexities. The trade-offs between investments, such as between improved cookstoves and the prevalent firewood industry, encapsulate the dichotomies Nigeria faces. While certain investments may herald environmental benefits and improved working conditions, they could also result in significant job displacements, necessitating alternative employment avenues and robust social protection mechanisms. At the core, the success of Nigeria's NDC climate policies hinges on accompanying just transition strategies that address socio-economic implications, foster inclusive growth, and champion a sustainable future.

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<sup>20</sup> [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/documents/publication/wcms\\_818466.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_818466.pdf)

<sup>21</sup> [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/documents/publication/wcms\\_818466.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_818466.pdf)

<sup>22</sup> [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/documents/publication/wcms\\_818466.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_818466.pdf)

As Nigeria strides forward, five critical facets of just transition policymaking demand unwavering attention. Addressing social implications is pivotal to prevent potential protests and ensure effective policy implementation. The inherent heterogeneity of climate policies mandates an integrated approach at the inception stage to ensure social inclusion and pro-poor growth. Additionally, the transition necessitates a skilled workforce, capable of navigating the nuances of a low-carbon economy. Instituting social dialogue mechanisms and protection measures will be key to cushioning potential policy impacts. Ultimately, the synergy of fiscal, macro, sectoral, and industry policies will be the linchpin, driving structural economic transformations while championing social development.

### **Why track just transition?**

In the global quest for sustainable development, Nigeria finds itself uniquely positioned, with the responsibility of not only navigating the complex interplay of economic growth and environmental conservation but also addressing deep-seated socio-economic disparities. Tracking the just transition process using robust indicators and comprehensive measures is pivotal for several reasons.

Firstly, the sheer scale of Nigeria's demographic and economic landscape demands meticulous monitoring. Home to a burgeoning youth population, Nigeria grapples with the dual challenge of creating employment opportunities while transitioning to environmentally sustainable sectors. For instance, as policies shift focus from oil and gas to more sustainable energy sources, it's essential to measure the direct and indirect employment impacts across the value chain. Tracking tools, such as employment multipliers and sectoral employment indices, can provide invaluable insights into the transition's real-time implications on the nation's workforce.

Secondly, the transition's success hinges on its inclusivity. Nigeria's historical socio-economic imbalances, notably gender disparities in sectors like energy, require targeted interventions. Implementing and tracking gender-responsive indicators, like female participation rates in green job training programs or women's representation in decision-making roles across new sustainable industries, will be crucial. Such metrics not only ensure that the transition is equitable but also harness the potential of an often-underrepresented demographic, leading to more comprehensive growth.

Furthermore, Nigeria's vast and diverse geographical expanse presents varied challenges and opportunities. Regional indicators that capture the nuances of local ecosystems, such as afforestation rates in erosion-prone areas or the adoption of climate-smart agricultural practices in arid zones, are paramount. This granular approach ensures that strategies are tailored to local needs, optimizing outcomes, and maximizing resource efficiency. By identifying regional champions and laggards through these indicators, Nigeria can foster healthy competition, promoting best practices and innovation.

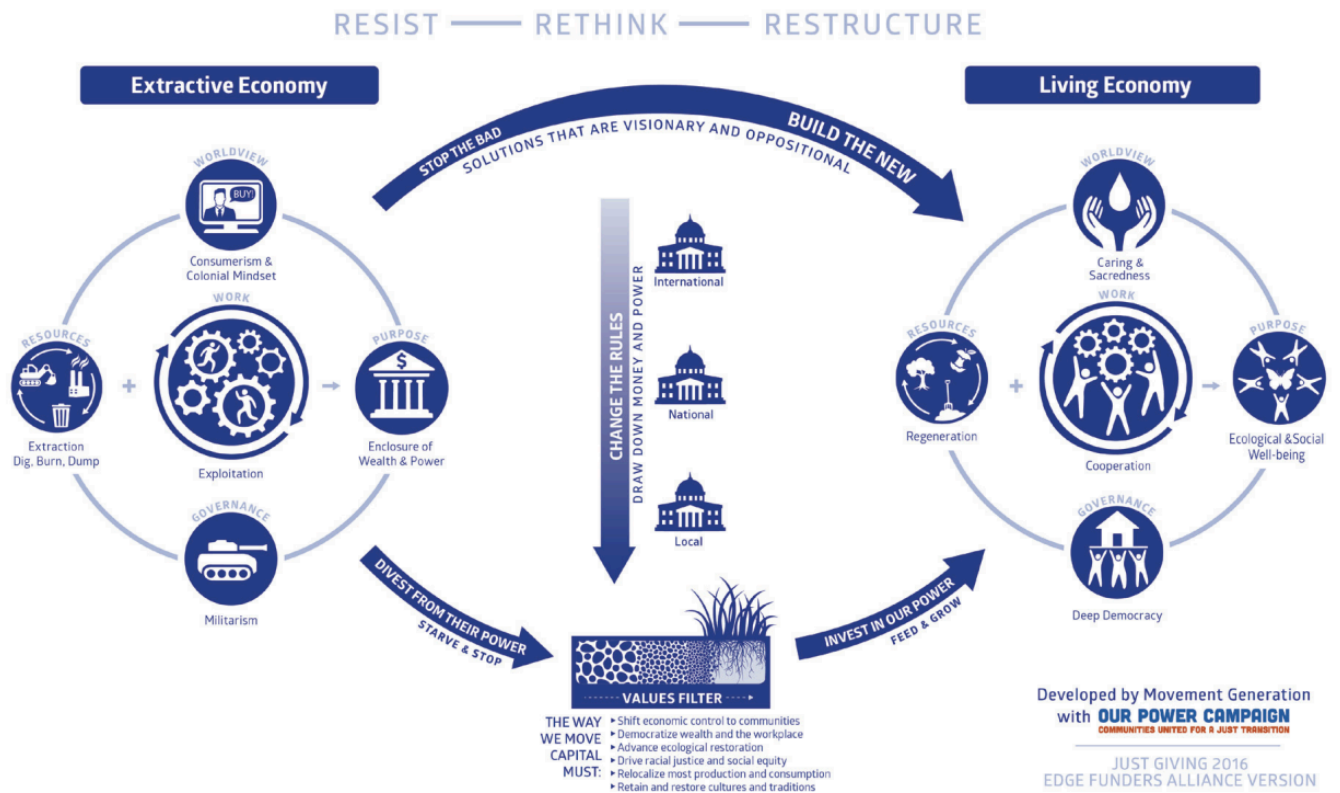
Financial metrics also warrant keen attention. With massive capital injections forecasted in sectors like renewable energy and sustainable agriculture, gauging the return on investment is



essential. Indicators tracking job creation per dollar invested, GHG emission reductions relative to capital expenditure, or even socio-economic benefits accruing from such investments can offer a clear picture of policy efficacy. Such financial transparency not only bolsters investor confidence but also aids in course correction, ensuring that Nigeria gets the best value from its sustainable endeavours.

The very essence of a just transition is its holistic nature, encompassing not only economic and environmental dimensions but also social and cultural facets. Tracking indicators related to community engagement, indigenous rights in conservation projects, or even socio-cultural acceptance of new sustainable practices provides a comprehensive view of the transition's impact. In a diverse nation like Nigeria, where tradition and modernity often intersect, understanding and measuring these softer aspects ensures that the march towards sustainability is harmonious, inclusive, and truly 'just'. Furthermore, tracking can illuminate varying impacts of transition policies across different sectors and demographics, making certain that the transition is both inclusive and equitable. By revealing any disparities, it ensures the transition process does not disproportionately burden certain groups based on factors such as gender, socio-economic status, or geographic location, it can also play a motivational role. By exhibiting tangible progress, it can inspire optimism and fortify commitment, helping to maintain momentum in the face of any challenges that may arise. This allows us to identify and disseminate best practices, success stories, and lessons learned. This exchange of knowledge facilitates cooperation among different regions, countries, and sectors, contributing to collective progress.

## A strategy framework for Just Transition



The Just Transition (JT) concept stems from the efforts of labour unions striving to strike a balance between evolving environmental needs and securing justice for workers. Throughout the 1970s, the emergence of Labour environmentalism was noticeable as labour unions often found themselves in a dilemma, supporting industries that were detrimental to the environment to safeguard workers' employment. This led to a dichotomy that seemed to set the environment against job opportunities. However, global entities like the International Trade Union Confederation, the International Labour Organization (ILO), and the UN Environment Programme took the initiative to reshape this discourse. They emphasized the significance of procedural fairness and broadened the dialogue, advocating for a more comprehensive engagement with workers and communities.

The JT framework gained traction and was recognized by various national and international trade union entities, including the European Trade Union Confederation and the ILO. In a landmark move, the Paris Agreement became the first global treaty to emphasize the necessity of a just transition for the workforce, underscoring the significance of human rights, gender equality, and procedural justice. This concept is now integral to the UN Framework Convention on Climate Change process, highlighting the importance of a just transition in its work programs. Although these policy advancements on the international stage are commendable, it's crucial that JT is not merely an adjunct to climate policies but is deeply integrated into them, ensuring its effective execution in the member nations. The European

Green Deal stands as a testament to this approach by proposing an integrated decarbonization policy backed by a significant Just Transition Mechanism.

Yet, the challenges remain. There's a looming danger of not fully realizing the potential of the JT if its implementation remains confined to only addressing the repercussions on the labour market and predominantly the fossil fuel sector. A broader perspective, encompassing renewables and sectors like agriculture, is indispensable. Several countries are pioneering this expansive vision. For instance, Scotland set up an independent Just Transition Commission, focusing not only on a carbon-neutral economy but also on creating a sustainable and inclusive labour market. This commission, while accentuating the importance of jobs, also delved into areas like land use and agricultural change to ensure the transition remains equitable.

In a parallel move, South Africa has been proactive with President Cyril Ramaphosa initiating a Presidential Climate Commission, aiming for a just transition towards a low-emission, climate-resilient economy. Collaborative efforts have also been seen with the establishment of an international Just Energy Transition Partnership, focusing primarily on decarbonizing the electricity system and ensuring global justice. The partnership is eyeing expansion with preliminary talks involving countries like Nigeria and Senegal, further emphasizing the global commitment to a just and sustainable future.

## 2.2 Current Challenges and Opportunities

### 2.2.1 Energy sector

Nigeria's economy has been largely dependent on the energy sector (oil and gas) for several decades. While oil exports have brought substantial revenue to the country, this dependence on crude oil has introduced a multitude of challenges that hinder Nigeria's transition to greener and more sustainable energy sources. Some of these challenges include economic vulnerability which is often caused by the fluctuations in global oil prices, fiscal instability due to the heavy dependence of oil making the government vulnerable to revenue shortfalls during price slumps, leading to budget deficits and challenges in funding essential public services and infrastructure projects, corruption and mismanagement due to the lack of transparency and accountability leading to embezzlement, diversion of funds, and the misallocation of resources. Neglect of the non-oil sectors has hindered diversification efforts and has limited economic growth in non-oil sectors. The benefits of oil wealth have also not been evenly distributed in Nigeria. Income inequality is pronounced, with a small elite benefiting disproportionately from oil revenues, while a significant portion of the population remains impoverished.

According to results from the 2021 global measurements, Nigeria has the largest energy access deficit in the world leaving every 1 in 3 households without access to electricity while

biomass and waste are the primary source of energy for cooking, especially in rural and peri-urban areas<sup>23</sup>.

The average cost of power in Nigeria, on the other hand, is among the highest in the world at \$0.52 per kilowatt hour. Due to their widespread use and high cost, the nation is thought to have 20 to 30 million functioning diesel generators with a capacity ranging from 25 to 60 GW. However, despite having 12.5GW of installed generating capacity, 80% of which is gas-fired, the average amount of energy produced each day is barely 4–5GW because of unreliable gas supply and woefully insufficient distribution and transmission facilities.

Considering the above, the energy sector's transition represents a significant task with many difficulties. If not managed well an energy transition could have more detrimental effects on the economy than positive.

Some of these concerns include the deterioration of local culture and identity, the loss of livelihoods and job security in businesses or industries dependent on fossil fuels, the loss of energy access and affordability for low-income populations and rising inequality and poverty in areas dependent on the sector. There is also the backlash to climate policies if they are not deemed to provide benefits to the workers and communities particularly when it seems it has left people (communities and workers) who are supposed to be beneficiaries behind.

The implementation of a clean and renewable energy transition is currently hampered by several factors. Some of these factors are highlighted below.

- **Pricing and investment in the energy sector:** Rising energy cost is a major cause of Nigeria's raging inflation. The country is made more vulnerable to changes in the price of oil by its strong reliance on imports to meet domestic demand. Nigerian consumers are under added pressure as a result of rising energy prices that have outpaced both ordinary inflation and food inflation.

Sadly, despite the high cost of energy in the country, the country's utility-scale energy-producing capacity cannot keep up with domestic demand. Approximately 12,500 megawatts (MW) of installed electrical producing capacity in Nigeria is currently available for transmission to the final customer, with available capacity between 3,500MW to 5,000MW for onward transmission to the final consumer<sup>24</sup> However, the needs of Nigeria's population of approximately 200 million people have consistently not

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<https://www.worldbank.org/en/news/press-release/2021/02/05/nigeria-to-improve-electricity-access-and-services-to-citizens>

<sup>24</sup> <https://businessday.ng/news/article/nigerias-power-sector-and-the-role-of-tax-incentives-in-stimulating-growth/>

been satisfied by the capacity that is currently available<sup>25</sup>. This calls for an urgent and major investment in the power industry. The availability of funds to be invested in the sector poses a challenge to a just transition.

- **Lack of data availability:** The challenge of mainstreaming a just transition in the oil and gas industry is accentuated by the absence of specific and comprehensive data. Even though the National Data Repository Regulations 2020 dictates that the repository shall function as a central data hub for the Nigerian Oil and Gas industry, facilitating timely data submissions and fostering enhanced interaction between the Government and the industry, it notably lacks provisions that mandate the submission of climate-centric data. This is further complicated by the uncertainty surrounding the exact number of individuals reliant on the oil and gas sector, the region's most susceptible to reductions in the industry, and the potential socio-economic ramifications should this sector contract. Additionally, there's an absence of crucial data on areas such as skills deficiencies, employment requisites, and workforce demographics, all of which are indispensable for policymakers. The primary responsibility for data coordination is vested in the Nigerian Upstream Petroleum Regulatory Commission (NUPRC), which, through existing regulations, is designated as the principal custodian of all industry data, given its role in establishing a national data repository. The significance of addressing these data gaps, particularly in the context of the just transition challenge, is paramount.
- **Poor physical access to infrastructure:** Nigeria's infrastructure deficit, compounded by limitations in project design and execution capabilities, significantly constrains its economic advancement. The country's infrastructure stock, currently at roughly 25% of its GDP, starkly contrasts the global benchmark of 70%, as highlighted by the IMF<sup>26</sup>. This paucity, especially prominent in pivotal sectors like energy, transportation, and information and communications technology, not only hampers economic growth but also stifles job creation. Without robust and efficient infrastructure, the prospects for businesses to expand, innovate, and augment their workforce diminish. Furthermore, it's vital to acknowledge the design and execution challenges at both national and subnational levels. While Nigeria's subnational governments enjoy considerable fiscal autonomy, permitting them to spearhead public infrastructure projects and programs, many face hurdles tied to project implementation capacity. To truly bridge the infrastructure gap, the Nigerian national government needs to not only invest in physical infrastructure but also strengthen the design and execution competencies across all tiers of governance.

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<https://www.dataphyte.com/latest-reports/energy/is-the-lack-of-context-sensitive-energy-strategy-impeding-the-full-development-of-electricity-systems-in-nigeria/>

<sup>26</sup> [Nigeria - Construction Sector \(trade.gov\)](#)

- It should however be mentioned that Nigeria has made progress in infrastructure development, particularly in sectors like transportation, energy, and telecommunications. However, challenges remain, and there is ongoing work to strengthen project management capabilities, attract private sector investment, and ensure the efficient execution of projects. Collaboration with international development partners and organizations can also provide valuable support in building infrastructure capacity and financing large-scale projects.
- **Problems obtaining land permits and securing land ownership:** The Land Use Act of 1978 was passed to nationalize land ownership in Nigeria and to make it easier for the state to effectively manage how land is used and developed. However, the Act has gradually gotten in the way of the nation's economic development and growth during its implementation over the past decades. As provided in Sections 21 and 22 of Nigeria's Land Use Act, citizens' rights are restricted to occupy land, buy, let, or sell their land without obtaining the consent and approval of their Governors. This is believed to be anti-people, oppressive and cannot enhance sustainable development in society. The Act has also made it more difficult for the nation's real estate markets to operate and function effectively. Individuals are not permitted to own freehold interests in land in Nigeria under Section 1 of the Act. Only a 99-year maximum residence duration can be allowed to individuals, and they must pay the government ground rent that the governor has set<sup>27</sup>.
- **Lack of financial support:** The Federal Government of Nigeria ("FGN") recently projected an investment requirement of over US\$400 billion to accomplish its net-zero ambition by 2060, as presented during COP26 and the UN General Assembly's High-Level Dialogue on Energy in September 2021. To put this into perspective, this enormous figure vastly exceeds Nigeria's typical annual budget, underscoring the magnitude of the financial challenge ahead. Specifically, out of the total sum, US\$155 billion is earmarked for generation capacity, infrastructure development for transmission and distribution, the construction sector, industry, and transportation. When juxtaposed with Nigeria's current economic status, characterized by high national debt and considerable budgetary allocations to essential sectors like healthcare, education, and security, the daunting nature of this financial goal becomes evident. The nation's reliance on oil and gas revenues adds complexity, as these are the very sectors that the green transition aims to evolve from. Simultaneously, Nigeria is also striving to meet the Sustainable Development Goals (SDGs) and its commitments under the Paris Agreement, both of which come with their own hefty price tags.

However, the financial aspect isn't the only challenge. A successful Just Green Inclusive Transition (JGIT) requires robust data capabilities to track, monitor, and analyse progress effectively. Currently, there are potential roadblocks stemming from conflicts at

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<sup>27</sup> <https://core.ac.uk/download/pdf/234663719.pdf>

local, sectorial, and national levels. Challenges might also stem from the absence of comprehensive stakeholder representation, inconsistent policies, and a lack of capacity-building. There exists a notable knowledge gap, coupled with limited access to advanced technologies (*Several inadequate or outdated technologies have contributed to inefficiencies, challenges, and limitations. These technologies span various aspects of the energy sector, including power generation, distribution, and resource management. Some of the inadequate technologies are among others outdated power plants, inefficient grid infrastructure, limited renewable energy integration, inadequate energy storage solutions, inadequate access to modern energy services, energy efficiency technologies, data and monitoring systems, energy data collection and analysis etc. Addressing these challenges and upgrading inadequate technologies is essential for improving the efficiency, reliability, and sustainability of the Nigerian energy sector. This includes investments in modern power generation technologies, grid infrastructure, renewable energy integration, energy storage solutions, and energy-efficient practices. Additionally, enhancing data and monitoring capabilities, promoting research and development, and fostering technology transfer are key steps in advancing the energy sector in Nigeria*), crucial for a seamless transition.

Given these multifaceted financial and infrastructural demands, it becomes imperative for Nigeria to devise sustainable financing strategies. These strategies should harness resources from a mix of avenues, including private sector investments, international donors, and dedicated climate funds. However, it's not just about amassing funds; it's also about ensuring their transparent, accountable, and efficient utilization to genuinely drive the JGIT's objectives to fruition.

### 2.2.2 AFOLU Sector

Hovering around a quarter (25%) of Nigeria's Gross Domestic Product (GDP) in the 2010 to 2020 decade, the Agriculture, Forestry, and Other Land Use (AFOLU)/Land Use, Land-Use Change, and Forestry (LULUCF) sector remains a major anchor of Nigeria's economy with over 70%<sup>28</sup> of the population engaging in agriculture at subsistence level. The contribution of forestry to agriculture and development in general cannot be overstressed. According to a 2018 report by the Food and Agricultural Organization (FAO), Nigeria's forest ecosystems are threatened by rapid population growth and economic activities with annual deforestation rate being up to 2.38%<sup>29</sup>. Agricultural expansion, heavy reliance on firewood and charcoal for industrial and household and the findings of this study for the energy sector are in tandem with extant literature in the energy, which unsustainable timber extraction, urbanization, grazing, bush fires, conflict between pastoral and agrarian land use, infrastructure development are some of the

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<sup>28</sup> <https://www.nationsencyclopedia.com/economies/Africa/Nigeria-AGRICULTURE.html>

<sup>29</sup> <https://www.fao.org/nigeria/fao-in-nigeria/nigeria-at-a-glance/en/>

challenges. The central role women play in provision of domestic energy and the agricultural sector according to extant literature and findings of this study are more relevant to climate change mitigation than role of men. While improved agriculture productivity via the adoption of new technologies and innovations is necessary to ensure food security and nutritional supply sustainability, the challenge of climate change and efforts to transition the global, regional, and national economies away from carbon-intensive economy presents unique set of challenges for agriculture dependent countries like Nigeria.

Navigating a Just Transition in the Agriculture, Forestry, and Other Land Use (AFOLU), and Land Use, Land-Use Change, and Forestry (LULUCF) sectors presents a nuanced landscape of challenges and potential benefits. In many developing countries, especially within rural regions, traditional agricultural and forestry methodologies are deeply rooted in cultural and socio-economic foundations. Altering these practices without offering equally viable and culturally accepted alternatives could face pushback, impeding transitional progress. Further, the climate crisis exacerbates the vulnerabilities of these sectors through erratic weather phenomena, altering precipitation trends, and seasonal shifts, consequently impacting those reliant on these industries.

Complications in land tenure, marked by ambiguous or disputed land ownership, further deter stakeholders from integrating sustainable land management approaches. In addition, suboptimal policies or institutional frameworks can act as stumbling blocks. These include inconsistent policy frameworks, the absence of sustainable practice incentives, inter-agency coordination gaps, and weak enforcement paradigms. Financial barriers cannot be overlooked, particularly for smallholder farmers. Such individuals, pivotal in the AFOLU landscape, often grapple with restricted access to cost-effective financing avenues to champion eco-friendly practices. Gender disparities further amplify these challenges, with a majority of women in the sector facing constraints in land ownership and profits from agricultural ventures due to ingrained gender biases.

However, amidst these challenges, the sectors shimmer with untapped potential. Climate-responsive agricultural innovations, such as conservation agriculture and agroforestry, present prospects of both curbing emissions and bolstering resilience against climate adversities, without necessarily compromising productivity. And here, one effective approach to persuade farmers to transition away from age-old practices is to underscore the tangible financial gains and incentives linked with sustainable agriculture.

Further, sustainable forest management can incubate burgeoning local industries, spanning furniture crafting, non-timber forest produce harvesting, to ecotourism (*the new WRI research finds that the carbon costs of wood harvesting have been systematically underestimated. This does not necessarily mean that wood products cannot be harvested in a sustainable manner, but it's an issue that requires closer scrutiny*)<sup>30</sup>. Such avenues could compensate for potential job shifts caused by the embrace of green practices, particularly benefiting rural women, girls,

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<sup>30</sup> <https://www.wri.org/insights/wood-harvests-overlooked-carbon-costs>



and boys. Recognizing and tackling gender disparities also opens doors for empowering women, ensuring their equitable inclusion. This could manifest through policy revamps, skill enhancement, and availing gender-sensitive amenities, ensuring that women aren't marginalized during the transition.

Moreover, this transitional phase beckons enhanced data assimilation and management in the sectors. Mending existing data voids can bolster policy planning, roll-out, and surveillance, driving superior and productive results. While the journey towards a just transition in the AFOLU and LULUCF sectors is intricate and challenging, with informed policies, comprehensive strategies, education, and holistic stakeholder engagement, these hurdles can be transformed into avenues for sustainable, resilient, and inclusive growth.

### 2.2.3 Cross-Cutting Modelling Issues

Models play a pivotal role in tracking a Just Transition, helping gauge the environmental, social, and economic implications of transitioning to a low-carbon, inclusive, and gender-balanced economy. Yet, these models, while vital, present a slew of challenges and potential advantages.

A primary concern emerges from the vast array of models in use. From models that sketch an overarching view of macroeconomic consequences linked to climate policies to those that dig deep into the effects of these policies on distinct groups, the gamut is wide. The sheer diversity complicates efforts to consolidate findings or derive a holistic understanding of the just transition's repercussions.

Certain models might skim over pivotal elements of a just transition. Notably, gender dynamics or the vast informal economy—prevalent in numerous developing nations—might fall through the analytical cracks. Moreover, intricacies tied to interactions between sectors or various facets (like economic interplay with environmental factors) might be glossed over, resulting in analyses that might lack depth.

Adding to the conundrum are uncertainties woven into transition narratives. Predicting future tech innovations, shifts in policy, or societal metamorphoses is intricate. These uncertainties can sway transition outcomes and modelling them remains a daunting task.

Yet, the silver lining is the suite of opportunities modelling opens. They shed light on the prospective ramifications of policy alternatives, steering decision-making toward outcomes that resonate with equity, resilience, and sustainability. Advanced models can spotlight scenarios that serve dual purposes—climate mitigation coupled with societal perks like employment spurts or poverty alleviation. Such insights can consolidate backing for a Just Transition across stakeholder groups.

Furthermore, models are adept at emphasizing the varied impacts of policies, ensuring that strategies are tailored to shield vulnerable communities and equitably distribute gains—a cornerstone of a Just Transition.

Another boon is the collaborative spirit models can foster. Engaging an ensemble of stakeholders—spanning policymakers, researchers, civil outfits, and industry

heavyweights—enhances inclusivity and efficacy of the transition narrative. Embracing the advantages and navigating the complexities of modelling can be instrumental in orchestrating a Just Transition that's low-carbon, ensures gender parity, and champions inclusivity.

### 2.2.3.1 Overview of Relevant Nigerian and International Models, Studies, and/or Existing Methodologies for JGIT Planning and Implementation

#### Summary of country case studies

**South Africa's Energy Transition:** South Africa, a country heavily dependent on coal, has been working towards a just transition to a low carbon economy. The Energy Research Centre at the University of Cape Town developed a linked energy-economy-environment model to explore the impacts of a transition away from coal<sup>31</sup>. Their model found that a shift towards renewable energy could create more jobs than would be lost in the coal sector, helping to alleviate concerns about employment impacts. However, the model also highlighted distributional impacts, with job losses concentrated in coal-dependent regions, underscoring the need for targeted policies to support affected workers and communities.

**Gender Impact of Energy Policies in the EU:** The European Institute for Gender Equality (EIGE) used a microsimulation model to analyse the gender impacts of energy efficiency policies in the EU<sup>32</sup>. The model found that such policies could potentially have positive impacts on women's employment. However, it also highlighted potential negative impacts, such as an increased risk of energy poverty for low-income women due to higher energy prices. This underlines the importance of considering gender impacts in policy design and of implementing complementary measures to mitigate potential negative effects.

**Renewable Energy Transition in Germany (Energiewende):** The transition from fossil fuels to renewable energy in Germany, also known as Energiewende, is a landmark case in global energy transitions. Using a combination of models, including macroeconomic, technoeconomic, and integrated assessment models, German policymakers were able to anticipate job gains in the renewable sector, which would offset the losses in the fossil fuel sector<sup>33</sup>. However, the models also revealed the geographically uneven impact of the transition, with coal-dependent regions facing substantial job losses. As a result, targeted policies, including the Coal Phase-Out Act, were implemented to support these regions, demonstrating the importance of modelling in informing just transition strategies.

**Australia's Climate and Energy Policies:** In Australia, the use of modelling to inform policy decisions has been crucial. For instance, the Australian Government used macroeconomic models to analyse the impact of carbon pricing and other climate policies on different sectors, including employment<sup>34</sup>. The findings from these models led to the creation of a comprehensive

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<https://www.brookings.edu/wp-content/uploads/2023/02/Chapter-7.-South-Africas-Just-transition-A-whole-economy-transformation.pdf>

<sup>32</sup> [https://eige.europa.eu/sites/default/files/documents/ti\\_pubpdf\\_mh0116176enn\\_pdfweb\\_20170516164243.pdf](https://eige.europa.eu/sites/default/files/documents/ti_pubpdf_mh0116176enn_pdfweb_20170516164243.pdf)

<sup>33</sup> <https://www.cleanenergywire.org/easyguide>

<sup>34</sup> <https://www.energyfactsaustralia.org.au/explainers/energy-policy/>

plan for a low-carbon economy that included measures to support affected communities and workers.

**India's Solar and Wind Energy Transition:** India is making great strides in its transition to renewable energy, with a significant focus on solar and wind power. The Council on Energy, Environment and Water (CEEW), using labour factor content analysis, found that India's solar and wind sectors will employ more than 300,000 workers 2026<sup>35</sup>. However, the study also highlighted the need for better skills development, safety norms, and gender inclusivity, providing critical insights for India's just transition strategies.<sup>36</sup>

**China's Coal to Clean Energy Transition:** China, as the world's largest consumer and producer of coal, has been making significant strides towards transitioning to cleaner energy sources. A study conducted by the China National Renewable Energy Centre used a dynamic computable general equilibrium (CGE) model to analyse the socio-economic impacts of the country's energy transition<sup>37</sup>. The study revealed that the transition would result in a slight decrease in employment in the coal industry, which could be more than compensated for by job creation in the renewable energy industry. However, it also emphasized the need for reskilling of the workforce and regional development policies.

**Green Economy Transition in Brazil:** Brazil is pursuing a transition to a green economy with a focus on sustainable agriculture and renewable energy. The Brazilian Government used a CGE model to study the impacts of this transition on employment and income distribution<sup>38</sup>. The study concluded that the transition would lead to a net increase in employment and reduce income inequality, but it also highlighted the need for policies to support workers displaced from traditional agricultural practices.

These cases underline both the potential value of models in providing insights into the impacts of a Just Transition and the challenges in ensuring that models capture all the relevant aspects and impacts.

## **Other models**

### **ILO GJAM Model**

The International Labour Organization (ILO) is instrumental in the promotion of green jobs, seeking to understand and present their potential in the transition towards sustainable economies. To this end, the ILO has developed the Green Jobs Assessment Institutions Network (GAIN). It is "an international network of individual researchers, research institutions and international organizations that aims at developing tools to better understand the effects of green policies on employment and therefore contribute to promoting the just transition to the

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<sup>35</sup> <https://india.mongabay.com/2022/11/models-spotlight-indias-clean-energy-transition-pathways/>

<sup>36</sup> <https://www.ceew.in/publications/how-indias-solar-and-wind-policies-enabled-its-energy-transition>

<sup>37</sup> <https://www.sciencedirect.com/science/article/pii/S209580992100429X#:~:text=Coal%20will%20be%20rapidly%20phased,of%20the%20total%20electricity%20demand.>

<sup>38</sup> <https://www.isecoeco.org/conferences/isee2012-versao3/pdf/p977.pdf>

green economy"<sup>39</sup>. The GAIN network worked together to create the Green Jobs Assessment Model (GJAM) and the entire process of capacity building and policy advice for countries to develop their own GJAM is supported through GAIN.<sup>40</sup> a model that offers a robust and coherent method of evaluating the impact of green policies on employment. The GJAM model is distinguished by its integrated framework. Notably, it encapsulates environmental and socio-economic factors in its analysis. This is achieved by incorporating diverse economic, employment, and environmental metrics derived from an array of data sources and analytical methodologies. Importantly, the GJAM model embraces a broad policy ambit. It casts its analytical net across a multitude of sectors including energy, agriculture, industry, and transportation and tackles issues that crosscut these sectors, such as technology, investment, and trade. This inclusivity facilitates a comprehensive evaluation of the direct effects of green policies on specific sectors and the indirect, reverberating impacts on the economy at large.

The GJAM model conducts a multi-dimensional analysis, which scrutinizes the impacts of green policies across several aspects. These include economic output, employment, income distribution, and poverty. Simultaneously, it evaluates environmental results such as changes in carbon emissions and usage of natural resources. A defining aspect of the GJAM model is its collaborative ethos. It fosters a cooperative space where a network of institutions converges to exchange expertise and experiences in green job assessment. Such collaboration augments the quality of assessments and catalyses a shared understanding of green jobs and the shift towards a green economy.

GJAM is also dedicated to enhancing the capacities of institutions to undertake green job assessments. This commitment is reflected in activities such as training in the use of assessment tools, provision of technical assistance, and sharing of best practices and lessons gleaned from experience. The GJAM model is characterized by its adaptability. It can be customized to different national contexts and can be employed to assess a broad spectrum of green policies. These range from overarching strategies for transitioning to a green economy to specific measures like renewable energy targets or energy efficiency standards.

The GJAM model remains a comprehensive tool for probing the impacts of transitioning to a green economy on jobs. It identifies potential opportunities for green job creation, potential obstacles such as job losses in particular sectors, and supplies the necessary evidence to guide policy decisions. It provides a roadmap for understanding how the shift to green economies can be realized and optimized.

## **PCAN Just Transition Job Tracker**

The Place-based Climate Action Network (PCAN) has pioneered the Just Transition Jobs Tracker, an innovative tool designed to examine the influence of the green transition on employment. Developed in the context of research about how to marshal finance for a just

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<sup>39</sup> [The Green Jobs Assessment Institutions Network \(GAIN\) \(Green jobs\) \(ilo.org\)](https://www.ilo.org/gain/)

<sup>40</sup> <https://www.ilo.org/wcmsp5/groups/public>

transition, this tool delivers estimations on future job landscape changes driven by the move towards a sustainable, green economy.

The Jobs Tracker is grounded in the philosophy of the 'just transition', an approach that integrates justice and fairness into the shift from a carbon-intensive economy to a sustainable, low-carbon one. This tool provides a granular, place-based understanding of the local impact of green jobs, thus ensuring that the benefits of the green transition are evenly distributed, and potential downsides, such as job losses in carbon-intensive sectors, are mitigated. The tracker stands out for its precise, location-specific analysis. It breaks down the projected job growth by local authority areas across the UK, offering a clear visual representation of areas where green jobs are anticipated to be created. This geographically detailed data aids local and national policymakers in pinpointing regions where the opportunities and challenges of the just transition are particularly pronounced.

The Jobs Tracker further showcases a wide range of sectors where green jobs are anticipated to burgeon. It covers sectors such as renewable energy, energy efficiency, nature conservation, and low carbon services. By highlighting these areas, the tool helps to foster an understanding of the diverse employment opportunities that the green economy can bring. The PCAN Just Transition Jobs Tracker serves as a valuable compass in the journey towards a just transition. By providing comprehensive, location-specific data, it aids in aligning the transition to a green economy with job creation and social justice goals. It provides an evidence base for policymakers, businesses, and stakeholders to guide investments, create strategies, and implement initiatives to realize a just and equitable green transition.

### **ILO JT finance tool**

The International Labour Organization (ILO) has developed a pivotal tool for navigating the financial aspects of the just transition to a low-carbon, sustainable economy. Named the 'Just Transition Finance Tool', it facilitates the evaluation, monitoring, and communication of just transition efforts, and is instrumental in tracking the progress made towards these objectives.

The Just Transition Finance Tool is designed to empower companies, investors, and policymakers to ensure that their financial decisions align with the principles of a just transition. It allows for the analysis of investment portfolios and the assessment of their impact on workers and communities, enabling more informed decisions that contribute to a fair transition. By integrating social aspects of transition alongside environmental ones, the tool paves the way for financial strategies that are both sustainable and socially responsible.

The tool consists of a framework, aligned with the ILO's Guidelines for a Just Transition that enables the user to assess the social impact of investments. This involves evaluating measures related to employment quality, such as job security, wages, and health and safety standards, as well as social dialogue and rights at work. By considering these diverse aspects, the tool fosters a comprehensive understanding of the investment's social footprint.

The tool also facilitates communication and dialogue among different stakeholders involved in the transition process. It encourages transparency, enabling stakeholders to share and compare assessments and create a common language about the social impact of investments. This collaborative approach is key for coordinating efforts and promoting mutual learning, which can accelerate the transition towards a green, inclusive economy.

The ILO's Just Transition Finance Tool remains a groundbreaking resource that contributes significantly to tracking the progress of just transition. It provides a comprehensive method for assessing the social impact of financial decisions, ensuring that the move towards a sustainable, low-carbon economy does not leave anyone behind. By fostering transparency and collaboration, it empowers stakeholders to make financial decisions that align with the principles of a just transition.

### **Nigeria Energy Calculator (NECAL)**

The Nigeria Energy Calculator 2050 (NECAL 2050) is a strategic tool designed to aid Nigeria's journey towards a low-carbon, sustainable future. Originally conceived by the UK's Department for Business, Energy, and Industrial Strategy, the 2050 calculator has been adapted to the Nigerian context to provide a framework for evidence-based planning and policymaking.

NECAL 2050 allows users to explore different pathways for Nigeria's energy future, highlighting the trade-offs between various low-carbon technologies and policy options. The model integrates a vast array of variables, such as energy demand and supply, technology costs, infrastructure, and socio-economic factors, providing a comprehensive analysis of potential energy trajectories up until 2050.

From a Just transition perspective, the NECAL 2050 model is particularly valuable as it offers insights into the socio-economic implications of different energy paths. It enables stakeholders to visualize the employment potential and labour market changes associated with different low-carbon technologies. By considering these factors, the tool provides a valuable resource for policy makers, businesses, and other stakeholders, guiding decisions towards strategies that balance environmental sustainability with social justice. The NECAL 2050 can play a key role in tracking the progress of Nigeria's just transition to low carbon development. By comparing the actual developments with the projections from various scenarios, it can help assess the effectiveness of current policies and strategies, identify areas where progress is lagging, and inform adjustments to keep the transition on track. By offering an evidence-based approach to policymaking, it can help ensure that Nigeria's transition is not only environmentally sustainable, but also socially inclusive and equitable.

### **Nigeria Energy Transition Plan (NETP)**

The Nigeria Energy Transition Plan (NETP) is underpinned by a blend of modelling approaches that collectively create a detailed analysis of the nation's energy landscape and the potential pathways towards a sustainable, low-carbon future.

- **LEAP Model:** The Long-range Energy Alternatives Planning System (LEAP) model was employed to evaluate the energy system of the country, considering both the demand and supply aspects. This model offers a robust analytical framework for energy policy evaluation and climate change mitigation assessment. The model's flexibility in handling both sectoral and regional details make it a useful tool for tracking Just transition progress by monitoring changes in energy use patterns, technology adoption, and their associated socio-economic impacts.
- **MESSAGE Model:** The Model for Energy Supply Strategy Alternatives and their General Environmental Impact (MESSAGE) was used for power sector modelling. It explores different energy supply strategies and their environmental implications. The adoption of this model is significant for a just transition, as it allows stakeholders to anticipate shifts in the energy supply mix, understand potential job displacements in fossil fuel sectors, and identify opportunities in renewable energy sectors.
- **GAINS Model:** The Greenhouse Gas and Air Pollution Interactions and Synergies (GAINS) model was employed to assess air quality and GHG emissions. This is a critical tool for monitoring the environmental dimension of a just transition, as it measures progress towards reducing emissions and improving air quality, which has direct implications for the health and wellbeing of communities.
- **MACRO Model:** The MACRO model, a dynamic general equilibrium model, was used for macroeconomic analysis. It provides insights into the broader economic impacts of energy transition scenarios, including impacts on GDP, investment, consumption, and trade. This model is essential for understanding the economic implications of a just transition, including job creation potential in emerging industries and economic adjustments in response to policy interventions.
- **EPPA Model:** The MIT Economic Projection and Policy Analysis (EPPA) model was used for the economic impact assessment, focusing on welfare changes. Tracking welfare changes is integral to a just transition, as it reflects the extent to which the benefits and burdens of the transition are equitably distributed among the population.

### 2.2.3.2 Nigerian Climate Focused Policies and Underpinning models

#### **Nigeria's Long-Term Low Emissions Development Strategy (LT-LEDS)**

Nigeria's Long-Term Low Emissions Development Strategy (LT-LEDS) is a comprehensive strategy document that outlines the nation's pathway to a low-carbon, sustainable future. This strategy demonstrates Nigeria's commitment to reducing greenhouse gas (GHG) emissions and contributing to global efforts against climate change, in line with the Paris Agreement's objectives.

The LT-LEDS outlines several key strategies for reducing GHG emissions, such as improving energy efficiency, transitioning to renewable energy, implementing sustainable land management practices, and developing climate-smart agriculture. It emphasizes the importance

of cross-sectoral coordination and a comprehensive, systematic approach to managing emissions.

Underpinning the LT-LEDS is a ***robust modelling framework that explores various scenarios for GHG emissions and identifies the most effective mitigation options***. It employs a variety of modelling tools, such as the Long-range Energy Alternatives Planning System (LEAP) for energy system modelling, the Greenhouse Gas – Air Pollution Interactions and Synergies (GAINS) model for emissions modelling, and others.

The models used in the LT-LEDS can provide critical insights into the progress of the just transition in Nigeria. By comparing actual developments with the projected scenarios, they can help assess the effectiveness of current policies and identify areas where more efforts are needed. The employment potential and labour market changes associated with different mitigation options can be analysed, aiding in the development of strategies that balance environmental sustainability with social justice.

The LT-LEDS emphasizes the need for a just transition that ensures fair opportunities for all and minimizes negative impacts on vulnerable groups. This focus on social equity aligns the LT-LEDS with the goals of the just transition, making it a valuable framework for tracking progress towards a just and gender-inclusive transition in Nigeria.

Nigeria's LT-LEDS provided a strategic roadmap for the country's transition to a low-carbon future. The modelling tools used in its development enable a comprehensive assessment of potential emissions reduction strategies and their socio-economic implications, making it a valuable resource for tracking the progress of a just transition in Nigeria.

### **Nigeria Deep Decarbonization Pathways (DPP)**

The Nigeria Deep Decarbonization Pathways Project (DPP) is an ambitious initiative that aims to significantly reduce the country's carbon emissions by 50% by 2050, aligning with the global goal of achieving net-zero carbon emissions. The project is part of the Deep Decarbonization Pathway Programme (DDPP), an international collaborative initiative to help countries transition towards a low-carbon future.

The DPP is underpinned by a comprehensive modelling framework that provides a detailed analysis of the country's carbon emissions and identifies viable pathways to deep decarbonization. The model considers various factors such as energy supply and demand, technology costs, infrastructure requirements, and socio-economic factors. It enables the exploration of different decarbonization scenarios and the assessment of their implications for the economy, the environment, and society.

The model used in the DPP is the Integrated Assessment Modelling (IAM) framework, which integrates a range of different models to explore the interactions between economic activities, energy systems, and climate change. This includes models such as the Energy Systems Model (ESM), which evaluates different energy technologies and their potential for reducing emissions,



and the Land-Use Change and Forestry Model (LUCFM), which assesses the impact of land-use changes on carbon emissions.

The DPP model is highly applicable for tracking the just transition in Nigeria. It provides a detailed analysis of the impacts of decarbonization on different sectors, including potential job losses in high-carbon industries and job creation in green sectors. It also allows for the assessment of the social implications of different decarbonization pathways, helping to ensure that the transition is fair and equitable.

The DPP model's focus on scenario analysis makes it a valuable tool for policy planning. By comparing the outcomes of different decarbonization scenarios, policymakers can identify the most effective strategies for achieving a just transition. This could include policies to support reskilling and job transition for workers in high-carbon industries, or social protection measures for vulnerable communities.

The Nigeria DPP is a pioneering initiative that provides a strategic roadmap for the country's transition to a low-carbon future. The modelling framework used in the project offers a comprehensive tool for tracking the progress of a just transition, ensuring that the shift to a low-carbon economy is both environmentally sustainable and socially equitable.

The combination of these models in the development of the NETP enables a comprehensive understanding of the multi-dimensional aspects of energy transition and the interplay between energy, environmental, and socio-economic factors. These models are instrumental in tracking just transition progress by offering tools to measure and monitor changes in energy systems, emissions, economic indicators, and welfare, thereby ensuring that the transition towards a low-carbon economy is sustainable, equitable, and inclusive.

### 2.2.3.3 Analysis of Their Applicability, Relevance, and Limitations for Nigeria's Context

#### 1. ILO Green Jobs Assessment Model (GJAM):

- **Applicability:** The GJAM model is highly applicable to Nigeria's context because it offers a comprehensive framework for assessing the effects of green policies on employment. It can help Nigerian policymakers, employers, and workers make informed decisions about green policies and track their progress.
- **Relevance:** With its focus on job creation, income distribution, and environmental outcomes, the GJAM model is highly relevant for tracking a just transition in Nigeria. It provides critical insights into how the transition will affect workers and communities, which is vital for ensuring social equity.
- **Indicators:** Employment creation, income distribution, poverty reduction, and environmental impacts such as changes in carbon emissions and usage of natural resources.

- **Equations:** GJAM model employs various statistical and mathematical equations to integrate economic, employment, and environmental metrics. The exact equations would depend on the specific input data and scenarios.
- **Population of sector targeted:** Broad policy ambit across a multitude of sectors including energy, agriculture, industry, and transportation.
- **Macroeconomic implications:** Economic output, income distribution, poverty levels, and changes in employment in response to green policies.
- **Limitations:** The GJAM model requires reliable and detailed data on employment and environmental impacts, which might be challenging in the Nigerian context. Additionally, the model primarily focuses on employment outcomes and might not cover all aspects of a just and gender-inclusive transition.

## 2. Just Transition Finance Tool (ILO):

- **Applicability:** This tool is applicable to Nigeria's context as it provides a framework for assessing the social impact of investments in green policies. It could be especially useful for Nigerian financial institutions and policymakers.
- **Relevance:** The tool is relevant because it integrates social aspects into the financial analysis of green policies, aiding in tracking progress towards a just transition.
- **Indicators:** Direct and indirect job creation, job quality, workplace rights and dialogue, social and economic impacts of investment.
- **Equations:** Various mathematical equations to analyse the portfolio's performance based on ESG (Environmental, Social, and Governance) indicators and other socio-economic factors.
- **Population of sector targeted:** Wide range, including green sectors (renewable energy, waste management, etc.), and more traditional sectors undergoing green transitions.
- **Macroeconomic implications:** Altered capital flows towards greener sectors, implications for job creation, economic inequality, and social welfare.
- **Limitations:** The tool is geared towards financial analysis and may not provide comprehensive insights into all aspects of just transition. Its effectiveness relies on accurate financial data, which may be challenging to gather in Nigeria.

## 3. Nigeria Energy Calculator 2050 (NECAL 2050):

- **Applicability:** NECAL 2050, tailored to Nigeria's specific energy context, can provide valuable insights into potential energy trajectories and their social and economic impacts.
- **Relevance:** NECAL 2050 is highly relevant for tracking just transition in Nigeria because it enables stakeholders to visualize the employment potential and labour market changes associated with different energy paths.
- **Indicators:** Energy supply and demand, technology adoption, socio-economic factors, and carbon emissions.
- **Equations:** Complex system dynamics models to simulate energy supply-demand scenarios and carbon emission trajectories under various policies and technologies.
- **Population of sector targeted:** Primarily focused on the energy sector, which encompasses various sub-sectors such as power generation, transmission, distribution, and end-use sectors.
- **Macroeconomic implications:** Impacts on GDP growth, investment in energy infrastructure, technological innovation, and employment in the energy sector.
- **Limitations:** While NECAL 2050 provides a detailed analysis of the energy sector, it might not fully cover other critical sectors such as agriculture, forestry, and land use.

## 4. Nigeria Energy Transition Plan (LEAP, MESSAGE, GAINS, MACRO, and EPPA):

- **Applicability:** These models are directly applicable as they have been used in formulating Nigeria's Energy Transition Plan. They offer a robust analytical framework for

energy policy evaluation, climate change mitigation assessment, and macroeconomic analysis.

- **Relevance:** These models are highly relevant for tracking a just transition in Nigeria because they cover a wide range of indicators, from energy use and emissions to economic impacts and welfare changes.
- **Indicators:** Wide range of indicators covering energy use, carbon emissions, economic impacts, and welfare changes.
- **Equations:** These models employ a mix of linear programming, optimization, and general equilibrium equations, depending on the specific objectives and scenarios.
- **Population of sector targeted:** Covers multiple sectors, including energy, transport, industry, and agriculture.
- **Macroeconomic implications:** Changes in GDP, investment, consumption, trade, income distribution, and welfare.
- **Limitations:** These models require extensive and accurate data for effective analysis, which could be a challenge in the Nigerian context. Additionally, while they provide a comprehensive analysis of energy transition, they might not cover all aspects of a just and gender-inclusive transition, particularly those related to social equity and inclusiveness.

#### 5. Deep Decarbonization Pathways Model (DDPP):

- **Applicability:** The DDPP model, with its ability to integrate a range of different models to explore the interactions between economic activities, energy systems, and climate change, is directly applicable to Nigeria's context. The model's flexibility to cater to different sectors, including energy and AFOLU, makes it a suitable tool for tracking a just and gender-inclusive transition in these critical sectors.
- **Relevance:** The DDPP model is highly relevant for Nigeria's transition journey as it considers not just the energy and environmental dimensions, but also the social implications of the transition. This aligns with the principles of a just transition, which includes fair outcomes for workers, communities, and the economy.
- **Indicators:** A wide array of indicators, including carbon emissions, energy usage, technology deployment, economic impacts, and social effects such as employment and income distribution.
- **Equations:** The model uses a combination of mathematical equations to represent economic activities, energy systems, and environmental interactions. The equations are derived from economic theory, technological parameters, and environmental science, providing a holistic representation of the interactions between these systems.
- **Population of sector targeted:** The model is versatile and can be adapted to various sectors, including Energy and AFOLU. Its flexibility allows for detailed analyses of specific sectors and their unique challenges and opportunities in the transition.
- **Macroeconomic implications:** Impacts on GDP, investment, consumption, and trade, as well as changes in employment and income distribution.

- **Limitations:** As with all models, the DDPP model is a simplification of the real world, and its predictions are dependent on the accuracy and completeness of the input data and assumptions. There may be uncertainties around certain parameters, especially those related to future technological advancements and policy developments. Additionally, while the model provides valuable insights into the social implications of decarbonization, it might not fully capture all aspects of a just and gender-inclusive transition. More detailed, sector-specific analyses might be required to fully understand the impacts on different groups of workers and communities.

## 6. Nigeria's Long-Term Low Emissions Development Strategy (LT-LEDS):

- **Applicability:** The LT-LEDS is directly applicable to Nigeria, as it's specifically designed for the country's context. The strategy outlines a broad roadmap to reduce GHG emissions in various sectors, including energy and AFOLU, making it highly relevant for tracking a just and gender-inclusive transition.
- **Relevance:** The LT-LEDS emphasizes the need for a just transition that ensures fair opportunities for all and minimizes negative impacts on vulnerable groups. This focus on social equity aligns the LT-LEDS with the goals of the just transition, making it a valuable framework for tracking progress towards a just and gender-inclusive transition in Nigeria.
- **Indicators:** The LT-LEDS uses a wide array of indicators to monitor progress towards its goals, including GHG emissions, energy efficiency, renewable energy deployment, sustainable land management practices, and climate-smart agriculture.
- **Equations:** The LT-LEDS utilizes various modelling tools to estimate future emission scenarios and identify effective mitigation strategies. The models used involve a set of mathematical equations that simulate the interrelationships between different economic sectors, energy use, and GHG emissions.
- **Population of sector targeted:** The strategy targets a wide range of sectors, including energy, agriculture, industry, and transportation. Its broad scope allows for a comprehensive assessment of the impacts of the transition on different sectors.
- **Macroeconomic implications:** The LT-LEDS considers the macroeconomic implications of the transition, including changes in GDP, investment, consumption, and trade. It also examines the impacts on employment and income distribution, which are crucial for a just transition.
- **Limitations:** Although the LT-LEDS provides a strategic roadmap for the country's transition to a low-carbon future, it is a high-level strategy document and might not provide detailed guidance on implementing the transition at the sectoral or local level. Furthermore, while the strategy recognizes the importance of a just transition, it might not cover all aspects of social equity and gender inclusivity in detail. More specific analyses and strategies might be needed to ensure that the transition is just and gender-inclusive at all levels. Also, the accuracy and reliability of the models used in the LT-LEDS are dependent on the quality of the input data, which might be a challenge in the Nigerian context.

While these models and tools offer valuable frameworks for tracking a just and gender-inclusive transition, their effectiveness in the Nigerian context will depend on the availability of reliable and detailed data. Additionally, they might need to be complemented with other tools and approaches that cover all aspects of a just transition, including social equity, gender inclusiveness, and the specific challenges and opportunities in sectors such as Energy and AFOLU.

## 2.2.4 Cross-Cutting Social and Economic Issues

Worsening energy poverty, job loss, and negative impact on sustainable means of livelihood for women and other vulnerable groups, especially in predominantly agricultural rural communities.

### 2.2.4.1 Gender

The pursuit of a Just Transition in Nigeria, aiming for a sustainable, low-carbon, and climate-resilient economy, requires an inclusive approach that addresses gender-specific challenges. Gender dynamics play a significant role in this conversation because of the differentiated impacts of climate change and the transition process on different genders. Women, who make significant contributions to the nation's agriculture and economic sectors, often face systemic barriers that limit their participation. Despite their tangible input into the agricultural sector, women farmers face obstacles such as restricted land ownership, limited access to credit, education, and gender-biased policies.<sup>41</sup>

Also, the Nigerian power sector, which plays a pivotal role in the nation's development, has its own set of gender-based challenges. Social inclusion and diversity remain largely unaddressed in this sector. Factors like ethnicity, religion, disability, education, and location significantly influence social exclusion, with a notable disadvantage faced by customers with disabilities. The power sector's employment opportunities also reflect stigmas that disenfranchise women and marginalized groups, with perceptions rooted in cultural norms affecting women's and persons with disabilities' representation in science, technology, engineering, and math-related fields.<sup>42</sup>

Additionally, the Nigerian legal landscape, despite its international commitments to gender equality, still harbours laws that are unfavourable to women. These laws restrict women from certain jobs, deny them equal remuneration, and fail to provide remedies for workplace harassments. As a country projected to have a sizable economic growth if women were allowed the same economic participation as men, it becomes imperative to address these issues<sup>43</sup>. With Nigeria's rising unemployment and poverty rates, more comprehensive policies focusing on empowering women and marginalized groups are needed. Improving women's status and empowering them to make informed decisions can significantly benefit Nigeria's economy.

- **Gender and Climate Change**

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<sup>41</sup> <https://www.ijaar.org/articles/v8n5/sms/ijaar-v8n5-May22-p8508.pdf>

<sup>42</sup> <https://powerafrica.medium.com/paving-a-path-for-a-more-inclusive-and-diverse-power-sector-60f4380a2773>

<sup>43</sup> <https://www.cfr.org/blog/nigerias-laws-hold-women-back-and-economy-suffers>

Climate change affects individuals differently based on various factors, including gender. In Nigeria, these impacts are deeply felt and accentuate existing disparities. Women and girls, particularly in rural regions, often bear the brunt of the negative consequences due to their traditional roles and societal norms that place them at a disadvantage. Their responsibilities, often centered around agriculture, water collection, and caregiving, become even more challenging with unpredictable weather patterns. As the nation's policies pivot towards prioritizing agriculture as a linchpin of economic growth, we cannot ignore the prevalent reliance on rain-fed agriculture and pastoral activities. These practices are deeply dependent on a consistent climate. With climate change threatening these staples with unpredictable rainfall patterns, droughts, and floods, it becomes evident that livelihoods founded on agriculture are at significant risk, posing major setbacks to developmental initiatives. Given the economic dependency of many women on agriculture, they find themselves at the epicentre of the vulnerabilities posed by changing climate conditions.

Worldwide, it's recognized that climate change affects males and females differently due to entrenched gender inequalities. These inequalities exacerbate the adaptive capacities of specific groups, intensifying the vulnerabilities of women, children, the elderly, farmers, and grassroots communities in Nigeria. These climatic changes can push families into dire circumstances, leading to unfavourable social trends such as earlier marriages for girls, limiting their education opportunities. As primary caregivers, women are also at the forefront of food security challenges, ensuring their families are fed even when crop yields decrease or fail entirely.

In Nigeria, intersecting identities like class, ethnicity, and geographical location further intensify vulnerabilities. While both men and women in rural areas rely heavily on natural resources for their livelihoods, women's voices are often excluded from decision-making processes concerning these resources. This exclusion means their specific needs might be overlooked, especially if male family members migrate to urban areas in search of better opportunities. Left behind, women might struggle to protect their resources without adequate representation or advocacy.

Moreover, while both genders face risks such as crop failures, men often have better access to support systems and protective measures, like crop insurance. Many women, on the other hand, lack this safety net. The compounding effects of these challenges emphasize the importance of incorporating gender perspectives in climate change strategies and solutions. However, it's vital to acknowledge that women, alongside youths, are not just victims but pivotal agents of change. Their insights, experiences, and skills in mitigation, adaptation, and risk-reduction position them as invaluable contributors in the realm of climate change response.

- **Climate Change and People with Disabilities**

Globally, there are reports that Climate Change impacts affect people with disabilities differently due to their heightened sensitivities due to vulnerabilities. There are an estimated 27 million people living with different types of impairment in Nigeria, ranging from visual impairments, hearing, impairments to mental and intellectual incapacitations<sup>44</sup>. These groups of people are likely to be more impacted by climate change due to the fact that climate change effects on people living with disabilities have not been studied as much as other population groups; therefore, their concerns are more likely to be excluded from planning by decision and policy makers.

For instance, crucial climate-related alerts, including emergency warnings, may not be readily available to individuals with disabilities, such as those who are blind, deaf, or have mobility challenges. Moreover, individuals with disabilities often require consistent medical attention, which can be disrupted by severe weather events or environmental catastrophes, heightening their vulnerabilities. Other challenges, like poverty and unemployment, which disproportionately affect these individuals, further elevate their risks related to climate change. Combined with limited transportation options and societal discrimination, it has been observed that the global death rate due to natural disasters is significantly higher among people with disabilities compared to those without.<sup>45</sup>

Therefore, the need to integrate the concerns of persons with disabilities in the Just and Gender Inclusive Transition policies and legislations in Nigeria, especially in the AFOLU and energy sectors where some of them. We note the fact that data on disabled persons (or Persons Living with disabilities PLWD) are not disaggregated by gender, age, social status, and location of residence to inform adequate planning for support through the aforementioned instruments.

### ● Employment Disparity triggered by JT

In Sub-Saharan Africa, including Nigeria, the employment landscape presents unique challenges for women. The World Bank notes that while women make up more than 40% of the agricultural labour force in Sub-Saharan Africa, they face numerous obstacles, including access to credit, inputs, and extension services, thus limiting their productivity compared to men (World Bank, 2019).

Furthermore, the International Labour Organization (ILO) highlights that a significant proportion of women in Sub-Saharan Africa are engaged in vulnerable employment – characterized by inadequate earnings, low productivity, and difficult working conditions. This vulnerable employment often takes the form of unpaid family work or informal self-employment (ILO, 2020).

In Nigeria, while women constitute 49.4% of the population<sup>46</sup>, they represent 52.1% of the total labour force<sup>47</sup> (formal and informal sector). However, there's a disparity in the type and quality of

<sup>44</sup> <https://www.vanguardngr.com/2021/11/over-27-million-nigerians-living-with-disabilities-dg-ncwd/>

<sup>45</sup> <https://www.un.org/development/desa/disabilities/issues/whs.html>

<sup>46</sup> <https://countrymeters.info/en/Nigeria>

<sup>47</sup> <https://genderdata.worldbank.org/countries/nigeria/>



jobs they hold compared to men (*Workers in vulnerable employment are the least likely to have formal work arrangements, social protection, and safety nets to guard against economic shocks; thus they are more likely to fall into poverty. Vulnerable employment among women is 84.7% and among men is 73.7% in Nigeria for 2021. The rate of vulnerable employment is higher for men and women in Nigeria compared to the average rate in Sub-Saharan Africa.*)<sup>48</sup>. Women are often positioned in lower productivity roles with less job security and earn comparatively less. This discrepancy in employment is not limited to just agriculture but permeates other sectors, notably the tech industry. Within Nigeria's rapidly growing tech sector, women account for a mere 30% of tech firm ownership, primarily within e-commerce and enterprise solutions domains. Even in these women-owned firms, they hold only a median share of 20% ownership. Furthermore, a significant number of tech firms, 31 to be exact, do not employ any women, with the average firm having only two female employees. The gender disparity becomes even more evident in leadership roles, with only six out of 93 surveyed tech firms having a woman in a top management position.<sup>49</sup> Such imbalance arises from a combination of financial and societal barriers. Fortunately, the Nigerian government is recognizing these challenges and is taking measures to alleviate them.

Gender disparities are evident in energy-related roles within Nigeria. As of 2021, Nigerian women's inclusion in the renewable energy sector reached 37%<sup>50</sup>. Despite this, women continue to be underrepresented in technical and decision-making positions in the sector.

Employment disparities are a critical aspect of the gender dimension of the just transition in Sub-Saharan Africa and including Nigeria. Policymakers and stakeholders need to be cognizant of these disparities and actively work towards policies and initiatives that promote gender equality in the workforce, especially in the transitioning sectors.

- **Gender and Job Loss in the Transition**

The evolution towards a low-carbon economy will reshape the job landscape, potentially leading to job losses in certain high-carbon sectors and fostering employment opportunities in greener domains. These changes are intrinsically tied to gender dynamics. The fossil fuel industry, poised to see reductions during this transition, is notably male-dominated and commands higher wages. Conversely, while the renewable energy sector is anticipated to grow, it sees more women participating (32%)<sup>51</sup> compared to their representation in fossil fuels (22%)<sup>52</sup>. However, it's worth noting that a majority of women's roles in renewable energy tend to be administrative rather than technical. As the transition unfolds, women could face challenges entering the burgeoning green job market, owing to prevailing gender biases, limited access to necessary education and training, and the added responsibilities of unpaid household work. These shifts in

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<sup>48</sup><https://genderdata.worldbank.org/countries/nigeria/>

<sup>49</sup> <https://www.cgdev.org/blog/nigerias-tech-sector-may-be-booming-where-are-women>

<sup>50</sup> <https://businessday.ng/energy/article/nigerian-women-inclusion-in-renewable-energy-reached-37-in-2021>

<sup>51</sup> [https://www.irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA\\_Gender\\_perspective\\_2019.pdf](https://www.irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf)

<sup>52</sup> <https://impakter.com/women-advancing-the-global-energy-transition-closing-gender-gap/>

employment might compel women to either enter the workforce in larger numbers, increase their working hours, or exit paid jobs to cater to household responsibilities previously outsourced.

- **Gender, Water and Energy Access**

Just Transition emphasizes access to clean, and affordable energy. In this context, women, particularly in developing nations and Nigeria precisely, are at a unique crossroad. They predominantly shoulder the burden of collecting traditional fuels, such as firewood, and water, intertwining gender dynamics with water scarcity and energy access. This responsibility not only poses tangible threats - including violence against women, potential animal attacks, and health issues like physical strain from carrying heavy loads leading to ailments or even pregnancy loss - but also ties them down, reducing their time for educational and income-generating pursuits. Furthermore, the use of traditional fuels exposes women to health risks such as respiratory ailments from indoor pollution and hazards like burns during cooking.<sup>53</sup>

However, the transition to cleaner energy isn't just about introducing new technologies, but ensuring they are effective and sustainable. Past attempts, like clean cookstoves, have seen limited success due to not adequately addressing the local social, cultural, and technical considerations. For meaningful change, solutions should be identified in tandem with communities, tailored to their specific needs, preferences, and circumstances, ensuring women are central to these discussions. This inclusive approach ensures a gender-responsive shift to clean energy, acknowledging the intertwined challenges of energy access and water scarcity.

- **Gender, Resilience, and Adaptation:**

In navigating the path towards climate resilience and adaptation, understanding gender dynamics is crucial. Across the world, women often find themselves at the nexus of their households and broader communities, serving as primary caregivers and the main food providers. This integral role naturally positions women as central figures in the drive towards climate adaptation.

However, despite their central role, women often face systemic barriers. These include entrenched gender norms, restricted access to essential resources, and a noticeable underrepresentation in decision-making echelons. The National Adaptation Plan Global Network (NAP-GN) underscores this by highlighting the importance of gender-responsive approaches to climate adaptation. Such approaches are not merely about ensuring equitable representation but are pivotal in harnessing the distinct knowledge, experiences, and skills that women bring to the table.<sup>54</sup> Drawing insights from the NAP-GN trends, it is evident that gender-responsive adaptation goes beyond just participation; it involves recognizing and addressing the unique vulnerabilities faced by women and integrating their insights into the design and implementation of adaptation strategies. This not only ensures that adaptation efforts are more inclusive but also amplifies their effectiveness and reach.

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<sup>53</sup> <https://www.afro.who.int/countries/nigeria/news/women-using-firewood-face-increasing-health-risks>

<sup>54</sup> <https://trends.napglobalnetwork.org/trend-in-key-themes/gender>

- **Gender and Alternative Livelihood Options**

The move towards a low-carbon economy necessitates the exploration and establishment of diverse livelihood strategies, beyond just the energy sector, to address potential job losses. This shift doesn't only affect individual workers but has ripple effects on entire communities. For instance, women who previously ran services catering to the fossil fuel sector workforce, like restaurants or laundry services, may find their businesses threatened as the sector contracts. It's essential to recognize that both men and women will need support in identifying and transitioning to new income-generating activities. Moreover, any strategy aiming to nurture new livelihoods must be holistic, considering not just direct energy jobs but the broader ecosystem of community-based enterprises. To truly be effective, such strategies should be rooted in a deep understanding of the varied needs, abilities, and challenges faced by different genders. By doing so, we can ensure a transition that is not only environmentally sustainable but also socially equitable and supportive of community cohesion.

#### 2.2.4.2 Labour

The journey towards a low-carbon and climate-resilient economy in the Just Transition introduces intricate dynamics when it comes to employment. On one hand, we must consider the overall impact on job numbers—how many roles will emerge and how many might vanish across the nation. This not only varies by industry, with some sectors expanding and others contracting, but also by region. Different parts of the country will experience varied opportunities and challenges based on this shift. Moreover, the demographic implications are profound. Different groups, delineated by education, income levels, and gender, will find the transition either beneficial or challenging.

Furthermore, we need to ensure that those who lose their jobs have opportunities for retraining. This would allow them to find new roles either within their current sector or in entirely different areas. A robust social safety net is also essential to support individuals who might face employment challenges during this transitional period. On the other hand, the quality of jobs that emerge in this new economy is equally vital. Compensation packages, encompassing both wages and benefits, should be competitive. These new roles must provide job security, avoiding temporary or contractual pitfalls that can leave workers vulnerable. Opportunities for career progression are paramount, ensuring workers can advance and grow in their roles. Of paramount importance is the safety of the workplace, ensuring every individual is shielded from potential hazards.

Labor unions, in this context, take on a pivotal role. They act as guardians of workers' rights, ensuring the interests of their members are front and centre. Yet, beyond the unions, the broader employment landscape must be inclusive, welcoming marginalized communities and ensuring a balanced representation across genders.

#### **Global Perspective**

Across the globe, labour unions have consistently championed the cause of a Just Transition. A notable advocate has been the International Trade Union Confederation (ITUC), which

championed for the incorporation of Just Transition ideals in international climate dialogues, culminating in its recognition within the Paris Agreement's preamble.<sup>55</sup>

In the European context, labour unions' influence is evident in the formulation of pivotal policies like the European Green Deal. This comprehensive strategy underscores the essence of a Just Transition Mechanism, emphasizing that the shift towards a climate-neutral economy must be inclusive, leaving no individual behind. Beyond advocacy they Unions are also involved in the granular aspects of the transition. They collaborate with governments and employers to ensure the rights of workers remain protected. These unions also advocate for initiatives that enable workers to acquire new skills relevant to the changing job market, ensuring they remain employable in green sectors and other emerging industries. Their role in planning and executing transition strategies has been and continues to be, invaluable in shaping a more sustainable and inclusive global economy.

### **Nigerian Context**

In Nigeria, labour unions play a pivotal role in guiding the nation's journey toward a low-carbon economy. Leading this charge are the Nigeria Labour Congress (NLC) and the Trade Union Congress (TUC). Both have ardently championed a Just Transition, emphasizing the protection of workers' rights and livelihoods. Their engagements span dialogues with the government and other stakeholders, actively influencing policies central to climate change and the metamorphosis to a green economy. Notably, the NLC has been persistent in advocating for the incorporation of a Just Transition clause within Nigeria's National Climate Change Policy and Response Strategy.<sup>56</sup> Yet, a glaring concern remains: the underrepresentation of women within these unions. For these unions to optimally shape the transition, they must champion inclusivity, reflecting the diverse workforce they represent.

Though labour unions are positioned at the heart of Nigeria's Just Transition, they grapple with challenges. Among these are a limited technical grasp of intricate climate and energy matters, constrained resources, and at times, restricted access to critical decision-making avenues. Nevertheless, the vast network and influence of labour unions, touching workers across myriad sectors nationwide, earmarks them as invaluable players in the country's transition narrative. To realize their full potential, a push for gender inclusivity is not only crucial but imperative.

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<https://www.oecd.org/environment/cc/g20-climate/collapsecontents/Just-Transition-Centre-report-just-transition.pdf>

<sup>56</sup> <https://blueprint.ng/dont-crowd-out-workers-just-transition-nlc/>



# MRV Systems and Policies

## 3.0 Existing MRV Systems and Policies

### 3.1 Description of Existing GHG and Relevant MRV Systems in Nigeria

Many global carbon pricing mechanisms and trading strategies make heavy use of MRV systems. Importantly, MRV offers data on emission patterns and sources, enables tracking of progress toward climate change-related targets, and directs mitigation efforts to help reach the targets. Project implementers can increase their energy efficiency and lower their emissions by using MRV frameworks. They are essential components to ensuring the accuracy, comparability, and transparency of information on climate change.

- **Energy Sector**

The Energy sector (oil and gas sector) represents a critical sector, and the country expects to achieve significant emission reduction. However, according to the Nigeria – ICAT Project Sectoral MRV Review 2021<sup>57</sup>, there currently exist no structured or established MRV framework for the sector, but the existing framework seemingly to the MRV, quantifies emissions and GHGs released from the gas and crude oil production within the sector. In relation to MRV of policies, Nigeria has not yet to establish any national level MRV system. However, for MRV of actions, players in the O&G sector have expertise in applying CDM methodologies.

The ICAT Oil and Gas Sectoral Institutional MRV System Report<sup>58</sup> proposed an MRV framework in line with the existing institutional arrangements for the O&G sector. It is designed to articulate

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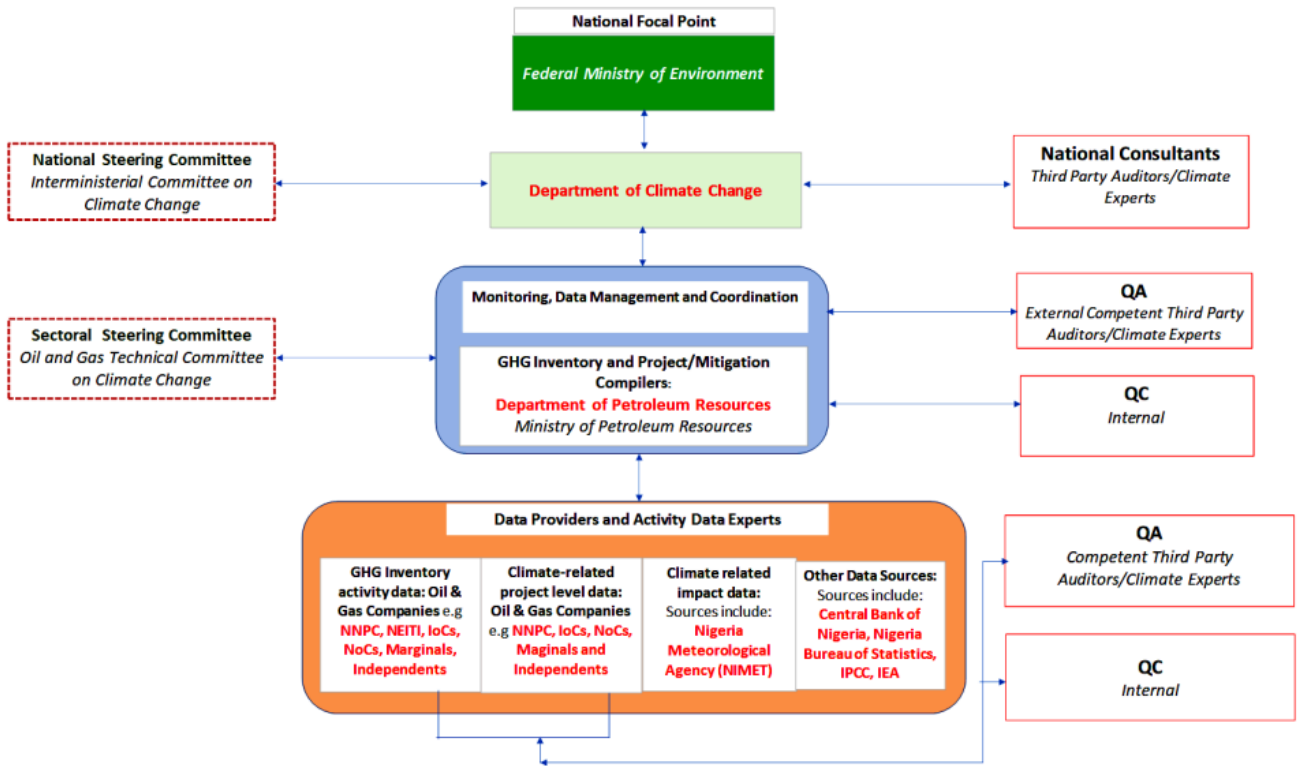
<sup>57</sup> [https://climateactiontransparency.org/wp-content/uploads/2021/09/Output-C\\_MRV-Sectoral-Review.pdf](https://climateactiontransparency.org/wp-content/uploads/2021/09/Output-C_MRV-Sectoral-Review.pdf)

<sup>58</sup>

file:///C:/Users/OjeEno/Desktop/Oje%20Jnr/CLN%20Documents/my%20folders/ICAT/MRV%20Sectoral%20Basis%20Report/ICAT%20MRV%20Reports/ICAT%20OG%20Sectoral%20Institutional%20MRV%20%20System%20Report.pdf#page=19&zoom=100,73,81

the overarching climate goals and targets, and the transparency outputs needed to track them. It is structured to capture and prioritize relevant data, expertise and organizations involved. It will also ensure that all the institutions involved understand how transparency activities interact with their mandates and other national development priorities. Another parameter put into consideration in the arrangement includes clarity in communicating data information among the relevant stakeholders. As part of the mid-term expectation is a legal binding document to support the role of the custodian of data and an external entity performing the role of the QA/QC.

Figure 1: *Proposed Institutional Arrangement for O&G Sector* below shows the proposed



Institutional arrangements.

Figure 1: *Proposed Institutional Arrangement for O&G Sector*

Source: Oil and Gas Sectoral Institutional MRV System Report

2021

However, there are existing policies within the sector with the objective of fostering GHG emission reduction within the sector hence helping Nigeria achieve its NDC targets. Some of the policies are highlighted below.

### Nigeria Gas Master Plan (GMP)

The Nigerian Gas Master Plan was approved in 2008 as part of the government’s commitment to making the O&G sector become a major player in the international gas market as well as to lay a solid framework for gas infrastructure expansion within the domestic market.



The Masterplan is a guide for the commercial exploitation and management of Nigeria's gas sector. The main strategies of the GMP which aims at growing the Nigerian economy with gas are highlighted below<sup>59</sup>:

- Stimulate the multiplier effect of gas in the domestic economy.
- Position Nigeria competitively in high-value export markets.
- Guarantee the long-term energy security of Nigeria.

### **Nigerian Gas Flare Commercialization Programme (NGFCP)**

The Nigeria Gas Flare Commercialization Program (NGFCP) was launched in 2016 as a strategy to implement the policy objectives of the government for the elimination of gas flares with potentially enormous multiplier and development outcomes for the country.

The objective of the NGFCP was to eliminate gas flaring through technically and commercially sustainable gas utilization projects developed by competent third-party investors who will be invited to participate in a competitive and transparent bidding process<sup>60</sup>. The objective policy was intended to:

- a) Reduce the environmental and social impact caused by the flaring of natural gas.
- b) Protect the environment.
- c) Prevent waste of natural gas and,
- d) Create social and economic benefits from gas flares capture.

It should be noted that despite the gains of NGFCP, except when the use of gas is made affordable for cooking, the downside to the positives would be the gender impacts. While these flaring events have important environmental and health consequences, they also provide some benefit. This might impact women's caregiving role Nigerian women who cannot afford cooking gas rely on the heat from gas flares for cooking (drying of food crops and beef/fish).

### **National Gas Policy**

The Nigeria gas policy document was developed upon the policy goals of the Nigerian Government for the gas sector as presented in the Seven Big Wins initiative<sup>61</sup> that is developed by the Ministry of Petroleum Resources and the National Economic Recovery and Growth Plan (ERGP 2017 – 2020).

The Policy was intended to remove the barriers affecting investment and development in the gas sector. It proposed an implementation plan for the introduction of an appropriate

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<sup>59</sup> <https://nnpcgroup.com/NNPC-Business/Midstream-Ventures/Pages/Nigerian-Gas-Master-Plan.aspx>

<sup>60</sup> <https://ngfcp.dpr.gov.ng/>

<sup>61</sup> Iledare, W. (2008), An appraisal of oil and gas industry reform and institutional restructuring in Nigeria. International Association of Energy Economics, Fourth Quarter, 23-26.

institutional, legal, regulatory, and commercial framework for the gas sector. The policy was expected to be reviewed and updated periodically to always ensure consistency in government policy objectives as it covers all activities in the Upstream, Midstream and Downstream of the gas sector.

### **Flare Gas Regulation**

On July 5, 2018, the Flare Gas Regulation came into full effect with the aim to govern and implement the NGFCP. The regulation was also developed to reduce gas flaring through the prohibition of the flaring of Natural Gas. It established that operators that produce at least 10,000bpd shall be liable to a flare payment of \$2 per 28.317 standard cubic meters of gas flared. However, operators that produce less than 10,000 bpd shall be liable to a flare payment of \$0.5 per 28.317 standard cubic meters of gas flared.

Through this policy, the Federal government has the right to take all the flare gas at no cost from the flare sites without payment of royalty to the operator. The policy also gives the government the right to issue a permit to third party bidders to access the flare gas based on a transparent bidding process.

### **The Petroleum Industry Act (2021)<sup>62</sup>.**

The Petroleum Industry Act (PIA) is a significant piece of legislation in Nigeria that was signed into law on August 16, 2021. It represents a major reform of Nigeria's oil and gas sector. The PIA replaces several outdated and fragmented laws that governed the sector and aims to modernize and regulate the industry more effectively.

#### **Key provisions and objectives of the Petroleum Industry Act include:**

**Establishment of Regulatory Bodies:** The PIA establishes several regulatory bodies to oversee different aspects of the oil and gas industry. The key regulatory agencies include the Nigerian Upstream Petroleum Regulatory Commission (NUPRC) and the Nigerian Midstream and Downstream Petroleum Regulatory Authority (NMDPRA). These bodies are responsible for regulating the various segments of the industry, including exploration, production, and downstream activities.

**Industry Fiscal Framework:** The PIA introduces a new fiscal framework for the oil and gas sector, which is designed to provide a fair and stable fiscal regime for both the government and investors. It includes provisions for royalty rates, taxes, and production-sharing agreements.

**Host Community Development:** The PIA addresses the issue of host community development by requiring oil and gas companies to allocate a percentage of their annual operating expenses to community development programs. This is intended to promote the social and economic development of communities located near oil and gas operations. The Act highlights the

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<http://www.petroleumindustrybill.com/wp-content/uploads/2021/09/Official-Gazette-of-the-Petroleum-Industry-Act-2021.pdf>

establishment of the host community’s development trust [section 235(1)] to manage and supervise the administration of the annual contribution of holders of a lease or licence. The Lease and Licence holders are mandated to contribute 3% of its actual annual operating expenditure of the preceding financial year in the upstream petroleum operations to the fund.

**Transparency and Accountability:** The PIA includes provisions aimed at improving transparency and accountability in the industry. It establishes the Nigerian Petroleum Regulatory Commission (NUPRC) to oversee the transparent allocation of petroleum licenses and leases.

**Environmental Protection:** The PIA contains provisions related to environmental protection and requires oil and gas operators to take measures to minimize environmental impact, including the remediation of polluted areas.

**Governance of National Oil Companies:** The PIA restructures and governs the operations of national oil companies, including the Nigerian National Petroleum Corporation (NNPC), to make them more efficient and commercially oriented.

The Petroleum Industry Act is seen as a significant step toward attracting investment, increasing transparency, and promoting sustainable development in Nigeria's oil and gas sector. However, it also faced some criticism and opposition from various stakeholders, and its implementation may require ongoing adjustments and refinements to address industry challenges and meet its intended goals.

**Table 1: Summary of Mitigation Goals and NDC Indicators from O&G Policies**

O&G POLICIES	MITIGATION GOALS FROM POLICIES	NDC INDICATORS	REMARKS/GAPS
<ul style="list-style-type: none"> <li>☐ Nigeria Gas Master Plan</li> <li>☐ National Gas Flare Commercialization Programme (NGFCP)</li> <li>☐ Flare Gas Regulation</li> <li>☐ National Gas Policy</li> <li>☐ The Petroleum Industry Act</li> </ul>	<ul style="list-style-type: none"> <li>☐ Reduction in gas flaring by 2030 through the,               <ul style="list-style-type: none"> <li>○ The creation of a robust, scalable, and fully connected gas infrastructure that supports gas utilization.</li> <li>○ Transformation of the domestic market into a vibrant and fully</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>☐ Work towards ending gas flaring by 2030, inclusive of measure of using Gas-to-Power Plants at Gas Flare Sites</li> </ul>	<ul style="list-style-type: none"> <li>☐ Some of the policies lack the necessary economic incentives</li> </ul>

	commercial gas market		
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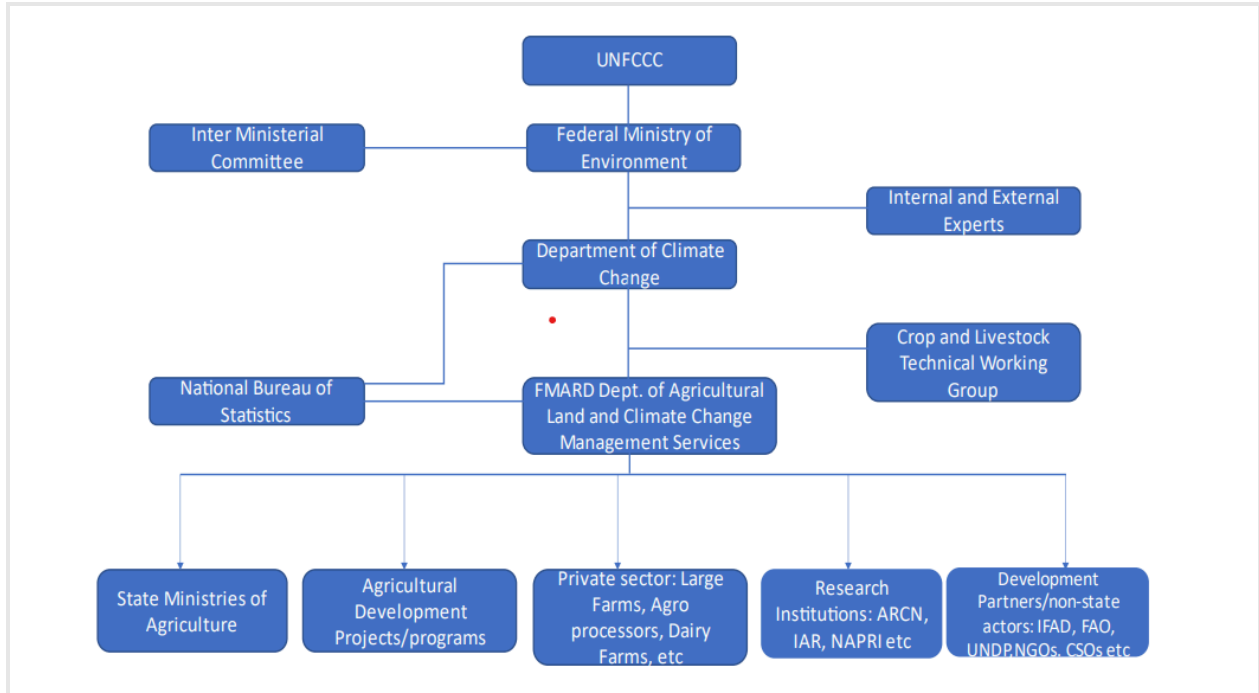
**Source: Adapted from the ICAT Assessing P&M To Develop NDC Indicators/Tools Report 2021**

- **AFOLU**

Just as in the energy sector, there is currently no specific finalized legal instrument (MRV framework system) in the form of Memorandum of Understanding (MoU) or data sharing agreements between stakeholders in the AFOLU Sector. There is therefore no definite legal obligation by any of the key emission sectors or Ministries, Departments and Agencies (MDAs) to collect, process, and share GHG data with the Department of Climate Change (DCC). The coherence within some of these institutions is lacking in terms of harmonization of already existing datasets which are held by individual officers instead of institutions. This hinders sustainability of the data management processes. However, there exists a proposed framework in line with the Institutional arrangements.

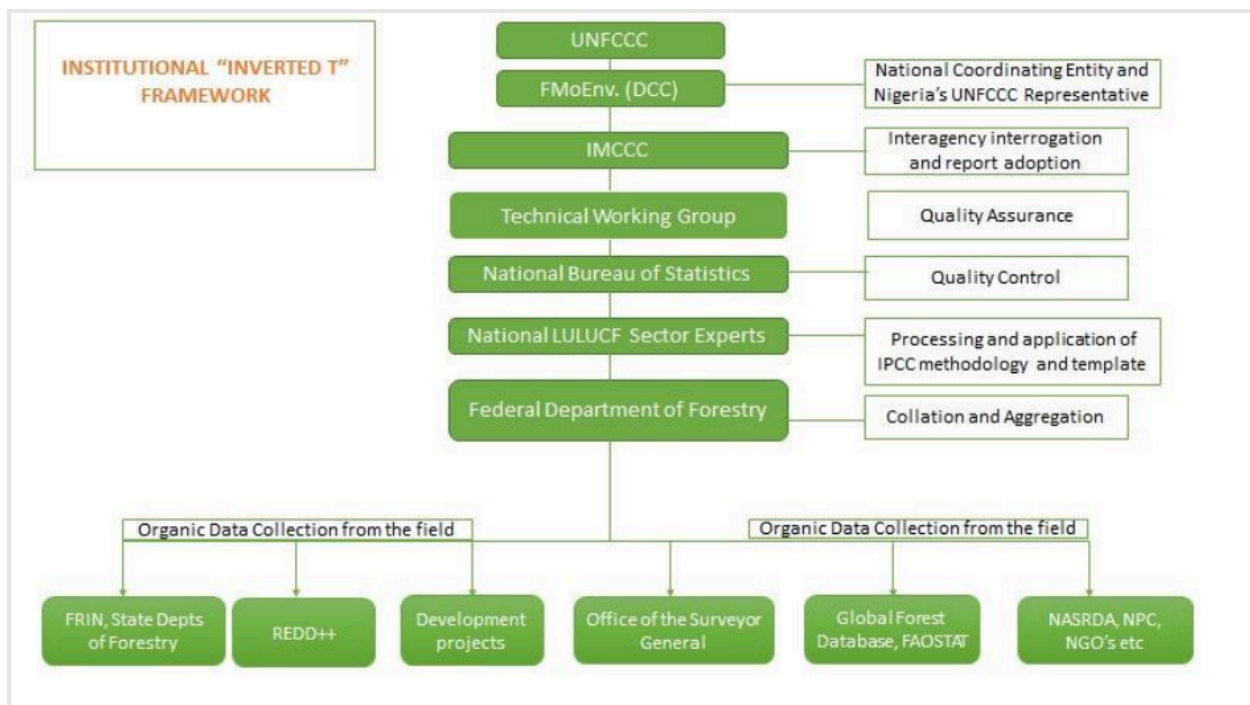
Figure 2 below shows the proposed institutional arrangements.

**Figure 2: Proposed Institutional Arrangement for the Crop and Livestock Sector**



**Source: Crop and Livestock Institutional MRV System 2021**

**Figure 3: Institutional “Inverted T” or “Reversed Water all” Framework showing Institutional Arrangements**



**Source: Land-Use, Land-Use Change and Forestry (LULUCF) Sectoral Institutional MRV System Report 2021**

There are several policies in the AFOLU sector that can be leveraged for a functional MRV Framework system. Some of these policies are highlighted below.

#### **National Policy on the Environment (Revised 2016)<sup>63</sup>**

The goal of this policy was to “*ensure environmental protection and the conservation of natural resources for sustainable development*”. The strategic target of the policy is to coordinate environmental protection and natural resource conservation for sustainable development.

#### **National Economic Empowerment and Development Strategy (NEEDS).**

This policy was initiated in 1999 by former President Olusegun Obasanjo. The key elements of this development strategy included poverty eradication, employment generation, wealth creation and value reorientation. The policy offered farmers improved irrigation, machinery, and crop varieties (smart Agriculture) with the aim to boost agricultural productivity and tackle poverty.

#### **National Forest Policy<sup>64</sup>**

<sup>63</sup><http://www.environment.gov.ng/publications/REVISED-NATIONAL-POLICY-ON-THE-ENVIRONMENT-FINAL-DRAFT.pdf>

<sup>64</sup><http://www.fao.org/forestry/15148-0c4acebeb8e7e45af360ec63fcc4c1678.pdf>

The policy targets to achieve sustainable forest management that would ensure sustainable increases in the economic, social, and environmental benefits from forests and trees for the present and future generations including the poor and the vulnerable groups.

### **Agriculture Promotion Policy (2016 – 2020)<sup>65</sup>**

This policy makes specific reference to social and environmental issues in agricultural development. Under the Productivity Enhancements theme, the policy seeks to address issues such as access to land and land management, soil fertility, pest and disease, youth and women, and climate-smart agriculture.

Some of the objective of this policy was to:

- Boost public awareness through advertising of the importance of climate-smart agriculture.
- Manage and improve land, water, soil, and other natural resources.
- Strengthen institutional linkages and partnerships that relate to climate smart agriculture.
- Carry out Environmental Impact Assessment (EIA) for big agricultural projects.

### **National Conservation Strategy (NCS)<sup>66</sup>**

The NCS was introduced to ensure a strategic approach to address environmental and natural resources issues to guarantee sustainable benefits to the larger populace. The policy was introduced to manage the ecosystems in a sustainable manner. The strategy focused on the main biological resources such as vegetation and forage, water, marine and fisheries, wild animals, and soil.

### **National Biodiversity Strategy and Action Plan (NBSAP)<sup>67</sup>**

This policy is intended to conserve and enhance the sustainable use of the nation's biodiversity resources and to integrate biodiversity-planning considerations into national policy and decision making and the Green Agenda of Nigeria's Vision 2010.

## **3.2. Assessment of Current Employment Policies**

Nigeria's labour market presents a unique tapestry, marked by its vast informal economy, a youthful labour force, and persistently high unemployment rates (40.6%)<sup>68</sup>. These factors have profound implications for a Just Transition (JT) in the country. A significant portion of the

<sup>65</sup> <http://fmard.gov.ng/publications/downloads/green-alternative/>

<sup>66</sup> Federal Department of Forestry (1986) *National Conservation Strategy*.

<sup>67</sup> <https://www.cbd.int/doc/world/ng/ng-nbsap-01-en.doc>

<sup>68</sup>

<https://assets.kpmg.com/content/dam/kpmg/xx/pdf/2023/03/kpmg-global-economic-outlook-h1-2023-report.pdf>



workforce operates outside the formal sector (93%)<sup>69</sup>, often without the protective umbrella of labour regulations and social safety nets. This, coupled with a burgeoning young population eager for employment (13.44%)<sup>70</sup>, poses both challenges and opportunities for the JT process. It underscores the need for policies that not only focus on transitioning existing formal jobs but also on integrating the informal sector and harnessing the energy of the youth. This section of the report highlights the various employment policies in Nigeria. The objective of the employment policies is to outline strategies that will enable the creation and promotion of decent work through various methods. According to the reviewed Nigeria Employment Policy, some of those strategies include re-invigoration of the private sector; transformation of agriculture; provision and maintenance of physical infrastructure; improved market access for private businesses; and availability of credit facilities.

The main sources of employment law in Nigeria are highlighted below:

- a. The Constitution of the Federal Republic of Nigeria 1999 (as amended) (the “Constitution”)
- b. The Labour Act, Chapter L1, Laws of the Federation of Nigeria 2004 (“Labour Act”)
- c. Federal laws enacted by the National Assembly (Nigeria’s national legislative houses and the State laws enacted by the House of Assembly (the state legislative authority of each state that relate to labour and employment, pension and workplace compensation including the following:
  - **Employees’ Compensation Act 2010:** This Act focuses on social security and welfare programs that offer full compensation to workers who suffer from occupational diseases or incur injuries due to workplace accidents or while performing their duties. The established idea that an employer has a responsibility to protect the health, welfare, and safety of employees at work underpins the payment of compensation by the employer to the employee. Despite being a highly admirable piece of legislation, the Employee’s Compensation Act, 2010, does present some difficulties, some of these difficulties include:
    - I. **Compensation for occupational diseases:** The Act does not make it clear which occupational diseases/conditions qualify for compensation. It is also not clear if health benefits in the event of occupational disease are to be satisfied or interpreted simultaneously and separately.
    - II. **Tax issues:** There is no clause stating whether the Act’s statutory deductions count as allowable expenses when determining tax liabilities. The Act additionally burdens the Employers of Labor financially.<sup>71</sup>

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<https://www.thecable.ng/more-nigerians-self-employed-working-age-now-15-years-upward-highlights-of-nbs-labour-force-report>

<sup>70</sup> <https://www.macrotrends.net/countries/NGA/nigeria/youth-unemployment-rate>

<sup>71</sup> There is no provision on whether the statutory deduction under the Act qualifies as deductible expenses in the computation of tax liabilities. More so, the Act is an additional financial burden on the Employers of Labour.

- III. **Liability evading provisions:** An example of a provision in the Act that appears to ensure that the Board is shielded from having to pay compensation on the basis of fictitious technical grounds is section 9(4)(b) of the Act. According to the clause, neither the employee nor a dependent may get benefits in the event of a disability or death "unless the employee was free from the disease and complicating disease prior to being exposed to the agent causing the disease in the workplace." It is argued that this clause is unjustified because, in accordance with sections 8 and 28 of the Labour Act, every employee must undergo a medical examination at the employer's expense before beginning work or as soon as is practical afterward.
- **National Employment Policy (NEP) 2017:** NEP is based on the idea that a multifaceted job generation approach to increase employment intensity is the greatest choice available for encouraging productive employment in Nigeria. The main goal of the policy is to develop the conditions necessary for Nigeria to experience productive and employment-intensive growth. Some of its objectives are highlighted below.
    - I. Create initiatives to advance the knowledge and abilities of persons working in the formal and unofficial sectors, particularly in rural areas.
    - II. Reduce the rates of unemployment and underemployment, maximize the use of labour and human resources, and protect Nigeria's endowed areas in order to promote economic growth and development, end poverty, and raise standards of living. In addition, it is important to support the creation of skilled labour and other resources so that the country can continue to meet its needs.
    - III. To promote full employment as a priority in national, economic, and social policy, and to enable all men and women who are available and willing to work, to attain secured and sustainable livelihood through full productive and freely chosen employment and work.
    - IV. Encourage the creation of favourable conditions that will foster the development of the private sector and the formalization of the informal economy.
    - V. Recommend a successful plan for Nigeria's national employment policy's implementation through a coordinated monitoring and evaluation system.
    - VI. Give every employee the best chance to be hired for and apply their skills in a position for which they are qualified, regardless of race, sex, religion, political beliefs, physical abilities, national origin, ethnicity, or social origin.
    - VII. Ensure the social protection and income security of Nigerian workers; In compliance with international labour standards, advance and protect the fundamental rights and interests of Nigerian employees.

VIII. Encourage the development and upkeep of a working labour market information system (LMIS) in Nigeria.

- **National Gender Policy (NGP) 2022:** The policy serves as a set of baseline criteria that must be met by the Nigerian government to fulfil its obligations regarding gender equality, responsible leadership, transparency, and social responsiveness to the needs of its most vulnerable citizens. Some of the guiding principles of the NGP highlighted below:
  - I. The attainment of gender equity and equality involves all stakeholders, including the government, the private sector, civil society organizations, community-based organizations, development partners, and individual women and men.
  - II. Establishing a gendered culture that encourages cooperative interaction between men and women, acknowledges the human rights of everyone, and values the abilities of both men and women while promoting cooperation and interdependence.
  - III. Incorporating gender analysis into every policy that is articulated, implemented, and evaluated by the government at all levels and across all branches, as well as by all stakeholders.
  - IV. A cultural reorientation that will be supported by legislation as well as policies and programs promoting gender education, sensitization, dialogue, incentives, motivation, and responsiveness.
  - V. Promoting the empowerment of women through the bridging of existing gender gaps will be considered integral to the achievement of gender equality, and using policies and legislation of affirmative action if necessary and would no way be deemed discriminatory.
  
- **National Social Protection Policy (Revised 2021):** The National Social Protection Policy is consistent with the aspirations of Nigeria to become one of the top 20 largest economies in the world. It provides a framework for promoting social justice, equity, and inclusive productive growth. It is a transformative tool for addressing poverty, unemployment, social and economic vulnerabilities, inequality, exclusion, and other threats to sustainable development. The Policy seeks to harness available resources into investments in people, which is the most valuable asset, in order to optimize national human capital potentials. The Policy has two main themes of contributory and non- contributory social protection: with four sub-themes of Social Assistance, Social Care, Social Insurance and Labour Market Policies and Interventions.
  
- **HIV and AIDS (Anti-Discrimination) Act 2014:** This Act aims to protect fundamental human rights for all living with or affected by HIV. It aims to prevent discrimination of any sort in the workplace, in communities, and in institutions,

based on one's actual or alleged HIV status. It demands a welcoming and accommodating work environment, as well as non-discriminatory procedures for accessing employment opportunities, equal access to terms and conditions of employment, and the right to continue working with reasonable accommodations until no longer medically able to perform the job.

- **Immigration Act, 2015:** The Immigration Act 2015 (The Act) provides the legal and regulatory framework for the entry and exit of persons into or out of Nigeria. The Act lays out the rules for issues pertaining to immigration, passports, visas, resident permits, work permits, and the prohibition of smuggling migrants into and out of Nigeria. It also covers the protection of, and provision of remedies for, those who are the targets of smuggling of migrants' offenses in Nigeria. The terms of the protocol against the smuggling of migrants by land, sea, and air, supplementing the United Nations Convention against transnational organized crime, are likewise made effective in the Federal Republic of Nigeria by this Act.
- **Industrial Training Fund Act (ITFA), Chapter I9, LFN 2004 (as amended):** On October 8, 1971, ITFA came into effect. The main objective of the fund was to create the Industrial Training Fund (ITF), a fund that would be used to encourage and promote the development of skills in industry or commerce in Nigeria in order to create a pool of locally trained workers large enough to meet the needs of the economy. According to the Act, firms must offer sufficient training to their indigenous employees in order to help them advance their job-related abilities. To receive refunds, the ITF must be provided with proof of such training. Based on the Industrial Training Fund Act (amended) the ITF became empowered to appoint agents to assist in the performance of its functions. As a result of this, consultants are now being used to carry out audits and enforce compliance. It should be mentioned that The ITF's refund claim guidelines are complicated, making it challenging for most businesses to take advantage of the program. Employers now must pay more and receive less, as if that weren't already enough.
- **National Health Insurance Authority Act 2022:** The Act was signed into law by the formal President Muhammed Buhari in 2022 to repeal the National Health Insurance (NHIS) Act of 2004—which had brought the idea of national health insurance to Nigeria. The aim of the Act is to get Nigerian citizens to have access to good, standardized healthcare. It should however be mentioned that in nearly two decades since its inception of the Act, it has seen the enrolment of a significant proportion of the population and as of December of 2021, only 13.5

million Nigerians, out of a population of over 200 million, had enrolled on the National Health Insurance Scheme.<sup>72</sup>

- **National Housing Fund Act, Chapter N45, LFN 2004:** This Act makes the provision that every Nigerian who earns N3,000 or more annually is required by the current NHF law to contribute 2.5 percent of their basic monthly salary to the NHF. Contributors will be able to purchase properties using the funds raised at low interest rates.
- **Pension Reform Act (PRA) 2014:** The Pension Reform Act (also known as the "Act") was enacted in 2014. The new Act repealed the Pension Reform Act No. 2 of 2004. The objective of both the repealed and new Act is to make provisions that govern and regulate the administration of the contributory pension scheme for both the public and private sectors in Nigeria.

According to the Act, the minimum number of employees required to make contributions under the Act mandatory has increased, as has the minimum contribution to the Scheme. Other significant changes include the imposition of fines and penalties on Pension Fund Administrators (PFA) for failing to fulfill their duties to contributors and breaking Act provisions.

- **Trade Disputes Act, Chapter T8, LFN 2004:** The Act established the procedures for resolving commercial disputes. Conflicts between the parties in the industrial relations system, such as employers, employees, and trade unions, are acknowledged by the law. The law provides several alternative conflict resolution procedures, including National Industrial Court adjudication and conciliation, mediation, and arbitration.
- **Trade Unions Act, Chapter T14, LFN 2004 as amended by the Trade Union (Amendment) Act 2005.**

Trade Unions in Nigeria are associations joined by workers or employees to seek the improvement of working conditions using collective efforts. They also seek to provide social and economic benefits for their members. The Trade Union Act Cap T4 LFN 2004 is another law that regulates employment-related matters in Nigeria.

It defines trade union in Section 1 as "any combination of workers or employers, whether temporary or permanent, the purpose of which is to regulate the terms

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and conditions of employment of workers, whether the combination in question would or would not, apart from this Act, be an unlawful combination by reason of any of its purposes being in restraint of trade, and whether its purpose does or do not include the provision of benefits for its members". By the provision of this Act, every worker or employee has the right to form a trade union or join an already existing trade union.

Section 17 of the Act provides for the deductions from wages of union members, that upon the registration and recognition of any of the trade union, the employer shall

make deductions from the wages of every worker who is a member of any of the trade unions to pay contributions to the trade union so registered and, remit such deductions to the registered office of the trade union within a reasonable period or such period as may be prescribed from time to time by the registrar.

- **National Minimum Wage (Amendment) Act 2019.**<sup>73</sup>

The Nigerian National Minimum Wage Act, 2019, is a piece of legislation that stipulates the minimum amount of remuneration that an employer is required to pay wage earners for work performed during a given period. This act was signed into law on April 18, 2019, by President Muhammadu Buhari and it increased the national minimum wage from N18,000 to N30,000 (approximately \$79) per month.

The Act applies to all workers and employers across the country, including those in public and private sectors, and specifically excludes persons employing less than 25 workers or persons in places where employing less than five workers. It also does not cover workers in an establishment at which workers are allowed to sell commodities to the public where the worker is paid on commission.

Under the act, any employer who fails to pay the minimum wage is liable to a fine or imprisonment, and it is the duty of the Minister of Labour to ensure that the provisions of the act are complied with. The National Minimum Wage Act, 2019, is a significant step towards improving workers' welfare and reducing income inequality in Nigeria.

- **National Industrial Court Act 2006.**<sup>74</sup>

The Nigerian National Industrial Court Act 2006 established the National Industrial Court of Nigeria (NICN), a superior court of record with specialized jurisdiction to adjudicate on disputes arising from employment, Labour, trade unions, and industrial relations. The Act conferred the NICN with the sole

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<sup>73</sup> [https://www.ilo.org/dyn/natlex/natlex4.detail?p\\_lang=&p\\_isn=111617&p\\_classification=12.02](https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=&p_isn=111617&p_classification=12.02)

<sup>74</sup> [https://www.ilo.org/dyn/natlex/natlex4.detail?p\\_lang=en&p\\_isn=74100&p\\_country=NGA&p\\_count=255](https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=74100&p_country=NGA&p_count=255)

jurisdiction in civil cases and matters related to or connected with any dispute over employment and Labour laws, industrial relations, conditions of service, unfair Labour practice, and workplace health, safety, and welfare.

The Act empowers the NICN to grant any order, issue any writ, and award damages in disputes brought before it. It also provides for the enforcement of its awards and rulings similar to those of the High Court. This ensures that the rights, duties, and obligations of employers and employees, as well as those of trade unions and their members, are legally enforceable and any violations are appropriately addressed.

In the context of just transition, the Nigerian National Industrial Court Act 2006 is particularly relevant. As industries adapt to new environmental regulations and shifts in the economy, Labour disputes may arise. These could include disagreements over wage adjustments, changes in working conditions, or redundancies due to transitions in industry. The NICN, under the Act, serves as a critical mechanism to resolve these disputes, protect the rights of workers, and ensure a just transition process where all parties are treated fairly and according to the law.

- **Factories Act, Chapter F1, LFN 2004.**<sup>75</sup>

The Nigerian Factories Act, Chapter F1, LFN 2004 is a comprehensive legislation designed to ensure the safety, health, and welfare of factory workers in Nigeria. The Act stipulates various provisions aimed at protecting workers from hazardous working conditions, reducing the risk of occupational accidents, and promoting safe and healthy work environments in the manufacturing sector.

Under the Act, factory owners are required to take all necessary measures to safeguard workers. This includes providing and maintaining safe machinery and equipment, ensuring proper ventilation and lighting, implementing adequate fire safety measures, and arranging for the removal of dust and fumes. The Act also outlines provisions for the prevention of occupational diseases, regulation of work hours, and the employment of women and young persons.

In the context of just transition, the Nigerian Factories Act is extremely relevant. As industries transition towards more sustainable practices, it is vital that these changes do not compromise the health and safety of workers. The Act provides a robust legal framework for ensuring that new technologies, processes, and work practices introduced during the transition are safe and do not expose workers to unnecessary risks. Furthermore, it underscores the principle that the shift to a

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<sup>75</sup> <https://www.scirp.org/%28S%28351jmbntvnsjt1aadkposzje%29%29/reference/referencespapers.aspx?referenceid=2960307>

low-carbon economy should not only be environmentally sustainable, but also socially equitable, safeguarding the health, safety, and welfare of all workers.

- **Finance Act, 2021.**<sup>76</sup>

The Nigerian Finance Act, 2021, is a broad-ranging legislation that amends several key Nigerian tax laws, including the Companies Income Tax Act, the Value Added Tax Act, the Petroleum Profits Tax Act, and others, with an aim to enhance revenue generation, ease the tax burden on small and medium enterprises, and consolidate economic growth.

The Act has significant implications for various sectors of the Nigerian economy. Among its major provisions, it includes changes to the tax regime for non-resident companies, exemption of small companies from tertiary education tax, reduction in import duties on tractors, motor vehicles for transportation of more than ten persons, and motor vehicles for transportation of goods. The Act also includes provisions designed to increase tax compliance and prevent tax evasion.

In the context of a just transition, the Nigerian Finance Act, 2021 has important implications. Financial and fiscal policy tools can be critical in steering the economy towards more sustainable practices and influencing behaviour towards low-carbon alternatives. The tax amendments and incentives in the Act can potentially be leveraged to encourage green investments and sustainable business practices. Moreover, by easing the tax burden on small and medium enterprises, the Act could support the development of green SMEs, which are often at the forefront of innovative, sustainable solutions. Overall, the Act underscores the importance of aligning fiscal policy with the objectives of a just transition to a low-carbon and climate-resilient economy.

- **Personal Income Tax Act, Chapter P8, LFN 2004 (as amended by the Personal Income Tax (Amendment) Act, 2011).**<sup>77</sup>

The Personal Income Tax Act, Chapter P8, LFN 2004, as amended by the Personal Income Tax (Amendment) Act, 2011, is a key piece of Nigerian legislation which governs the taxation of income of individuals, partnerships, trusts, and estates. This law consolidates and amends previous legislation relating to the taxation of personal income and introduces new provisions to address evolving circumstances and ensure tax equity and fairness for Nigerian taxpayers.

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<sup>76</sup> <https://www.pwc.com/ng/en/publications/nigeria-finance-act-2021.html>

<sup>77</sup> <https://www.pwc.com/ng/en/pdf/pita-amendment-march-2012.pdf>



Under the Act, all Nigerian residents are required to pay tax on their total income whether derived within or outside Nigeria. It establishes a progressive tax system, with tax rates ranging from 7% to 24% based on income bands, and stipulates exemptions and reliefs, such as Consolidated Relief Allowance, which enhances the disposable income of taxpayers. Notably, the Act also introduces the taxation of non-resident individuals earning income in Nigeria.

In the context of just transition, the Personal Income Tax Act has important implications. As industries and sectors transition to more sustainable practices, the Act could serve as a tool to incentivize such a shift through tax reliefs for green jobs or those contributing to environmental sustainability. Further, it could be used to ensure that individuals benefiting from the transition, such as those in high-earning green jobs or benefiting from green initiatives, contribute their fair share to the public treasury. It therefore presents an opportunity to align individual income taxation with the objectives of a just and inclusive transition to a low-carbon and climate-resilient economy.

- **Discrimination against Persons with Disabilities (Prohibition) Act, 2018.**<sup>78</sup>

The Nigerian Discrimination against Persons with Disabilities (Prohibition) Act, 2018 is a pivotal legislation that seeks to promote and protect the rights of persons with disabilities in Nigeria. The Act prohibits all forms of discrimination on the ground of disability and imposes fines and prison sentences for individuals and corporations that contravene its provisions.

Under the Act, it is unlawful to discriminate against persons with disabilities in all areas of life including employment, education, housing, and transportation. The Act mandates public buildings and structures to be accessible to persons with disabilities within five years of the Act's commencement. It also provides for a National Commission for Persons with Disabilities responsible for ensuring that persons with disabilities have access to healthcare, education, and employment.

In the context of a just transition, the Discrimination against Persons with Disabilities (Prohibition) Act, 2018 carries significant implications. The transition to a green and sustainable economy should be inclusive, leaving no one behind, including persons with disabilities. The Act's provisions offer a robust legal framework that can be used to ensure that employment and other opportunities arising from the transition are accessible to persons with disabilities. Furthermore, it underscores the need to consider disability-inclusive strategies in the design and implementation of just transition policies and programs, thereby ensuring that the benefits of a green economy are equitably shared.

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<sup>78</sup> [https://www.ilo.org/dyn/natlex/natlex4.detail?p\\_lang=en&p\\_isn=112595&p\\_count=9&p\\_classification=08](https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=112595&p_count=9&p_classification=08)

- **Lagos State Special Peoples Law 2011.**<sup>79</sup>

The Lagos State Special Peoples Law 2011, enacted by the Lagos State government in Nigeria, is a significant legislation aimed at protecting the rights of persons with disabilities in the state. The law outlines measures to ensure the full integration of persons with disabilities into society and prohibits all forms of discrimination against persons with disabilities in the public and private sectors.

The law mandates that public buildings, roads, and sidewalks be made accessible to persons with disabilities within five years of its implementation. It also calls for the provision of welfare and educational assistance, establishment of a Disability Rights Commission, and the promotion of job opportunities for persons with disabilities. The law further includes punitive measures for individuals and institutions that contravene its provisions.

In the context of a just transition, the Lagos State Special Peoples Law 2011 holds significant implications. As the economy transitions towards more sustainable, low-carbon practices, it is essential to ensure that all sections of society, including persons with disabilities, are included in this process. The law offers a strong legal framework that can be used to ensure that job opportunities and benefits arising from the green economy are accessible to persons with disabilities. It also highlights the necessity of including disability-inclusive strategies in the design and implementation of policies and programs related to the just transition. This ensures that the transition to a low-carbon economy is not only just, but also inclusive, considering the rights and needs of all citizens.

### **Nigerian Oil and Gas Industry Content Development Act 2010.**<sup>80</sup>

The Nigerian Oil and Gas Industry Content Development Act 2010, often referred to as the Nigerian Content Act, is a legislative framework that seeks to increase indigenous participation in the oil and gas industry. The Act promotes the use of Nigerian companies, goods, and services in projects, while stimulating the growth of Nigerian content in terms of workforce, value addition, and investment.

The Act stipulates that priority should be given to Nigerian independent operators in the award of oil blocks, oil lifting licenses, and other oil industry-related contracts. It also enforces the use of a certain percentage of local human and material resources, technology transfer, and capacity building in oil and gas activities. The Act established the Nigerian Content Development and Monitoring Board (NCDMB) to implement its provisions and supervise its enforcement.

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<https://medium.com/wanadata-africa/10-years-after-lagos-special-peoples-law-what-has-changed-bd3fbff33f48#:~:text=The%20SPL%20prohibi ts%20Discrimination%20and,%2C%20recreation%2C%20leisure%20and%20sport.>

<sup>80</sup> <https://ncdmb.gov.ng/nc-act.pdf>

In the context of a just transition, the Nigerian Oil and Gas Industry Content Development Act has significant implications. As Nigeria transitions from a fossil fuel-based economy to a more sustainable, low-carbon one, the Act can be a key tool to ensure that this transition benefits local workers, companies, and communities. While the focus of the Act is on the oil and gas sector, its principles of promoting local content, job creation, capacity building, and technology transfer can be applied in transitioning sectors such as renewable energy, energy efficiency, and other green industries. By doing so, the Act can help to ensure that the transition to a low-carbon economy is not only just but also inclusive, equitable, and beneficial for local economic development.

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### **Nigeria Data Protection Regulation 2019 issued by the National Information Technology Development Agency.<sup>81</sup>**

The Nigeria Data Protection Regulation 2019 (NDPR), issued by the National Information Technology Development Agency (NITDA), is a comprehensive regulatory framework intended to safeguard the rights of individuals to data privacy, foster safe conduct for transactions involving the exchange of personal data, prevent manipulation of personal data, and ensure that Nigerian businesses remain competitive in international trade through the safeguards afforded by a just and equitable legal regulatory framework.

The NDPR mandates that personal data shall be collected and processed in accordance with specific, legitimate, and lawful purpose consented to by the data subject. It also makes provision for the rights of data subjects, including the right to be informed about their data processing, right of access, right to rectification and deletion, and right to object to data processing. The NDPR introduces stringent requirements for data security and imposes obligations on data controllers and processors to adopt appropriate technical and organizational measures to protect personal data.

In the context of a just transition, the Nigeria Data Protection Regulation 2019 has notable implications. The transition to a low-carbon, sustainable economy involves the adoption of new technologies and digital tools for tracking, monitoring, and reporting, which could entail processing of personal data. In this regard, the NDPR provides a solid legal framework for the protection of personal data, thereby boosting trust and confidence among stakeholders involved in the transition. Furthermore, the principles of transparency, legitimacy, and accountability emphasized in the NDPR resonate with the core principles of a just transition, which also demands transparency, accountability, and respect for the

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<sup>81</sup> <https://ndpb.gov.ng/Files/NigeriaDataProtectionRegulation.pdf>

rights of all stakeholders. Thus, the NDPR helps in ensuring that the adoption of digital tools and technologies in the just transition respects the privacy rights of individuals and adheres to the highest standards of data protection.

**d. International conventions, treaties and protocols relating to Labour, employment, workplace, and industrial relation ratified in Nigeria.<sup>82</sup>**

Nigeria, as a member state of the International Labour Organization (ILO), has ratified numerous international conventions, treaties, and protocols related to Labour, employment, workplace, and industrial relations, signifying its commitment to upholding international Labour standards.

Some of the key ILO conventions ratified by Nigeria include the Forced Labour Convention (No. 29), which prohibits all forms of forced or compulsory Labour; the Equal Remuneration Convention (No. 100), which promotes equal remuneration for men and women workers for work of equal value; and the Discrimination (Employment and Occupation) Convention (No. 111), which requires countries to enact legislation and promote policies to eliminate discrimination in employment and occupation.

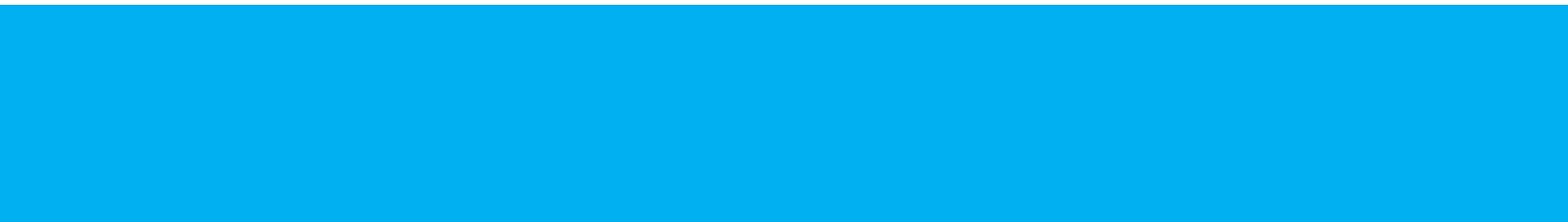
Nigeria has also ratified the Employment Policy Convention (No. 122), which calls for active policies to promote productive employment and human resources development; the Minimum Age Convention (No. 138), which sets minimum age for admission to employment; and the Worst Forms of Child Labour Convention (No. 182), which calls for urgent action to prohibit and eliminate the worst forms of child Labour.

Nigeria is also a party to the Occupational Safety and Health Convention (No. 155), which provides for the adoption of a coherent national occupational safety and health policy, and the Workers with Family Responsibilities Convention (No. 156), which calls for equal opportunity and treatment in employment for workers with family responsibilities.

In the context of a just transition, these international Labour standards are crucial. They provide a solid legal and policy framework to ensure that as Nigeria transitions to a low-carbon economy, the rights and interests of workers are adequately protected, and the transition process is just, equitable, and inclusive. This underscores Nigeria's commitment to a just transition that not only protects the environment but also upholds the rights and welfare of its workforce.

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<sup>82</sup> [https://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200\\_COUNTRY\\_ID:103259](https://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103259)





# ***JGIT Stakeholders***

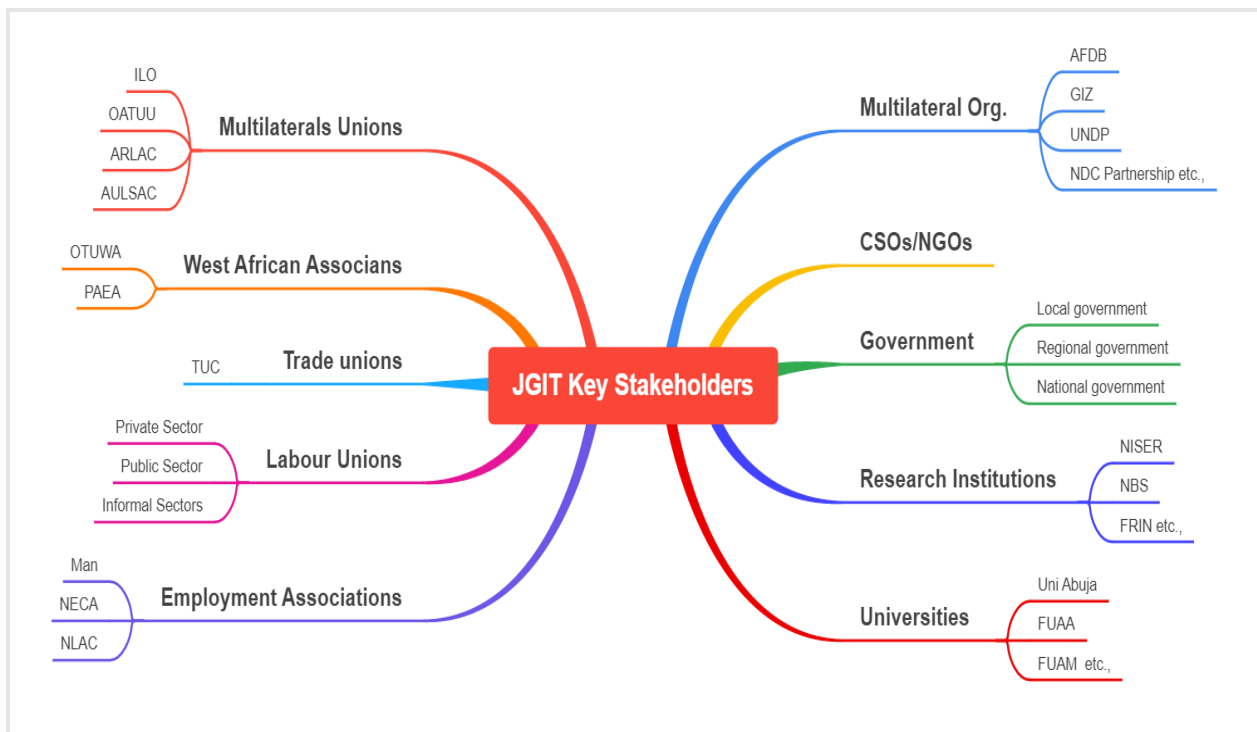


## 4.0 Relevant Stakeholders

### 4.1 Identification of Key Stakeholders Involved in JGIT Planning and Implementation

The process of identification of key stakeholders in the Just and Gender-Inclusive Transition (JGIT) planning and implementation in Nigeria was multi-faceted. It took into consideration both the relevance and influence of various entities and individuals, their roles in society, and their potential contribution to the project.

Firstly, an initial list of stakeholders was drawn up based on their relevance to the project's objectives. This included government ministries and agencies such as the Federal Ministries of Environment, Labour and Employment, and Women Affairs; labour unions like the Nigeria Labour Congress (NLC) and Trade Union Congress (TUC); civil society organizations (CSOs) such as ERA/FoEN, CEHRD, WEP, and HOMEF; and international organizations like the International Labour Organization (ILO) and United Nations Development Programme (UNDP). Private sector entities, particularly those involved in renewable energy and green jobs, were also included.



**Source: Authors Field Research, 2023.**

Once this preliminary list was established, a stakeholder mapping exercise was conducted to categorize these stakeholders based on their level of influence and interest in the JGIT project. This helped us to understand the potential impact each stakeholder could have on the project

and to identify those stakeholders who should be closely involved in the planning and implementation process.

The engagement process then started by reaching out to the stakeholders through various channels. Initial contact was often made through formal letters signed by the Federal Ministry of Labour and Employment and emails, introducing the project and its objectives, and requesting a meeting or a call to discuss the project in detail. For some stakeholders, especially those in high-level positions, phone calls were also made to ensure they were adequately informed.

Surveys were sent out to all relevant stakeholders to gather data and insights about their views, knowledge, experiences, and suggestions related to the JGIT. The survey was designed to be comprehensive, covering different aspects of the just transition and its implications for different sectors and groups.

Face-to-face meetings were also organized with key stakeholders, especially with government agencies, Labour unions (TUC, NLC, NECA, NUPENG etc.), and CSOs. These meetings provided an opportunity for detailed discussions about the project, for stakeholders to express their concerns and expectations, and for the project team to seek their support and collaboration.

In addition, stakeholder coordination and briefing meetings were organized at various times to answer questions raised by stakeholders and provide feedback on the project. These briefing sessions were participatory and aimed at ensuring collective decision-making and consensus-building while deepening stakeholder knowledge and awareness about the concept of just transition. They also served as platforms for stakeholders to learn from each other and to build a shared vision for the JGIT in Nigeria.

Throughout the process, transparency, inclusivity, and open communication were emphasized to ensure that all stakeholders felt valued and heard, and to build trust and collaboration for the successful implementation of the JGIT project.

#### 4.1.1 Overview of Relevant Civil Society Organizations and Advocacy Groups

Several civil society organizations (CSOs) and advocacy groups, both international and local, play significant roles in promoting and implementing the just transition process. These groups often champion policy advocacy, awareness creation, research, capacity building, and stakeholder mobilization towards a just transition to a low-carbon and sustainable economy. Here are some notable ones:

- ❖ **International Trade Union Confederation (ITUC):** ITUC is a leading international actor in advocating for a just transition. They emphasize the role of social dialogue and collective bargaining in the transition to a low-carbon economy, promoting decent work and protecting workers' rights.



- ❖ **Climate Action Network (CAN):** CAN is a global network of over 1300 NGOs working on climate change. Several of its members are engaged in advocacy for just transition principles to be incorporated into climate policies and actions.
- ❖ **Just Transition Centre:** An initiative of the ITUC, the Centre brings together and supports unions, businesses, communities, and governments in social dialogue to plan and implement a just transition to a climate-safe, sustainable economy.
- ❖ **Sustainable Energy for All (SEforALL):** SEforALL is an international organization working with leaders in government, the private sector and civil society to drive further, faster action toward sustainable energy, including renewable energy transition and energy efficiency. They work closely with countries to ensure an inclusive and equitable energy transition.
- ❖ **350.org:** This is a global grassroots movement committed to reducing the concentration of CO<sub>2</sub> in the atmosphere. They are advocates for a just transition away from fossil fuels to renewable energy sources.
- ❖ **Greenpeace:** Known worldwide, Greenpeace campaigns against environmental degradation. They advocate for a just transition to green, sustainable jobs that are safe for both the planet and the people.
- ❖ **Nigeria Labour Congress (NLC):** NLC, as the umbrella organization for trade unions in Nigeria, plays a critical role in advocating for workers' rights and interests in the transition to a low-carbon economy.
- ❖ **Environmental Rights Action/Friends of the Earth Nigeria (ERA/FoEN):** ERA/FoEN is a leading environmental advocacy group in Nigeria, which champions the rights of communities in the Niger Delta and promotes environmental sustainability and social justice.
- ❖ **Centre for Environment, Human Rights and Development (CEHRD):** CEHRD is a rural-based NGO in Nigeria focused on environmental and human rights issues. They have been involved in advocacy and community engagement on issues related to climate change and just transition.
- ❖ **Women Environmental Programme (WEP):** WEP is a Nigerian non-profit working on issues of environment, development, and women's rights. They engage in advocacy and capacity building for women and girls to participate effectively in the transition to a low-carbon economy.
- ❖ **Health of Mother Earth Foundation (HOMEF):** HOMEF is an environmental/ecological think tank and advocacy organization in Nigeria. They promote environmental/climate justice and sustainable use of resources, which are important components of a just transition.
- ❖ **Centre for 21st Century Issues (C21st):** A Nigeria-based organization focused on promoting women's participation in sustainable development. They work on issues relating to gender, climate change, and sustainable development.
- ❖ **Niger Delta Women's Movement for Peace and Development (NDWPD):** This organization works at grassroots level to ensure the inclusion of women in development and peace processes in the Niger Delta region.

- ❖ **Developmental Association for Renewable Energies (DARE):** A Nigeria-based organization, DARE works on renewable energy development, climate change mitigation and adaptation, environmental protection, and sustainable development.
- ❖ **Climate and Sustainable Development Network of Nigeria (CSDevNet):** CSDevNet is a coalition of civil society groups, NGOs, and activists in Nigeria. It aims to promote climate-smart Nigeria while ensuring that climate actions are people-driven and gender-responsive.
- ❖ **African Centre for Leadership, Strategy & Development (Centre LSD):** Centre LSD works on issues relating to leadership development, strategy, and policy advocacy in Nigeria. They advocate for climate justice, environmental protection, and gender equality.
- ❖ **Nigeria Environmental Society (NES):** A professional, non-profit oriented, non-governmental body committed to advocacy and actions towards environmental protection, sustainable environmental development, and promotion of environmental professionalism within Nigeria and in the global arena. It is recognized as the premier environmental society and watchdog of the environment in Nigeria.
- ❖ **Natural Eco-capital** is a sustainability firm with a unique cutting edge to support organizations (Public and private) drive for more sustainable resilient business and economy. It aims to assist all stakeholders, especially the financial institutions and investors, including government, to understand natural resources and the ecosystem and integrate biodiversity and natural capital into business strategies.
- ❖ **Trade Union Congress (TUC):** A national trade union federation in Nigeria, focusing on unions representing senior staff, with over 30 affiliates that cut across various sectors of the economy.
- ❖ **Nigeria Employers' Consultative Association (NECA),** the umbrella organization of employers in the Organized Private Sector of Nigeria. It provides a forum for the Government to consult with private sector employers on socio-economic and labour policy issues. NECA provides a platform for private sector employers to interact with the government, labour, communities, and other relevant institutions in and outside Nigeria for the purpose of promoting harmonious business environment that will engender productivity and prosperity for the benefit of all.

Each of these organizations brings unique strengths and capabilities to the table, which can be leveraged to ensure a just transition that is inclusive, equitable, and sustainable.

## 4.2 Analysis of their Roles, Interests, and Capacities

**Table 2: Stakeholder Analysis and Engagement Plan**

Stakeholder Group	Level of Participation	Participation Strategy	Participation Plan (Who, Where, When)
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Federal Ministry of Environment, Nigeria	High	Consultation, collaboration, and engagement in policy development and implementation	Regular stakeholder meetings, workshops and consultation forums in Abuja, throughout project development and implementation
International Labour Organization (ILO)	High	Partner in project development and implementation, expertise in labour and employment issues	Regular virtual and face-to-face meetings, throughout project development and implementation
Nigeria Labour Congress (NLC) and Trade Union Congress (TUC)	High	Active participation in decision-making, representation of labour interests	Regular meetings and consultation forums in Abuja and other major cities, throughout project development and implementation
Federal Ministry of Labour and Employment, Nigeria	High	Policy development, decision-making, and implementation	Regular stakeholder meetings, workshops and consultation forums in Abuja, throughout project development and implementation
CSOs (e.g. ERA/FoEN, CEHRD, WEP, HOMEF)	Medium	Advocacy, community mobilization, and capacity building	Engagement in consultation forums and capacity building workshops in their respective areas of operation, throughout project development and implementation
United Nations Development Programme (UNDP)	Medium	Technical support, funding, and capacity building	Regular virtual and face-to-face meetings, throughout project development and implementation
Federal Ministry of Women Affairs, Nigeria	Medium	Advocacy for gender inclusivity, policy development and implementation	Regular stakeholder meetings, workshops, and consultation forums in Abuja, throughout project development and implementation
State Ministries of Environment and State Labour Offices	Medium	Policy implementation at the state level, community engagement	Regular stakeholder meetings, workshops, and consultation forums in state capitals, throughout project development and implementation
Private sector (e.g. renewable energy companies)	Medium	Implementation of low-carbon technologies, creation of green jobs	Engagement in consultation forums, participation in public-private partnerships, throughout project development and implementation
Local communities and vulnerable groups	High	Beneficiaries of the just transition, providing feedback on project impacts	Community consultation forums, surveys, throughout project development and implementation
Academia and research institutions	Low to Medium	Provide research and technical support, capacity building	Engagement in consultation forums, research collaborations, throughout project development and implementation



# ***Data Analysis, Results and Stakeholder Feedback***



## 5.0 Data Analysis, Results and Stakeholder Feedback

### 5.1 Survey Analysis

#### 5.1.1 Approach and Methodology

The approach adopted in data collection and stakeholder engagement for the Just and Gender Inclusive Transition (JGIT) scoping study was a blend of rigorous desk-based research and broad, participatory consultations. Desk-based research involved a comprehensive review of existing literature, policy documents, and national strategies to understand the policy landscape, status of JGIT and key sectors in Nigeria, including AFOLU, Energy, Labour, Gender, and Modelling. This review helped identify gaps and opportunities in policies and practices related to JGIT in Nigeria.

For stakeholder consultations, a multi-pronged approach was utilized to ensure diverse and representative inputs. A mix of online and offline methods was used, which included one-on-one interviews, online surveys, and focus group discussions with key stakeholders such as MDAs, Civil Society/NGOs, Farmers' Associations, Academia, Unions, and the Private Sector. These engagements provided valuable insights into the perspectives and experiences of different actors in JGIT planning and implementation in Nigeria. The consultations also served to validate and deepen the understanding gained from the desk-based research. The combination of these methods allowed for a rich, nuanced understanding of the JGIT landscape in Nigeria and informed the subsequent analysis and recommendations of the study.

### 5.2 Results and Stakeholder Feedback

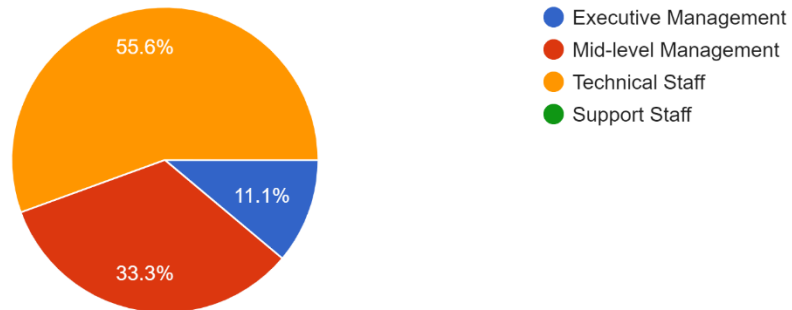
#### 5.2.1 Oil and Gas Sector

##### **Response Summary**

The results of the online survey sent to stakeholders in the oil and gas sector provide valuable insights into their understanding of a just transition and their views on this critical concept. Out of a total of 68 surveys sent, 39 responses were received, reflecting a meaningful level of engagement from stakeholders in the industry.

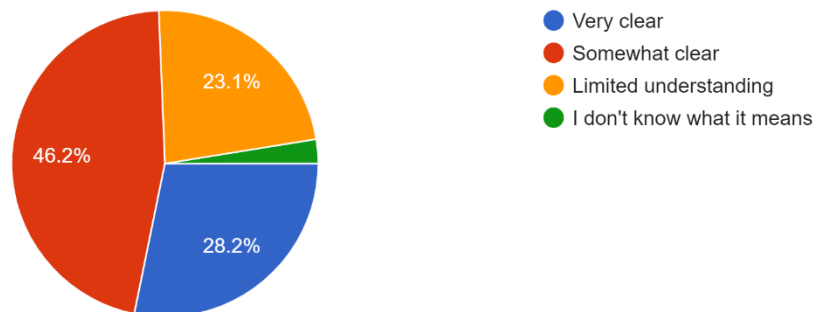
### What is your current role in the oil and gas sector?

36 responses



### How would you describe your understanding of a just transition?

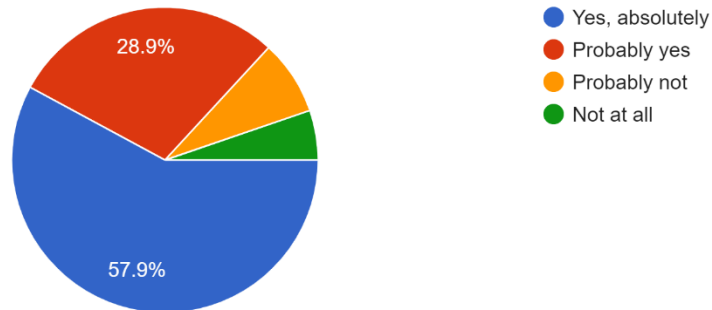
39 responses



The survey results from stakeholders in the oil and gas sector regarding their understanding of a just transition show a range of comprehension levels. Most respondents have a somewhat clear understanding suggests that they have a basic grasp of the idea but may require further clarification or information to fully comprehend its nuances, while some have a very clear understanding. However, there is a notable group with limited understanding, and one respondent admitted not knowing what it means. These results highlight the importance of ongoing education and communication to ensure all stakeholders are well-informed and aligned with the concept of a just transition in the

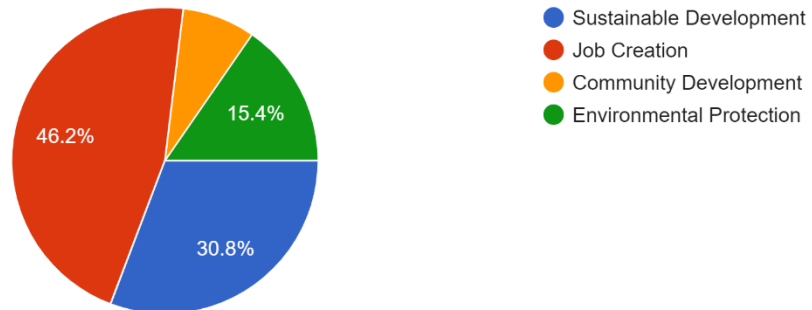
Do you believe that a just transition is necessary for the oil and gas sector?

38 responses



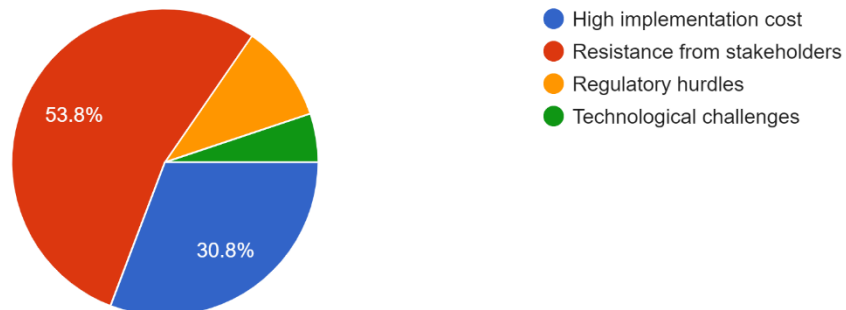
What would be the most significant benefit of a just transition in the oil and gas sector?

39 responses



What would be the most significant challenge of implementing a just transition in the oil and gas sector?

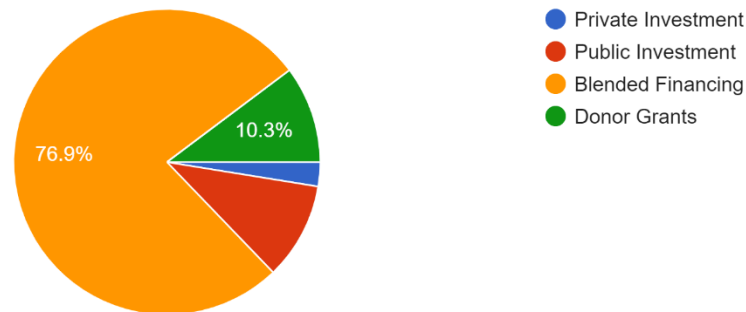
39 responses





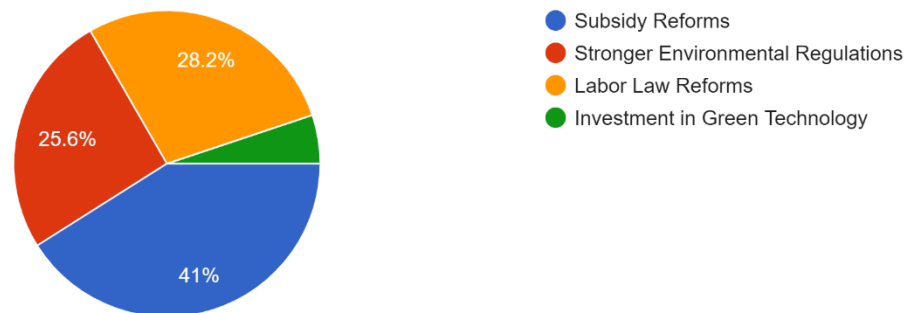
How do you believe a just transition could be financed in the oil and gas sector?

39 responses



Which policy change would be most needed to support a just transition in the oil and gas sector?

39 responses



In the context of Nigeria, the results of our survey shed light on the perspectives of stakeholders within the oil and gas sector regarding a just transition. When asked if they believe a just transition is necessary for the industry, a resounding 57.9% responded with a definitive "yes," while an additional 28.9% leaned towards a "probably yes." This overwhelming support for the necessity of a just transition reflects a growing awareness of the sector's need for transformation.

The survey also probed into the most significant benefits and challenges associated with implementing a just transition. Respondents identified job creation as the most substantial benefit, with 46.2% recognizing its potential to address unemployment and drive economic growth. Sustainable development was a close second, at 38.8%, highlighting the desire for an industry that ensures long-term prosperity and stability. Environmental protection, while important, received a lower percentage of support, at 15.4%, indicating room for greater emphasis on ecological sustainability.

Conversely, when it comes to challenges, stakeholders expressed concerns about resistance from various quarters, with 53.8% identifying this as the most significant obstacle. Resistance

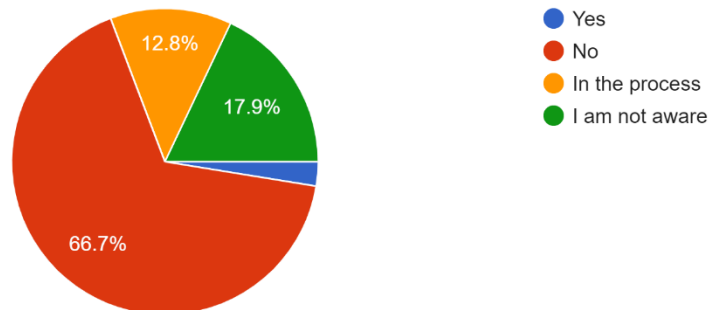
may come from within the industry, communities, or even government entities. High implementation costs were a concern for 30.8% of respondents, underscoring the financial burden associated with transitioning from a heavily oil-dependent economy. Regulatory hurdles, while a factor, were seen as less significant, with only 10.3% identifying them as a primary challenge.

In terms of financing a just transition, a substantial 76.9% of respondents believe that blended finance, combining public and private funding, is the most viable approach. This reflects an understanding of the need for a collaborative effort involving various stakeholders to secure the necessary resources for the transition. Only 10.3% advocated for solely public or private financing, recognizing the limitations of either approach in addressing the complex challenges of the sector.

When considering the policy changes needed to support a just transition, subsidy reforms emerged as the top priority, with 41% of respondents emphasizing their importance, this can be reflective of the increasing global energy cost. These reforms would likely involve phasing out subsidies that have long supported the fossil fuel industry, the new administration has put an end to long standing fuel subsidy in the sector which led to astronomical rise in fuel cost. Labor reforms also garnered significant support, with 28% recognizing the need for policies that protect and empower workers during the transition. Stronger environmental laws were deemed essential by 25.6% of respondents, reflecting the increasing focus on sustainability and environmental stewardship in the sector.

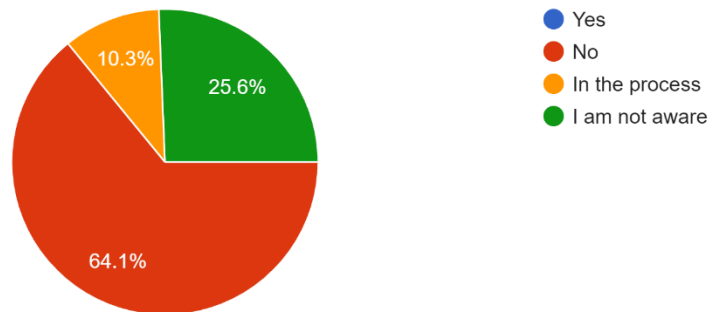
Has your organization developed any internal policy framework for the just transition process?

39 responses



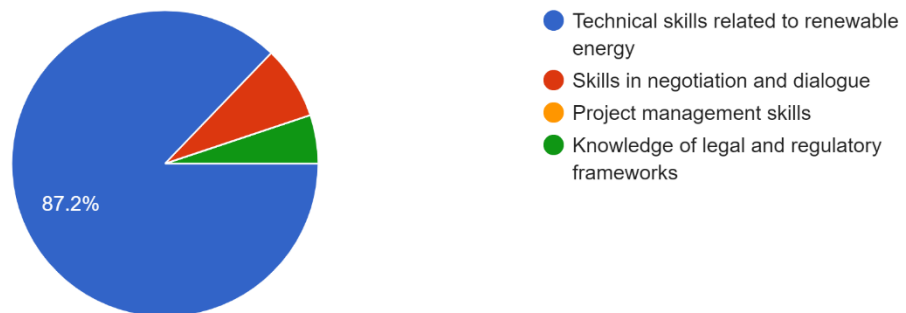
Does your organization have any tools for data collection and tracking the just transition process?

39 responses



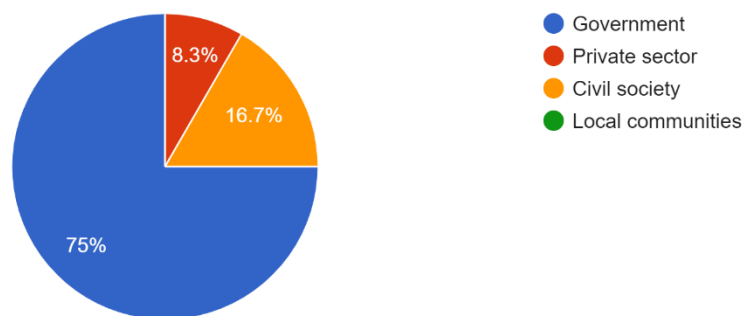
What kind of capacity building and skills do you think is required for stakeholders in the sector?

39 responses



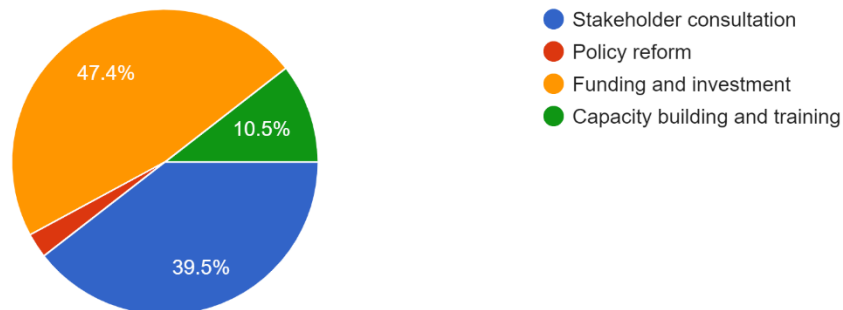
Which stakeholder group do you believe should be most involved in the just transition process?

36 responses



What do you believe is the most important step to ensure a just transition in the oil and gas sector?

38 responses



The next question posed to these entities delves into their internal policy frameworks for just transition. Surprisingly, a significant 66.7% acknowledge the absence of such policies, while 17.9% remain unaware of their organization's stance. A hopeful 12.8% are in the embryonic stages of this process. This paints a picture of a sector at a crossroads, with a majority yet to embark on the journey of integrating justice and gender inclusivity into their operational ethos.

When it comes to tools for data collection and tracking the just transition process, the narrative remains similarly stark. A majority of 64.1% confess to the lack of such mechanisms, 25.6% are unaware, and only a nascent 10.3% are in the process of adopting these vital instruments. This underscores a critical gap in the sector's capacity to monitor and steer the transition effectively.

The survey then probes into the kind of capacity building and skills deemed necessary for stakeholders in the sector. Here, a strong consensus emerges, with 87.2% advocating for technical skills related to renewable energy. A smaller segment sees value in skills in negotiation (7.7%) and knowledge of legal and regulatory frameworks (5.1%). This highlights a clear recognition of the technical prowess needed to pivot towards greener energy sources, albeit with an understanding that negotiation and regulatory knowledge remain essential.

As for the stakeholders believed to be most pivotal in this transformative journey, a commanding 75% point to the government, emphasizing the role of policy and regulation. The private sector and civil society are seen as less central but still crucial, with 8.3% and 16.7% respectively. This reflects a common sentiment that while multiple players are important, the governmental helm is indispensable for steering the ship towards just transition.

The survey sort to understand what is perceived as the most vital step to ensuring a just transition in the oil and gas sector. Stakeholder consultation is deemed important by 39.5%, highlighting the need for inclusive dialogue. However, a plurality (47.4%) believes that funding and investment are paramount, signalling a practical recognition that financial resources are the lifeblood of any substantial change. A further 10.5% advocate for capacity building and training, underscoring the ongoing need for skill and knowledge enhancement.

**Interview Question 1: What is your understanding of just and gender inclusive transition concept, do you feel it is relevant in the Nigerian context looking at the fact that our economy is heavily reliant on the oil and gas sector, as stakeholders, your opinion on this are?**

**Response 1:**

*“As a stakeholder in the Nigerian oil and gas sector, I believe that just transition is a critical concept that we need to consider carefully. Just transition, in my view, involves ensuring that any shift in our industry towards more sustainable practices and renewable energy sources is carried out in a way that does not leave workers, communities, and the broader economy behind. Given that Nigeria's economy depends on revenue/forex from the oil and gas sector, it is crucial to address the social and economic implications of transitioning away from fossil fuels. We must find ways to create new opportunities, retrain the workforce, and support affected communities to ensure a fair and equitable transition.”*

**Response 2:**

*“Considering the unique circumstances of Nigeria's heavy reliance on the oil and gas sector, just transition is indeed a relevant and pressing issue. While we understand the need to move towards more sustainable energy sources, we must do so in a manner that minimizes disruption to the livelihoods of workers and the economic stability of the country. As a stakeholder, I believe it's essential to engage in comprehensive planning, skill development, and investment in alternative energy sectors which should take off the ground with real evidence of positive impact to ensure that the transition is as smooth and inclusive as possible. This will not only benefit our economy but also foster social cohesion and stability during the shift since the nation is already politically tensed.”*

**Response 3:**

*“In the Nigerian context like every other country that is dependent on oil as a major source of energy and revenue, just transition is a topic of utmost importance. For me, I believe that just transition is not only relevant but also necessary for the long-term sustainability of our nation. We should focus on creating a diversified energy portfolio, providing training and support for workers to transition into new roles, and fostering collaboration between government, industry, and civil society to ensure that the benefits of this transition are shared equitably among all stakeholders.”*

**Response 4:**

*“While I understand the global push towards a just transition in the oil and gas sector, I have reservations about its applicability in the Nigerian context. Our economy is heavily reliant on this sector, and any abrupt shift away from it could have severe consequences. The concept of just transition may sound ideal, but it might not be practical given our current economic realities. Instead, I believe that we should focus on maximizing the benefits of our oil and gas resources while gradually exploring alternative energy sources. A more gradual and strategic approach could mitigate potential shocks to our economy and workforce.”*

### Response 5:

*“As a stakeholder in the Nigerian oil and gas sector, I must express my scepticism about the concept of a just transition. While I acknowledge the importance of addressing environmental concerns and diversifying our energy sources, I believe that pushing for a rapid transition away from fossil fuels could jeopardize our national economic stability. Our dependence on the sector is undeniable, and the immediate implementation of a just transition plan may lead to job losses and economic hardship for many Nigerians. Instead, we should prioritize responsible and sustainable practices within the existing oil and gas industry while exploring long-term strategies for a gradual shift toward cleaner energy sources.”*

### Response 6

*“As an active civil society, I will speak from women's perspective, it's essential to highlight the specific impacts of a just transition in the oil and gas sector on women and youth in Nigeria. Women and youth constitute a significant portion of our population, and they are often vulnerable to the social and economic consequences of major industry shifts. As we consider transitioning to more sustainable energy sources, we must take into account the potential challenges faced by women and youth in our communities. This includes ensuring that they have **equal access to training** and employment opportunities in new sectors, as well as measures to protect their rights and well-being during this transition. It is crucial that any just transition plan in Nigeria must incorporate a gender-inclusive and youth-centric approach to address the unique needs and concerns of these demographics.”*

### Response 7

*“As representatives of the trade unions and labour unions in Nigeria, we view the concept of a just transition in the oil and gas sector as a delicate matter that requires the utmost care and consideration. Our economy heavily relies on this sector, and any abrupt changes could have profound implications for the livelihoods of our members and the nation at large. It is our strong belief that a just transition plan must prioritize the protection of workers' rights, job security, and fair compensation during this shift. Any disruption in the labour force could lead to widespread unemployment and **social unrest**, which is something we must avoid at all costs. We advocate for a comprehensive approach that includes meaningful **dialogue between stakeholders**, including government, industry, and labour representatives. This dialogue should lead to a well-thought-out transition plan that safeguards the interests of workers and their families (we will not accept any approach that is forced down on us, we must be properly carried along from the beginning of the process). Investments in re-training and skill development for the workforce, as well as the creation of alternative employment opportunities, should be at the forefront of the intended plan.*

*We also urge that social safety nets and support mechanisms be put in place to cushion the potential negative impacts on workers and host communities. A just transition can only be considered successful if it ensures the well-being and economic stability of all Nigerians, and we stand ready to work collaboratively to achieve this goal.”*

**Interview Question 2: in your opinion as an industry player, what would be the most significant challenge in implementing the just transition plan in the Nigerian context looking at issues like implementation cost, stakeholder compliance, regulations and technology adoption etc.**

**Response 1:**

*“The most significant challenge in implementing the just transition plan could be the high implementation cost. Shifting from a heavily oil-dependent economy to a more sustainable one will require substantial investments in infrastructure, renewable energy projects, and retraining of the workforce. The financial burden of such a transition could strain government resources, we already know how strained the economy is currently and this can potentially slow down the process, affecting the overall progress of the sector.”*

**Response 2:**

*“From my perspective, resistance from stakeholders could pose the most significant challenge. The oil and gas sector has long been a powerful and influential industry in Nigeria, and any transition away from it is likely to face pushback from various stakeholders. This resistance may come in the form of lobbying against new regulations, legal disputes, or even public protests. Overcoming this resistance while ensuring a smooth transition will require careful negotiation and diplomacy.”*

**Response 3:**

*“Regulatory hurdles could be the primary challenge in implementing the just transition plan. Nigeria has a complex regulatory environment, and introducing new regulations to support a shift away from fossil fuels may encounter delays and bureaucratic challenges. Streamlining the regulatory framework and ensuring that it aligns with the goals of the transition plan will be essential to avoid unnecessary delays in implementation.”*

**Response 4:**

*“Technological challenges might present the most significant obstacle. Transitioning to cleaner energy sources and sustainable practices often requires advanced technologies and infrastructure that may not be readily available in Nigeria. Developing and adopting these technologies while ensuring they are suitable for the local context could be a complex process that hinders the rapid progress of the transition.”*

**Interview Question 3: When it comes to gender equality and balance in the sector, what would you consider a proper gender ratio for the Oil and Gas sector putting in mind the peculiarity of the sector as the talk for transitioning increases and also are their existing policies enforcing specific ratio in terms of engagement in your organization.**

**Response 1:**

*“As a regulator in the oil and gas sector, I believe that achieving a proper gender ratio is crucial for promoting diversity and inclusion in the industry, especially as the discussion around transitioning gains momentum. While it's challenging to pinpoint a single ideal gender ratio, striving for a balance that reflects the broader demographics of the Nigerian population would be a reasonable goal. This would entail increasing the participation of women in technical, managerial, and leadership roles, addressing gender disparities that have persisted in the sector for decades. Currently, there are no specific policies in place enforcing a gender ratio, but we are actively exploring ways to incentivize greater gender diversity through initiatives like mentorship programs, skills development, and awareness campaigns.”*

**Response 2:**

*“From an industry player standpoint, achieving a proper gender ratio in the oil and gas sector is undoubtedly essential, but it should be approached pragmatically. The industry has traditionally been male-dominated due to the nature of the work and historical norms. Instead of imposing strict gender quotas, which may not always align with the skillset and interest of potential employees, I advocate for policies that promote equal opportunities, merit-based hiring, and career advancement. It's vital to recognize that gender diversity should not compromise the industry's technical competence or operational efficiency. While there may not be specific policies enforcing a gender ratio, many companies we are working closely with are implementing diversity and inclusion initiatives to encourage female participation in the sector, including scholarships, mentorship programs, and support networks. For me this approach fosters a more inclusive industry while ensuring that roles are filled based on qualifications and capabilities rather than gender.”*

**Question 4: Has your organization or group developed any internal policy framework for the just transition process in the oil and gas sector and do you have any existing tools for data collection and tracking the just transition process?**

**Response 1:**

Our group has not developed a dedicated internal policy framework for the just transition process in the oil and gas sector. While we acknowledge the importance of this concept, our current policies primarily focus on other aspects of our operations. However, we are actively exploring the development of such a framework in response to the growing importance of the just transition. As for data collection and tracking, we have some existing tools and reporting structures, but they may not be specific to just transition metrics. We are in the process of adapting these tools to include relevant data points and indicators for monitoring the just transition process.

**Response 2**

*“As a key industry player, we have not developed a specific internal policy framework solely dedicated to the just transition process even though we are gradually diversifying into other cleaner energy markets. While we are committed to environmental sustainability and responsible business practices, our current policies predominantly address other aspects of our operations. However, we are actively exploring the creation of a dedicated framework to align with our global sustainability goals. Regarding data collection and tracking, we do have existing*



*tools for monitoring various aspects of our operations like our portfolio diversification plan and ESG plans, but these may not encompass all the specific data points needed for a just transition tracking. We are considering enhancements to our data collection mechanisms to better track our transition efforts. We believe the outcome of this work will further provide the needed guidance in developing that.”*

**Response 2:**

*“As a government agency, we have taken steps to develop an internal policy framework for the just transition process in the oil and gas sector. This framework is currently in the early stages of development and reflects our commitment to balancing economic growth with environmental and social responsibility. However, it is not yet finalized, and we are actively engaging stakeholders to ensure its comprehensive coverage. In terms of data collection and tracking, we are in the process of establishing systematic reporting structures to monitor the just transition. While data repositories are in development, they are not yet fully operational, and we are working towards creating a reference point for tracking progress.”*

**Response 3:**

*“From an environmental NGO perspective, we are championing the advocacy for a just transition in the oil and gas sector. While we have not developed an internal policy framework ourselves, we are looking forward to collaborating with various stakeholders, including government agencies and industry players, to influence policy development. We believe that a collective approach is essential for a successful just transition. Regarding data collection and tracking, our organization focuses on environmental impact assessments and sustainability metrics. While there is no specific data repository for just transition efforts, we utilize available data sources to advocate for a more sustainable and equitable transition.”*

**Response 4:**

*“Even though we may not be able to develop the tracking tools as an association, but we will ensure that our members nationwide adopt the reporting framework once it’s made available to us. We will also appeal for a central data repository dedicated primarily for tracking just transition progress be created and also made accessible to all parties involved. So that when we encourage our member to submit data, it won’t be difficult to track the progress of such submissions.”*

**Question 4: How do you believe a just transition could be financed in the oil and gas sector? (Private Investment, Public Investment, Blended Financing, Donor Grants) looking at the current economic challenges facing the country and also Which policy change would be most needed to support a just transition in the oil and gas sector? (Subsidy reforms, Stronger Environmental Regulations, Labor Law Reforms, and Investment in Green Technology etc.)**

**Response 1:**

*“You can ask my colleagues, am always positive about the possibility of financing a just transition in the oil and gas sector. It is a clear fact known to everyone on the current economic challenges facing Nigeria, but I believe that the combination of private investment, public investment, and blended financing could be the most viable approach. Private investment can drive innovation and create new business opportunities in the renewable energy sector, while public investment can provide the necessary infrastructure and regulatory support. Blended financing, which combines public and private resources, can bridge the funding gap and attract international investors. Additionally, donor grants can be sought to support specific projects and initiatives. This diversified financing approach can help us navigate the economic challenges and achieve a just transition.”*

**Response 2:**

*“I will align my thought with his because I also believe that a just transition in the oil and gas sector is achievable, even in the face of current economic challenges. Public and private investment will play a crucial role. Public investment can be sourced through revenue reallocation, where a portion of the income generated from the oil and gas sector is redirected towards funding the transition. Simultaneously, private investment can be attracted through incentives and policies that promote renewable energy projects. Blended financing models can further leverage public and private resources. In addition to this, though I advocate we should not depend on this, donor grants can also be sort to support capacity-building initiatives and research in green technologies. The most important policy change needed to support this transition is subsidy reforms, which can free up resources for investment in cleaner energy sources.”*

**Response 3:**

*“I am not an all gloom person but I have serious reservations about the feasibility of financing a just transition in the oil and gas sector, considering the global shrinking funding in the sector and also high cost of capital given our unstable exchange rate. I envisage that private investor may be hesitant to enter the sector due to uncertainty and the high-risk nature of energy transition projects (look around you will see so many abandoned solar projects and even the 10MW wind to power project in Katsina which was started in 2008). Public investment is constrained by fiscal limitations, and donor grants may come with stringent conditions that limit their effectiveness. If you go the round of subsidy reforms, though necessary, may be met with public resistance, making them difficult to implement, you can see what the new administration’s position was with respect to fuel subsidy and the untold hardship it brought to the common man. In such a context, achieving a just transition could be a protracted and uncertain process, with limited success.”*

**Response 4:**

*“I remain optimistic about financing a just transition in the oil and gas sector, despite the current economic challenges. Private investment can be attracted through innovative financial mechanisms and incentives that reduce risks and promote renewable energy projects. Public investment can be sourced through careful budgetary planning and reprioritization of funds. Blended financing can be an effective way to leverage both public and private resources. Donor grants, if strategically secured, can provide additional support. The most critical policy change*

*needed is stronger environmental regulations to incentivize the transition. While challenges exist, a well-coordinated effort and commitment from all stakeholders can make a just transition feasible.”*

**Response 5:**

*“I have concerns about financing a just transition in the oil and gas sector, particularly when looking at the labour and employment implications. The current economic challenges in Nigeria make it extremely difficult to secure the necessary funds for such a transition. Private investment may be hesitant due to uncertainties in the energy market and the potential for job losses in the oil and gas sector. Public investment is limited, and competing priorities, including addressing unemployment, which makes it challenging to allocate sufficient resources. Subsidy reforms, which are essential for funding the transition, may lead to higher energy costs and further job losses in the fossil fuel industry. Labor law reforms are necessary to support the workforce during this transition, but they might face resistance, prolonging the process. The scarcity of resources for investment in green technology and retraining programs could exacerbate unemployment and social unrest. In this view, the economic and employment challenges seem daunting, making a just transition in the oil and gas sector appear highly challenging without substantial intervention and commitment from all stakeholders.”*

**Question 5: What kind of capacity building and skills do you think is required for stakeholders in the sector and what do you believe is the most important step to ensure a just transition in the oil and gas sector?**

**Response 1:**

*“I believe that capacity building and skills development for stakeholders in the oil and gas sector should focus on specialized areas such as renewable energy technologies, carbon capture and storage (CCS), and advanced environmental monitoring techniques. While stakeholder consultation, policy reform, and funding are undoubtedly crucial, I consider capacity building to be the most pivotal step. Equipping industry professionals and decision-makers with the knowledge and skills needed to implement cutting-edge technologies will not only drive the just transition but also ensure the sector's long-term sustainability and competitiveness.”*

**Response 2:**

*“As a community advocate, I emphasize the importance of capacity building and skills development for stakeholders, particularly in the areas of community engagement, social impact assessment, and conflict resolution. While all steps are vital, stakeholder consultation takes precedence in my view. Engaging with local communities, including indigenous groups, is paramount to understanding their concerns and ensuring their voices are heard throughout the transition process. This inclusive approach builds trust and paves the way for effective policy reform, funding allocation, and capacity building that truly benefit the affected communities.”*

**Response 3:**

*“From finance standpoint, capacity building and skills development should prioritize financial literacy, risk assessment in renewable energy projects, and investment strategies aligned with sustainable practices. While policy reform, funding, and stakeholder consultation are critical, funding and investment take centre stage in my opinion. Providing substantial financial support not only accelerates the transition but also attracts private sector investments. Once substantial funding is secured, it becomes possible to engage in capacity building efforts, policy reforms, and meaningful stakeholder consultation to maximize the impact of the transition.”*

**Response 4:**

*As a regulating entity, I will stress the importance of capacity building and skills development in areas such as policy analysis, regulatory frameworks, and administrative efficiency. While all steps are significant, policy reform stands out as the linchpin for a just transition. Government play a central role in shaping the legal and regulatory landscape, creating incentives for sustainability, and fostering collaboration among stakeholders. With effective policy reforms in place, funding, capacity building, and stakeholder consultation can be more efficiently directed to achieve the desired transition outcomes.*

**Response 5:**

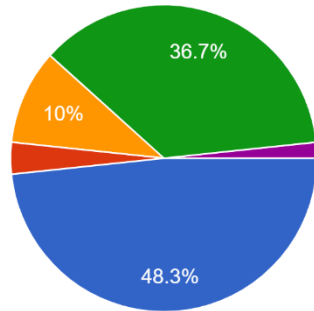
*“I have a bias for the environment as an environmentalist, so my emphases will be focused on environmental monitoring, conservation practices, and green technology utilization. I believe that robust stakeholder consultation will play a critical role in the ensuring successful outcome of this process. Engaging with a diverse range of stakeholders, including environmental organizations, local communities, and industry players is essential for ensuring that the transition adheres to strict environmental standards. Once the collective voice of stakeholders is heard, it becomes easier to advocate for effective policy reform, secure funding, and implement capacity-building initiatives aligned with ecological sustainability.”*

**5.2.2 Agriculture and LULUCF Sector**

The results from the Just and Gender Inclusive Transition (JGIT) survey sent to stakeholders in the agriculture and Land Use, Land-Use Change, and Forestry (LULUCF) sector provide valuable insights into the awareness, perspectives, and roles of various stakeholders in promoting sustainability and equity within the sector. The survey exhibited a commendable outreach effort, with over 100 surveys sent to diverse stakeholder groups representing institutions, government, academic, civil society organizations, trade unions, and cooperatives. The responses received showcased a range of participation from these groups.

### Type of Organization

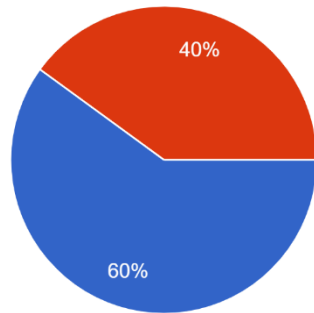
60 responses



- Government Ministry, Department or Agency
- Private Sector
- NGO/CSO
- Farmer Organization
- TRADE UNION CENTRE

### Sex

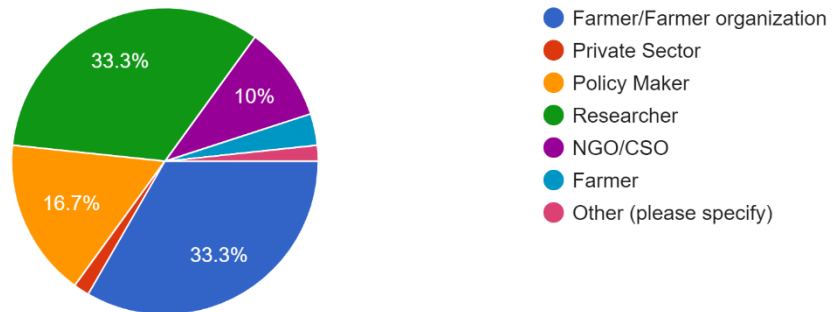
60 responses



- Male
- Female

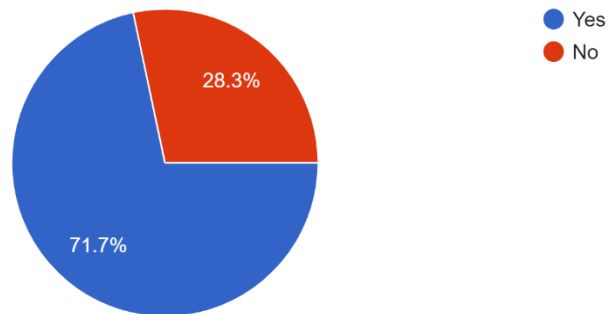
### What is your role in the AFOLU/LULUCF sector?

60 responses



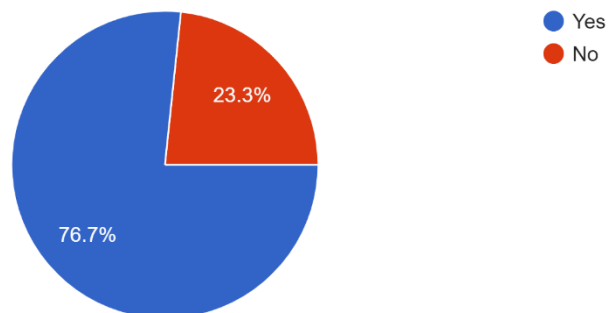
### Are you familiar with the Concept of Just & Gender Inclusive Transition? (JGIT)

60 responses



### Do you believe JGIT is necessary in the AFOLU/LULUCF sector?

60 responses



The survey targeted a broad spectrum of stakeholders, including government entities, farmer organizations, civil society, and academics, achieving a commendable response rate that indicates a high level of engagement across these sectors. Notably, Ministries, Departments, and Agencies (MDAs) constituted 48.3% of the respondents, suggesting a substantial governmental interest and potential for policy influence. Farmer organizations represented 36.7% of the responses, indicating significant involvement from the primary sector affected by agricultural policies. Additionally, NGOs and Civil Society Organizations accounted for 10%, reflecting the active participation of advocacy and watchdog groups in this discourse.

The gender distribution among respondents was 60% male and 40% female, demonstrating a relatively balanced representation and indicating an awareness and effort towards inclusive participation in the survey. The varied roles of respondents—33.3% researchers, 33% farmers or farmer organization members, 16.7% policymakers, and 10% NGO/CSO representatives—provide a diverse range of insights and perspectives, crucial for a holistic understanding of the sector's stance on just and gender-inclusive practices.

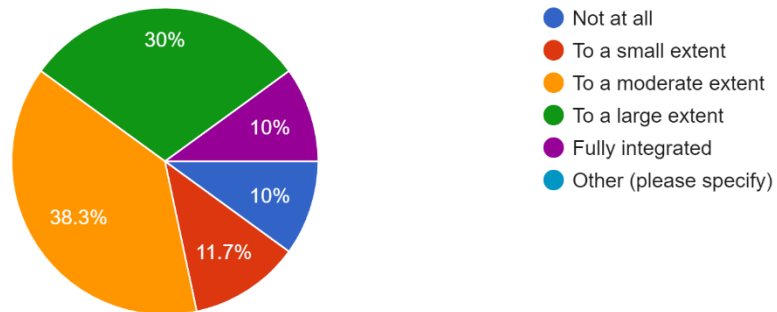
The survey also assessed familiarity with the concept of Just and Gender Inclusive Transition (JGIT). A significant majority (71.7%) of respondents reported familiarity with the concept of JGIT, reflecting a relatively high level of awareness and understanding within the sector. This could be attributed to both the high response rate of government officials and researchers in the sector who interact with high-level fora where such themes are discussed. This is indicative of the concept's penetration and the potential receptiveness of stakeholders to related policies and initiatives. Furthermore, 76.7% of participants affirmed the necessity of JGIT in the AFOLU/LULUCF sector, underscoring a strong perceived importance and potential support for initiatives promoting these principles.

The findings suggest several key implications for Nigeria's just transition efforts. The high level of governmental engagement offers a strategic avenue for policy advocacy and implementation. The active involvement of farmer organizations and civil society indicates a robust potential for ground-level impact and support. The awareness and positive perception of JGIT among a majority of stakeholders signal a readiness to pursue more inclusive and equitable practices within the sector.

However, the responses received also identify areas needing further attention. The 28.3% of respondents unfamiliar with JGIT and the 23.3% who do not view it as necessary represent significant segments that could benefit from targeted awareness-raising and education initiatives. Addressing their scepticism and providing comprehensive information could foster broader support and understanding, crucial for the effective implementation of just and inclusive policies.

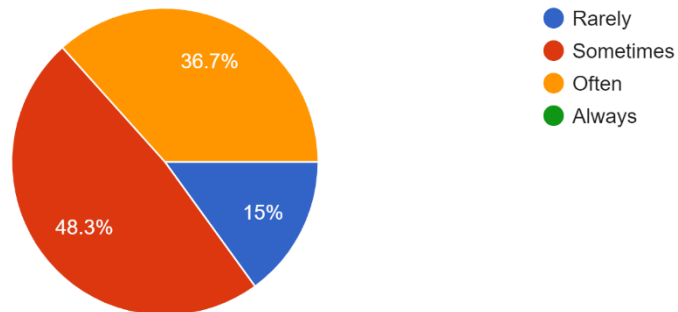
To what extent are gender considerations integrated into AFOLU/LULUCF policies and practices?

60 responses



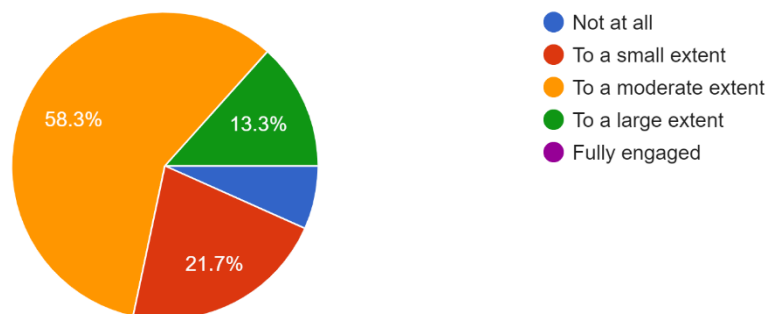
How often are women involved in decision-making processes related to AFOLU/LULUCF?

60 responses



How are youth engaged in the Just Transition in the AFOLU/LULUCF sector?

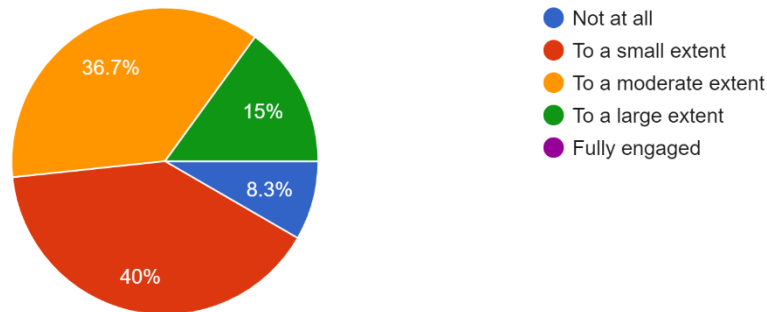
60 responses





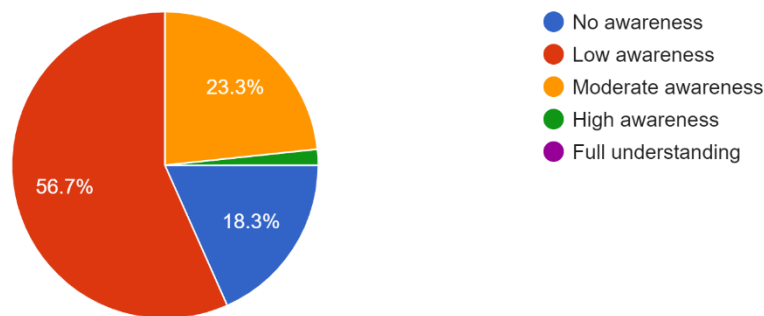
### How is the private sector engaged in the Just Transition in the AFOLU/LULUCF sector?

60 responses



### What is the level of awareness among AFOLU/LULUCF stakeholders about the concept of a Just Transition?

60 responses



The responses revealed a nuanced picture of the current state of gender integration, stakeholder involvement, and awareness. Gender considerations in policies and practices show a spectrum of integration, with 38.3% of respondents perceiving it as moderate and 30% as large, yet only 10% see it as fully integrated. This disparity highlights the ongoing journey toward comprehensive gender inclusivity, indicating that while there are efforts in place, achieving full integration remains a work in progress.

The participation of women in decision-making is intermittent and varied. Nearly half of the respondents' report that women are sometimes involved, and over a third often involved, but a significant 15% note that women are rarely included. This variation suggests that while there are instances of women's involvement, it's not a consistent or universal practice across the sector. There's an evident need for more structured and consistent inclusion of women to ensure their perspectives and needs are integrated into decision-making processes.

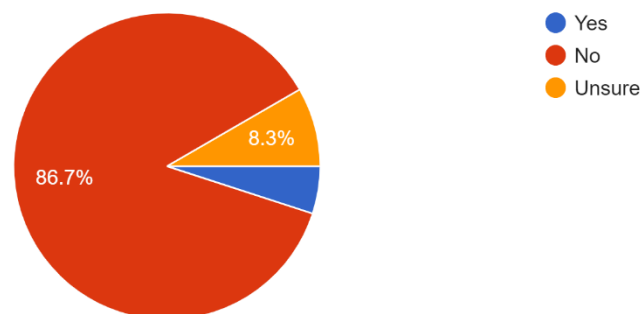
Youth engagement is acknowledged to a moderate extent by the majority, yet a considerable portion sees it as minimal or large, indicating varied perceptions of how youth are integrated. This suggests that while youth are recognized as stakeholders, their involvement is not uniform or fully leveraged across the sector. The potential for youth to contribute innovative ideas and energy to the Just Transition is clear, but harnessing this potential requires a more deliberate and inclusive approach.

The private sector's engagement is perceived as limited, with most respondents seeing it as small to moderate. This points to a significant opportunity for the private sector to take a more active and substantial role in the Just Transition. Their involvement is crucial, not only for the investment and resources they can bring but also for the innovation and efficiency they can contribute to sustainable practices.

Awareness of the Just Transition concept itself is an area for substantial improvement. A majority indicate low awareness, and a significant portion are not aware at all, signalling a crucial need for increased education and communication. However, the presence of a moderately aware group provides a foundation to build upon. Enhancing understanding and commitment among stakeholders through targeted education and outreach is essential for fostering a sector-wide embrace of Just Transition principles. The survey reflects a sector that is gradually coming to terms with the principles of justice and inclusivity painting a picture of a sector in transition. There's a clear recognition of the need for more inclusive and sustainable practices, but also an acknowledgment of the gaps and challenges that must be addressed in terms of overall inclusivity especially for women and youth.

Are there specific programs aimed at upskilling/reskilling women and youth in the AFOLU/LULUCF sector for a green transition?

60 responses



The survey's indication of a stark absence of specific programs aimed at upskilling or reskilling stakeholders in the sector especially women and youth towards a green transition calls for urgent action, with the majority of stakeholders acknowledging this gap, has profound implications. This lack of focus on targeted skill development for these pivotal groups not only risks perpetuating existing inequalities but also significantly hinders the sector's capacity for a successful and inclusive green transition.

Acknowledging this gap is the first critical step. A comprehensive assessment is necessary to understand the specific needs, barriers, and opportunities for women and youth in the sector. Engaging with all relevant stakeholders, including government bodies, private sector entities, educational institutions, and the target groups themselves, is essential to develop a nuanced understanding of the skills required for sustainable practices and leadership in the sector.

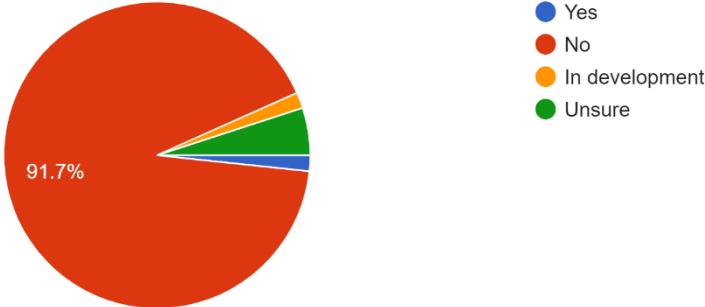
Developing targeted upskilling and reskilling programs tailored to the unique needs of women and youth is crucial. These programs should focus on technical skills related to sustainable practices and encompass leadership, entrepreneurship, and other soft skills that empower individuals to drive change. Advocating for and supporting the development of policies that incentivize and support the creation and implementation of these programs is equally important. This might include funding, tax breaks, or other measures for organizations that invest in such training.

Fostering collaborations and partnerships between various stakeholders, such as governments, educational institutions, NGOs, and industry players, can lead to more robust and effective training programs. These partnerships can pool resources, knowledge, and networks, combining various areas of expertise for a more comprehensive approach. Moreover, establishing mechanisms to monitor and evaluate the effectiveness of these programs is vital. Feedback loops should ensure that the programs are continuously improved and adapted to the evolving needs of the sector and its workforce.

Conducting target specific awareness campaigns to promote the benefits of such programs and encourage participation among women and youth is crucial. Highlighting success stories and creating role models can inspire and motivate others to engage. Investing in the skills and capabilities of women and youth is not merely a matter of fairness or equality; it's a strategic imperative for achieving a successful and sustainable green transition in the AFOLU/LULUCF sector. Addressing this gap with deliberate and comprehensive action can significantly enhance the sector's transition towards sustainable and inclusive practices.

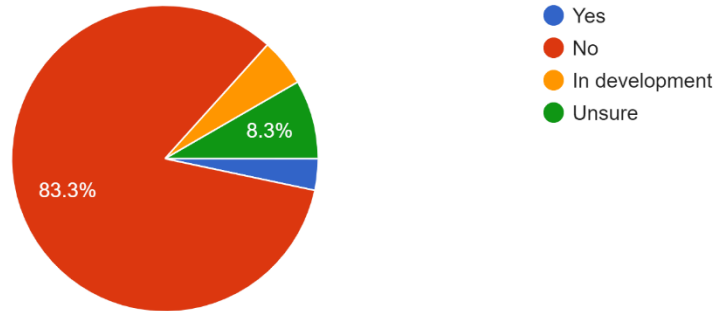
Are there policies in place to protect workers' rights in the AFOLU/LULUCF sector during the transition?

60 responses



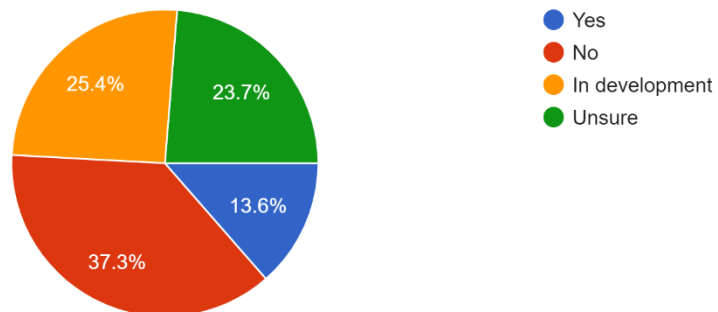
Is there a mechanism in place to ensure that the benefits of the Just Transition in the AFOLU/LULUCF sector are equitably distributed?

60 responses



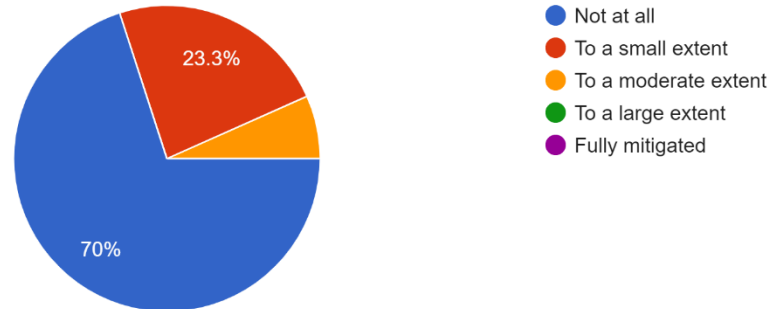
Is there a strategy in place to transition towards sustainable agricultural and forestry practices while ensuring social equity?

59 responses



How is the impact of the Just Transition in the AFOLU/LULUCF sector on local ecosystems being mitigated?

60 responses



The survey findings reveal a concerning landscape regarding the protection of workers' rights, equitable benefit distribution, strategic transition planning, and ecosystem impact mitigation.

A significant 91.7% of respondents indicate there is no policy in place to protect workers' rights, with this gap primarily attributed to the sector's informal nature. This lack of formal recognition and protection for workers jeopardizes not only their rights and well-being but also the sustainability and social acceptability of the transition. Without safeguarding those who are most affected by the changes, the sector risks exacerbating existing vulnerabilities and inequalities, undermining the very essence of a Just Transition.

Another overwhelming 83.3% of stakeholders report that there is no mechanism in place to ensure that the benefits of the Just Transition are equitably distributed. This is a critical shortfall, as equitable benefit distribution is fundamental to achieving a transition that is not only environmentally sustainable but also socially just. The absence of such mechanisms suggests that the transition might proceed in a way that disproportionately benefits a few while leaving many behind, potentially leading to resistance and conflict.

Concerning the strategy for transitioning towards sustainable agricultural and forestry practices while ensuring social equity, 37.3% of respondents note there is no such strategy, and 23.7% are unsure of its existence. Another 25.4% acknowledge that such a strategy is in development. This uncertainty and lack of a clear, comprehensive strategy indicate a fragmented approach that may fail to address the multifaceted challenges of the transition. It is established that there are existing forest policies that promote sustainable use of forest resources but did not specially address the issue of social equity.

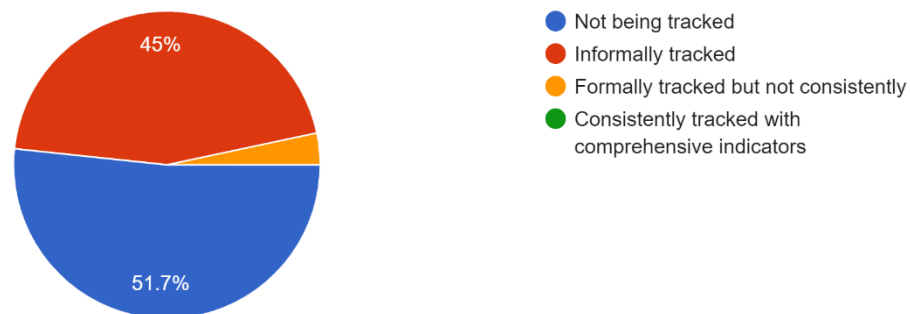
The survey further highlights a significant gap in addressing the impact of the transition on local ecosystems, with 70% of respondents indicating that this is not being mitigated at all, and another 23.3% stating it's being mitigated to a small extent. This oversight is alarming, as the health of local ecosystems is intricately linked to the well-being of the communities and the

overall sustainability of the sector. Neglecting ecosystem impacts can lead to long-term detrimental effects on biodiversity, resource availability, and climate resilience.

In light of these findings, several steps are urgently needed. First, there must be a push to formalize aspects of the sector to better protect workers' rights through policies that recognize and safeguard their roles and contributions, this can be spearheaded by the Ministry of Labour and Employment with support from other sister ministries. Developing and implementing mechanisms for equitable benefit distribution is crucial to ensure that the transition's gains are shared among all stakeholders, particularly the most vulnerable. Additionally, a clear, cohesive strategy for sustainable and equitable transition practices must be established and communicated, with input from all relevant parties to ensure it addresses the complex needs and dynamics of the sector. Finally, strategies to mitigate the impact on local ecosystems should be integrated into the overall transition plan, recognizing that environmental health is foundational to sustainable, long-term success.

How is the progress of Just Transition in the AFOLU/LULUCF sector currently being tracked?

60 responses



The survey results indicate a significant gap in the monitoring and tracking of the Just Transition's progress within the sector as compared to other organized sectors like oil and gas. A majority of respondents (51.7%) report that progress is not being tracked at all, while another 45% indicate that it's being tracked informally. This lack of formal tracking mechanisms points to several underlying issues and areas in need of attention. The fact that progress is largely unmonitored or only informally tracked suggests a broader ambiguity surrounding the concept of Just Transition within the sector. Without a clear understanding and consensus on what constitutes a Just Transition in this context, it becomes challenging to establish benchmarks, set goals, and measure progress effectively. This conceptual ambiguity, coupled with the absence of a standard reporting template, hampers the ability to assess, adjust, and communicate the transition's status and impact.

Tracking becomes difficult when there is clear absence of institutional framework meaning there are no defined roles and responsibilities for stakeholders at different levels. This makes coordinated action and accountability difficult, as there is no clear structure guiding who should

do what, when, and how. For a transition to be just and effective, it's crucial that each stakeholder's role is clearly understood and that they are equipped (through training and capacity building) to fulfil these roles. In addressing this gap, a concerted effort to clearly define what a Just Transition means for the sector. This involves bringing together various stakeholders to develop a shared understanding and set of objectives that reflect the sector's unique characteristics and challenges. Once a clear concept is established, developing a standard reporting template becomes crucial. This template should be designed to capture relevant data on both the environmental and social aspects of the transition, reflecting its multifaceted goals. Implementing such a tool would facilitate more systematic and comparable tracking of progress across different initiatives and regions. Establishing a dedicated institutional framework is essential. This framework should outline the roles and responsibilities of different stakeholders, including government bodies, private sector entities, civil society, and communities, ensuring that everyone knows their part in driving and supporting the transition. It should also provide guidelines for coordination and collaboration among these various actors.

Effort will also be put toward raising awareness and building capacity among all stakeholders. This includes educating the stakeholders about the importance and implications of a Just Transition, training them to use the reporting tools effectively, and empowering them to fulfil their roles within the institutional framework.

**Interview Question 1: Are you familiar with the concept of Just and Gender Inclusive Transition (JGIT) and do you believe that this transition is necessary for the AFOLU and LULUCF sector Nigeria at this time.**

**Response 1:**

*“Yes, I am very familiar with the concept following my engagement both at the national and international space. I believe that this transition is absolutely necessary for the sector as it not only aligns with global sustainability goals but also addresses the pressing need to promote gender equality and social justice in our country and transforming it into more inclusive and sustainable sector, benefiting both the environment and marginalized communities. The new NAPIT policy placed emphasis on increased food production and building community resilience by adopting climate smart practices which includes a shift to low-cost energy efficient technologies. This sustainable push is already in line with the just transition objectives.”*

**Response 2:**

*“Indeed, I have a comprehensive understanding of the concept and believe it's undeniably essential for the AFOLU and LULUCF sector in Nigeria. It provides a holistic approach that not only tackles environmental challenges but also addresses gender disparities and social injustices if properly designed and implemented. Remember I mentioned earlier that the agricultural sector in Nigeria is still at an infant stage and heavily import dependent. Most the farmers operate at small scale with limited access to the required resources to adopt smart technologies like seeds and machineries without the external help of subsidy. By promoting equitable opportunities and sustainable practices, JGIT can contribute to improved livelihoods for rural communities, enhance food security, and mitigate climate change impacts.”*

**Response 3:**

*“The concept is a familiar space for me, but when **gender was placed at the heart of this, I believe it became even more interesting.** We all know the role women play in the Nigerian agricultural space and also at the home front. A gender focused transition will indeed help bridge existing gender gaps in agriculture and forestry, empower women, and ensure that our land-use practices are environmentally responsible. If women and youth are empowered through equal access to resources at all levels, then know that the nation is already on its path to climate resilience.”*

**Response 4:**

*“I have heard of the concept, but I am not entirely familiar with its details. However, I am sceptical about whether this transition is necessary for the AFOLU and LULUCF sector in Nigeria. It seems like an additional layer of complexity in an already challenging sector considering the fragmented nature of the sector which is made up of highly unorganized groups and players at the different point of the value chains. I believe that our primary focus should be on addressing practical issues such as improving agricultural productivity through increased mechanization, equipment and input subsidy, and sustainable land management, rather than introducing a new concept.”*

**Response 5:**

*“I have come across the term, but I am unsure about its relevance to the sector. It appears to be another buzzword without clear practical implications. I believe that we should prioritize existing measures to enhance the efficiency and sustainability of these sectors, rather than diverting our attention to a concept that may not have a significant impact. We already have existing local systems in place that have maintained balance among communities, this concept is completely alien to our traditional and cultural systems. Our cooperatives within different value chains have found a way to operate together, both producers, processors, and marketers.”*

**Interview Question 2: To what extent do you think gender considerations integrated into AFOLU/LULUCF policies and practices and how often are women involved in decision-making processes related to the sector; are youths and private sector actively engaged in the process especially as related to JGIT?**

**Response 1:**

*“Gender considerations in AFOLU/LULUCF policies and practices have seen limited integration in terms of actual implementation from my own point of view, and youth involvement in the sector remains modest if I can say. Women, who constitute a substantial portion of this demographics and play significant roles, often find themselves marginalized in decision-making processes mostly because of their traditional gender roles. In rural communities, women's involvement is primarily limited to labour-intensive tasks, while critical policy discussions occur without their active participation. Youth engagement is also lacking, or we can say it's a minimal level, as the sector is perceived as less attractive to the younger generation, who often seek urban employment opportunities resulting in a gap in generational knowledge transfer within the*



sector. The private sector's involvement is also minimal, as they primarily focus on more lucrative industries also looking at the increasing uncertainty in the sector like insecurity, and the sudden lifting of ban on some agricultural commodities like rice where heavy investment has gone into since 2015.”

**Response 2:**

*“I respectfully disagree with the notion that gender considerations are inadequately integrated into new policies and practices because I know the effort we have put in as a Ministry and even our intense coordination with sister MDA’s. Over the years, there have been concerted efforts to promote gender equality and youth involvement within the agricultural sector. Women's participation in agricultural cooperatives, for instance, has grown significantly check most of the ongoing agricultural related projects some have up to 45% or more inclusion rate as a major requirement for success, and these women actively contribute to decision-making processes. Similarly, youth-led initiatives focusing on sustainable agriculture are gaining traction, a lot of young people are doing amazing job in the space, if not for the sudden inflation that is trying to wipe out the traction gained over the years. Private sector engagement is also on the rise, as many companies recognize the potential in the sector. Am not saying challenges does not exist, it is important to acknowledge the positive strides made towards inclusivity in the sector.”*

**Interview Question 3: What do you consider as the level of awareness among AFOLU/LULUCF stakeholders about the concept of a Just and Gender Inclusive Transition?**

**Response 1:**

*“Within the heart of rural communities, there exists a stark contrast in terms of awareness about the concept of a Just Transition or equity and justice with regards to resource allocation. For common farmers or you can say smallholder farmers who constitute the backbone of these sector, awareness remains notably low. Their daily lives revolve around farming and land-use practices, leaving them with little exposure to broader sustainability discussions. The term "Just Transition" might sound unfamiliar to many, and they often lack the resources and opportunities to explore its nuances. Consequently, it becomes imperative to implement grassroots-level awareness campaigns and tailor education programs to bridge this knowledge gap using local languages like radio programmes, jingles, trained extension agents, community focus groups, champions, and ambassadors.”*

**Response 2:**

*“To add to the point raised by my colleague, one can observe a continued lack of awareness, especially among cooperative leaders, community, and women leaders. While they play pivotal roles especially in the area of downscaling technologies, their focus predominantly revolves around immediate agricultural concerns, and group coordination. Though they might have come across the term in passing maybe during one of our trainings or workshops, their understanding often remains superficial. There is a window of opportunity here to engage these leaders who already have the ears of their members, we can customize communication and educational materials or initiatives to impart a clearer understanding of the concept's relevance and potential*

*advantages, how it affects their lives directly and implications for not aligning with global best practices. We can initiate this during our annual preseason trainings and input distribution”.*

### **Response 3:**

*“In a different sphere of stakeholders, namely academics and high-ranking civil servants, there exists a moderate level of awareness about the concept of a Just Transition. These individuals have a more extensive exposure to national and international sustainability discourse, which includes discussions about a Just Transition. While they may not be experts, they are more likely to have encountered the term and understand its relevance in transitioning towards equitable and sustainable practices. However, even within this group, continued efforts are required to deepen their comprehension and catalyse meaningful action especially at the level of policy development and implementation. If the relevant MDA’s that interact with these communities at different levels are not well informed, it can become a major hindrance to the progress gained so far.”*

**Question 4: Is there a mechanism in place to ensure that the benefits of the Just Transition are equitably distributed and also a strategy in place to transition towards sustainable agricultural and forestry practices while ensuring social equity?**

### **Response 1:**

*“Currently, there is no established mechanism in place to ensure the equitable distribution of benefits from a Just Transition in the sector. Similarly, there is no explicit strategy for transitioning towards sustainable agricultural and forestry practices with a focus on social equity. Although there are some initial efforts towards a sustainable forestry policy in 2020, there is a limited strategy in the policy primarily focusing on transitioning towards sustainable agricultural practices while ensuring some level of social equity. This is a bit different from the approach outlined in the NATIP that is aimed at increased the adopted and dissemination of climate smart practices to build community resilience and increase adaption to impacts of climate change. This question further shows the existing gap pointing to areas of focus when updating both the National Forest Policy of 2020 and the NATIP.”*

### **Response 2:**

*“It is already established that the sector faces considerable challenges due to the absence of a structured mechanism with respect to benefit sharing our experience during COVID-19 palliative distribution still remain fresh in mind. The influence of existing social structures in rural communities, like cooperatives, age-grade groups, and district heads already plays a critical role in shaping how benefits are distributed. However, these **structures are often informal** and does not have built-in mechanisms for ensuring equity. Most times as evidenced from input distribution experiences, the distribution of benefits can be influenced by factors such as power dynamics, local leadership, and community cohesion, which often leads to variations in outcomes across different regions and communities. Case like hoarding and diversion emerges from such structures.*

*At the national and subnational levels, Nigeria lacks a comprehensive framework for equitable benefit sharing. The absence of clear policies and guidelines for distributing benefits further exacerbates the challenge of ensuring equity. We all know the country faces the hurdle of not having a centralized or standardized database for tracking and facilitating the equitable*

*distribution of benefits. This absence of a reliable data infrastructure hampers efforts to monitor disparities, target interventions, and promote transparency in benefit-sharing processes. For us to address this, we need to develop a coordinated and inclusive framework that accounts for the diversity of social structures, actively engages local communities, and establishes clear guidelines for benefit distribution from the national down to subnational, local governments and communal levels. The establishment of a **robust data collection and reporting system** is essential to track progress, identify disparities, and facilitate evidence-based decision-making in the sector. My emphasis still remains that such system should be accessible to all critical stakeholders both to supply the required data and to also track progress being made.”*

**Interview Question 5: How is the progress of Just Transition in the AFOLU/LULUCF sector currently being tracked; are there ongoing efforts within your organization towards this?**

**Response 1:**

We can say the progress is being tracked to a limited extent. Some key performance indicators related to sustainable agriculture and land-use practices are monitored periodically. However, this tracking primarily focuses on environmental indicators, such as afforestation rates or soil health, carbon sequestration and deforestation rates, rather than considering the broader social and economic dimensions of a Just Transition. It is good to mention that grassroots organizations and NGOs (both local and international) engaged in sustainable agriculture and forestry practices maintain both informal and informal records of their initiatives' impacts with regards to adoption of sustainable practices. There is a clear need to develop more comprehensive monitoring and evaluation frameworks that encompass all facets of this transition.

**Response 2:**

*“For me, I feel progress are still being tracked in a fragmented manner, each MDA having their own metrics making harmonization very difficult to achieve. Various organizations and initiatives within the sector collect data and report on their specific projects or activities, but there is no unified or standardized tracking system. We don't have a central repository, dedicated for this even among department within the same ministry, you have to manually request for certain information before you can get it. This fragmentation can make it challenging to assess the overall impact and effectiveness of the transition, especially in terms of social equity. If this will be feasible then we should not shy away from making the require investment in having a harmonized data infrastructure especially in the agriculture sector.”*

**Question 6: What do you consider as the main challenge faced in implementing this concept and are there policies in place to protect workers' rights in the sector during this transition process?**

**Response 1:**

*“The main challenge faced is the lack of comprehensive policies and frameworks that explicitly address the transition's social equity aspects. While there may be some environmental policies and initiatives in place, the absence of dedicated policies for protecting workers' rights during the transition is a significant hurdle. It has been stated earlier that majority of the players in the sector operate informally, so our current labour laws do not cover that. This gap leaves workers vulnerable to potential disruptions without clear safeguards in place. I won't fail to mention that limited resources is also a major hindrance. Insufficient funding and technical support hinder the development and execution of comprehensive transition plans that account for both environmental and social considerations.”*

**Response 2:**

*“A key obstacle to achieving this objective is resistance to change, we all know that farmers always resist new concepts like this. Traditional practices and entrenched interests can also make it difficult to introduce new, sustainable methods. This resistance often comes from various stakeholders, including both industry players and local communities. Overcoming this resistance requires effective communication, stakeholder engagement, and incentives to encourage the adoption of sustainable practices. I know we have mentioned it earlier but limited awareness and understanding of the Just Transition concept among stakeholders also pose a significant challenge. Without adequate knowledge, it is challenging to garner support for the transition and ensure that workers' rights are protected during the process. Awareness-raising campaigns to get the buy in of all critical stakeholders and educational initiatives are crucial to address this challenge.”*

**Response 3:**

*“What we are discussing here today is unique in the sense that we are touching the core fabric of the sectoral challenges. The main challenge we are facing is the need for comprehensive policies that protect the rights of workers, especially those who are not adequately covered under the current labour laws. The agricultural sector comprises a diverse workforce, including farmers, artisans, and rural labourers, who often operate in unique and informal settings. The existing labour laws primarily focus on formal employment structures and does not fully address the specific needs and vulnerabilities of these workers. To address this challenge, it is imperative for the Ministry of Labour to champion the development of laws and regulations tailored to the agricultural sector's distinct characteristics. These laws should encompass provisions for fair wages, safe working conditions, and social protection for all workers, regardless of their employment status or location. The law should recognize and protect the rights of rural and informal sector workers who play a significant role in the sector but often operate without the legal safeguards afforded to formal employees as seen in the oil and gas sector. Civil societies in the space should also speak up regarding this issue raised here today, the bigger cooperatives like RIFAN and coordinate others to drive this, engage the NLC, TUC etc. These farmers have rights too, and we should put hands together to make it count.”*

**Question 7: Has there been significant investment in green technologies in the sector and to what extent has the Just Transition led to job creation?**

**Response 1:**

*“Investment in green technologies within the AFOLU/LULUCF sector has been limited (apart from the rice sector that received significant government push since 2015 other crops are yet to get that kind of government support and value chain development), with most resources directed toward traditional farming and forestry practices. Consequently, this transition to clean technologies has had a limited impact on job creation because of the scale of deployment. The sector continues to rely on conventional labour-intensive methods, and there is little diversification into green technologies that could potentially generate more employment opportunities. Issues like long-term equipment financing, input subsidy, precision technologies, weather forecast technologies, improved seeds and planting materials, irrigation technologies have been at the front burner calling for the required strong political will needed for its nationwide implementation. From the green job assessment report published you can see that agriculture has the potential for highest level of employment event compared to other sectors if the right things are done.”*

**Response 2:**

*“In the heart of Nigeria's agricultural sector lies an urgent need for substantial investment in green technologies. The truth is, we cannot rely solely on the goodwill of donor agencies to fuel our agricultural sector's growth. We need a homegrown revival, a resurgence of our Agricultural Development Programs (ADPs) that once yielded remarkable impact. These programs can be the catalysts for adopting green technologies, sustainable farming practices, and, most importantly, job creation at the grassroots level. Imagine the transformation possible when we empower our local farmers with the knowledge and tools, they need to embrace green technologies. Strengthening our extension services is not just a bureaucratic procedure; it's a lifeline for disseminating crucial knowledge and practices. And it's about more than just jobs; it's about fostering sustainable livelihoods for our people.*

*But it doesn't stop there. We must simplify and declutter the labyrinthine export processes that hinder our agricultural products' access to global markets. This isn't just about trade; it's about unlocking job opportunities in agribusiness and international commerce right here on our soil. To truly harness the Just Transition's potential, we must transition from pilot-scale investments to full-scale, visionary initiatives. We need to revive our irrigation programs, invest in crop and livestock breeding, develop the rural infrastructure our communities deserve (access farm roads, electricity, portable drinking water etc), and provide functional insurance schemes that safeguard against climate hazards. This isn't just a call to action; it's a passionate plea for a more prosperous, equitable, and sustainable future for all Nigerians. We have the potential; we have the resources.”*

**Question 8: How often do community consultations occur concerning the Just Transition and to what extent are local and indigenous knowledge systems incorporated in the Just Transition strategy for the sector?**

**Response 1:**

*“Community consultations concerning the Just Transition in the AFOLU/LULUCF sector occur infrequently typically in response to specific projects or initiatives but not mainly on just transition. While there may be occasional meetings or consultations with local communities, they are not systematic or regular. During these consultations, efforts are made to incorporate local and indigenous knowledge systems to some extent for some it’s just to fulfil project requirement. These consultations should serve as a cornerstone of the broad transition strategy irrespective of project or programme, emphasizing the importance of co-design and co-implement approaches. However, the incorporation is not consistently integrated into the broader strategy like national policy documents, and also because decision-making processes are centralized, and there is insufficient recognition of the valuable insights and practices that local and indigenous communities can contribute. But there is still room for improvement in ensuring that these valuable knowledge systems are more systematically integrated into transition plans.”*

**Response 2:**

*For me I can say the frequency of community consultations in the sector varies across different regions and initiatives. In some areas, consultations occur regularly and include a strong emphasis on incorporating local and indigenous knowledge systems in project and programme designs. However, in other regions, consultations may be less frequent, and the integration of indigenous knowledge may be inconsistent. The extent of incorporation depends on the specific project or program, this has highlighted the need for more standardized and comprehensive approaches.*

**Question 9: from your wide sector experience what would you identify as the biggest opportunity in implementing the Just Transition in the sector and what type of support do you think is most needed to accelerate the process?**

**Response 1:**

*“I can say the biggest win will be job creation especially in the Nigerian context where we have a youth population that will likely triple by 2050. The sector has the potential to generate a substantial number of employment opportunities through the adoption of sustainable agriculture, agroforestry, and land-use practices but to harness this opportunity fully, the most needed support is a combination of financial and technical assistance. Investment in green technologies and capacity-building programs would enable the sector to transition more effectively while creating jobs and enhancing livelihoods.”*

**Response 2:**

*“One of the key opportunities here is sustainable development. By adopting environmentally friendly practices and ensuring social equity, the sector can contribute significantly to the country's long-term development goals (SDGs). To accelerate this transition, the most crucial support needed is in the form of policy development and technical assistance. Clear and comprehensive policies that promote sustainability and social inclusivity, along with technical guidance, will facilitate the sector's alignment with sustainable development objectives. To also add that promoting gender equality within the sector represents a significant opportunity in Nigeria's Just Transition journey. Engaging women in decision-making processes, recognizing their contributions, and providing equal access to resources can lead to more inclusive and equitable outcomes. Creating platforms for meaningful participation of women and local communities in shaping the transition is crucial to advancing gender equality.”*

**Response 3:**

*“I can say the most promising opportunity lies in enhancing resilience to climate change as the sector has been ravaged by devastating impact of climate change, inflation, and insecurity. Sustainable land-use practices, afforestation, and reforestation efforts can play a crucial role in mitigating the impacts of climate change. To accelerate progress in this direction, the most critical support needed is policy support. The development of robust climate-focused policies will provide a framework for the sector to actively contribute to climate resilience and adaptation.”*



**Question 10: In your opinion, what is the role of international cooperation in achieving the Just Transition in the AFOLU/LULUCF sector?**

**Response 1:**

*“I am advocating for stronger international collaboration; they play a vital role in supporting the country’s pursuit of a Just Transition. Nigeria as we know it faces unique environmental and social challenges, including deforestation, land degradation, and the need for more equitable land-use practices. International partnerships offer several critical advantages. These organizations can provide access to essential financial resources, such as climate finance and grants, and technical support which can be directed toward sustainable land-use initiatives and social equity programs. Additionally, international collaboration can also facilitate technology transfer, enabling our country to adopt advanced green technologies that enhance agricultural productivity, improve land management, and reduce environmental impacts. Capacity-building programs, policy alignment, and knowledge exchange can further reinforce our transition efforts, ensuring a more effective and inclusive Just Transition strategy.”*



# **Conclusion and Recommendations**

## 6.0 Conclusion and Recommendations

### 6.1 Summary of Key Findings & Recommendations

**Stakeholder Awareness:** The survey showed varying levels of awareness and understanding of the Just and Gender-Inclusive Transition (JGIT) among stakeholders. While some stakeholders displayed a high level of understanding, a significant portion showed limited understanding or a lack of knowledge about JGIT. This reveals a need for enhanced education and communication strategies to improve stakeholder awareness and understanding of JGIT.

**Capacity Needs:** Stakeholders identified several capacities need crucial for the effective implementation of JGIT. These included technical skills, skills in negotiation and dialogue, project management skills, knowledge of legal and regulatory frameworks, and data collection skills. The need for capacity-building programs targeted at these areas is evident.

**Institutional Framework:** The absence of a clear institutional framework for JGIT was noted as a significant challenge. Taking lessons from South Africa's Just Transition Framework, it became clear that a well-defined institutional framework could drive the implementation and tracking of JGIT in Nigeria.

**Reskilling in Priority Sectors:** The need for reskilling, especially in the AFOLU and Energy sectors, emerged as a significant theme. This need aligns with global shifts in job markets due to the transition towards greener economies and has implications for employment and income security in Nigeria.

**Data Management:** Stakeholders underscored the importance of having a data hub or centre for easy tracking of progress made in JGIT. Such a hub would consolidate data from various sectors, enabling efficient monitoring and evaluation of transition efforts.

**Policy Direction:** Strengthened policy directed towards inclusive transition at the national and sub-national levels was recognized as necessary to consolidate JGIT efforts. It was found that inclusive policies that consider gender and vulnerable groups would help ensure the benefits of the green transition are distributed equitably.

**The Centrality of Women and Youth:** The necessity of placing women and youth at the centre of JGIT was highlighted. This need is amplified considering the demographic significance and potential roles of women and youth in driving change in Nigeria. The transition to a low-carbon economy needs to be gender-responsive and youth-inclusive to ensure its sustainability and inclusivity.

### 6.2 Recommendations for Improving JGIT Planning and Implementation

With regards to modelling gaps, cross-cutting issues related to gender and labour, gaps in MRV systems and data for environmental, economic, and social data, and stakeholder engagement.

**Addressing Modelling Gaps:** It is crucial to develop more comprehensive and inclusive models for JGIT that integrate both the social and environmental dimensions of transition. Such models should account for different scenarios, and vulnerabilities, thus facilitating better planning and implementation of JGIT.

**Focusing on Cross-Cutting Issues:** Gender and labour issues should be considered at all stages of JGIT planning and implementation. This could involve developing gender-sensitive policies and labour practices, promoting decent job creation, and ensuring equitable distribution of the benefits of transition. Efforts should be made to increase women and youth participation in decision-making processes.

**Strengthening Existing MRV Systems:** Existing Monitoring, Reporting, and Verification (MRV) systems should be enhanced to ensure they can effectively track progress in JGIT. This could involve improving data collection methods, incorporating gender and age-disaggregated data, and using more robust indicators that can capture the multi-dimensionality of JGIT.

**Capacity Building and Reskilling:** Implementing programs for capacity building and reskilling, especially in the priority sectors, will be key to facilitating a just transition. Such programs should aim to equip workers with the necessary skills to thrive in a green economy.

**Institutional Strengthening:** Efforts should be made to strengthen the institutional framework for JGIT in Nigeria. This could involve clarifying roles and responsibilities, improving coordination among different actors, and establishing clear channels for communication and decision-making.

**Data Management:** Establishing a central data hub or platform for JGIT will enhance the tracking of progress and facilitate data-driven decision making. This platform should be accessible to all stakeholders and regularly updated with relevant data.

**Policy Review and Development:** There is a need for continual review and development of policies that support JGIT. Policies should be inclusive, gender-responsive, and aligned with Nigeria's national development goals and international commitments.

**Stakeholder Engagement:** Engaging a broad range of stakeholders in the JGIT process is key to its success. This includes not just government and industry actors, but also communities, civil society organizations, and other groups affected by the transition. Meaningful engagement can enhance the legitimacy, relevance, and effectiveness of JGIT efforts.

# Annexes

## List of stakeholders contacted.

<b>Name of Institution</b>
1. Honourable Minister/Permanent Secretary, Federal Ministry of Labour, and Employment
2. Director, Special Duties and Projects/ICAT Focal Point, Federal Ministry of Labour, and Employment
3. ICAT JGIT Project Team Lead
4. ICAT In-Country Facilitator/ Coordinating Consultant,
5. Federal Ministry of Environment
6. Federal Ministry of Agriculture & Rural Development
7. Federal Ministry of Petroleum Resources
8. Federal Ministry of Transportation
9. Federal Ministry of Finance, Budget, and National Planning
10. Federal Ministry of Power
11. Forestry Research Institute of Nigeria (FRIN);
12. National Environmental Standards Regulatory and Enforcement Agency (NESREA);
13. National Oil Spill Detection and Response Agency (NOSDRA)
14. Nigeria Erosion and Watershed Management Project (NEWMAP)
15. Nigeria REDD+ Programme
16. Department of Petroleum Resources (DPR)
17. Nigerian National Petroleum Corporation (NNPC)
18. Department of Agricultural Land Use & Climate Change.
19. Department of Farm Input Support Services.
20. Department of Animal Husbandry Services.
21. Department of Agriculture Extension Services.
22. Department of Veterinary and Pest Control Services
23. Department of Food and Strategic Reserve
24. Agricultural Research Council of Nigeria, Abuja
25. National Agricultural Land Development Authority (NALDA)
26. Nigerian Institute of Transport Technology (NITT)
27. Nigerian Ports Authority (NPA)
28. Nigerian Maritime Administration and Safety Agency (NIMASA)
29. Nigerian Inland Waterways Authority (NIWA)

30. Nigerian Railway Corporation (NRC)
31. National Bureau of Statistics (NBS)
32. Centre for Management Development (CMD)
33. Nigerian Institute of Social and Economic Research (NISER)
<b>Labour Unions and Private Sector</b>
34. Nigeria Labour Congress (NLC)
35. Trade Unions Congress (TUC)
36. Nigeria Employers' Consultative Association (NECA)
37. National Employment Council (NEC)
38. National Council on Productivity (NCP)
39. National Industrial Safety Council of Nigeria (NISCN)
40. National Labour Advisory Council (NLAC)
41. Nigerian Environmental Society (NES)
42. Nigerian Environmental Study Action Team (NEST)
43. Nigerian Conservation Foundation (NCF)
44. Veterinary Council of Nigeria
45. Nigeria Institute of Animal Science
46. National Centre for Agricultural Mechanization
47. National Agricultural Extension and Research Liaison Services (NAERLS)
48. All Farmers Association of Nigeria (AFAN)
49. International Labour Organization (ILO)
50. Organization of African Trade Union Unity (OATUU)
51. Africa Regional Labour Administration Centre (ARLAC)
52. Africa Union, Labour, and Social Affairs Commission (AULSAC)
53. Organization Of Trade Union of West Africa
54. Pan African Employers Association
55. Pan African Productivity Association (PAPA)
56. International Social Security Association (ISSA)
57. EU Project (European Delegation to the Federal Republic of Nigeria and ECOWAS)
58. Economic Community of West African States (ECOWAS)
59. NDC Partnership CAEP
60. UNDP
61. GiZ
62. The Eco -Capital

63. Food And Agriculture Organization (FAO)
64. World Bank
65. Islamic Development Bank
66. The 2050 Pathway platform
67. African Development Bank
68. Ahmadu Bello University, Zaria
69. Federal University of Technology, Minna
70. University of Abuja
71. Federal University of Agriculture, Makurdi
72. University of Maiduguri
73. Sule Lamido University, Jigawa
74. Federal University of Agriculture, Abeokuta

75. National Directorate of Employment (NDE)
76. Federal Ministry of Agriculture and Rural Development (FMARD)
77. Agricultural Land and Climate Change Management Service (ALCCMS /FMARD) Department
78. Federal Ministry of Power (FMOP/RRD)
79. National Bureau of Statistics (NBS /SGSD)
80. National Productivity Centre (NPC)
81. Federal Ministry of Women Affairs
82. Federal Ministry of Finance, Budget and National Planning (FMBNPLSOCIAL DEV.DEPT)
83. Manufactures Association of Nigeria (MAN)
84. Agricultural Research Council of Nigeria (ARCN)
85. Federal College of Agriculture, Ishiagu,
86. Federal College of Freshwater Fisheries Technology (FCFFT), New Bussa
87. Federal College of Fisheries and Marine Technology (FCFMT)
88. Federal College of Veterinary and Medical Laboratory Technology (FCVMLT),
89. Fed. College of Agric (FCA) Akure, Ondo State

90. Institute of Agricultural Research and Training (I.A.R&T)
91. National Cereals Research Institute (NCRI)
92. Nigerian Institute for Oceanography and Marine Research (NIOMR)
93. Federal College of Agricultural Produce Technology,
94. Cocoa Research institute of Nigeria (CRIN)
95. National Root Crops Research Institute (NRCRI)
96. Nigerian Stored Products Research Institute (NSPRI)
97. Nigerian Institute for Oil Palm Research (NIFOR)
98. Rubber Research Institute of Nigeria, (RRIN)
99. Institute for Agricultural Research (IAR)
100. Federal Co-Operative College, (FCC)
101. Federal College of Animal Health and Production Technology, Ibadan (FCAHPT)
102. National Horticultural Research Institute (NIHORI)
103. Federal College of Animal Health and Production and Technology, (FCAHPT, NVRI, VOM)
104. Federal Cooperative Collage (FCC)
105. African Centre for Climate Actions and Rural Development Initiative (ACCARD)
106. Nigeria Verti nary Research Institute (NVRI)
108. Nigeria Environmental Society
110. Federal Ministry of Environment (CCD)
111. Federal Ministry of Youths and Sports Development (FMYSD)
112. Federal Ministry of Humanitarian Affairs, Disaster Management, and Social Development (FMHADMSD)
114. Bauchi State Labour Office, Federal Ministry of Labour and Employment (FML&E)
115. Plateau State Labour office, Federal Ministry of Labour and Employment (FML&E)
116. MEGA IMPACT
117. Zamfara State Labour office, Federal Ministry of Labour and Employment (FML&E)

<b>Consultants</b>
118. Lead Project Consultant – Energy (Oil & Gas) Expert
119. Project Consultant - AFOLU and LULUCF Expert
120. Project Consultant – Modelling and MRV expert
121. Project Consultant – Gender Analyst
122. Project Consultant – Labour Analyst



## Stakeholders who did respond to enquiries.

The project consultants undertook an extensive stakeholder consultation process aimed at garnering insights and obtaining data relevant to the Just and Gender-Inclusive Transition (JGIT) project. A total of 117 high level formal engagements were carried out, spanning meetings, phone calls, and online sessions.

In the Agriculture, Forestry, and Other Land Use (AFOLU) sector, consultations were conducted with key stakeholders such as the Federal Ministry of Agriculture and Rural Development, the Nigerian Agricultural Extension & Research Liaison Services, NiMet, Agricultural Research Institutions (ARCN, etc), Labour Unions (NLC, TUC, NECA, etc) and various farmers' associations across the country. These engagements served to elucidate the potential impacts of climate policies on the sector and understand the capacity needs for a just transition.

In the energy sector, meetings were held with representatives from the Federal Ministry of Power, Petroleum resources, PENGASSON, IPMAN, NUPRC, the Nigerian Electricity Regulatory Commission, Labour Unions and various energy and renewable energy-based companies. These conversations were particularly focused on the employment implications of the energy transition and the reskilling and training needs in the sector.

Regarding gender and labour aspects, consultations were conducted with the Federal Ministry of Women Affairs; Federal Ministry of Humanitarian Affairs, Disaster Management and Social Development; Federal Ministry of Finance, Budget and National Planning; the Nigerian Labour Congress, Trade Union Congress, Manufactures' Association of Nigeria (MAN), Nigeria Employer's Consultative Association (NECA), Agricultural Research Council and their sub councils, as well as numerous NGOs focusing on women's rights and gender equality. These discussions helped to understand the gender dimensions of the climate transition and explore strategies to ensure its inclusiveness.

As for modelling, engagements were made with Academia, Research Institutions, Ministry of Finance and National Planning, and Agencies involved in climate modelling. These consultations were vital to understanding the existing modelling capacities, identifying data needs, and exploring potential methodologies for modelling the socio-economic implications of the climate transition.

It is important to note that despite repeated attempts, there were a few stakeholders who did not respond to the project consultants' enquiries. Efforts will continue to engage these stakeholders, recognizing their essential role in the JGIT process.

The stakeholder consultation process was integral to shaping the JGIT project and ensuring that it is rooted in the realities and needs of different sectors and groups. The insights obtained through these engagements will be invaluable in informing the design and implementation of policies for a just and gender-inclusive climate transition in Nigeria.

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## Stakeholder Mapping

**JGIT Key Stakeholders**

- Multilaterals Unions:** ILO, OAT/OU, ARLAC, AULSAC
- West African Associates:** OTUWA, PFEA
- Trade unions:** TUC
- Labour Unions:** Private Sector, Public Sector, Informal Sectors
- Employment Associations:** Man, NECA, NLAC
- Multilateral Org.:** AfDB, GIZ, UNDP, NDC Partnership etc.
- CSOs/NGOs:** (No specific names listed)
- Government:** Local government, Regional government, National government
- Research Institutions:** NISER, NBS, FRN etc.
- Universities:** Ubi Akpa, FUAA, FUAM etc.

Source: Authors Field Research, 2023.

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