

# Federal Ministry of Labour and Employment

## Department of Special Duties and Projects

### Nigeria - ICAT Project

Initiative For Climate Action Transparency Project: Development of MRV Of  
Just And Gender Inclusive Transition (JGIT) for Nigeria

## JGIT PRESENTATION AND ENGAGEMENT WORKSHOP REPORT

**DATE: 30<sup>th</sup> January, 2024**

**VENUE: Sandralia Hotel, Jabi, Abuja**





Nigeria-ICAT JGIT Project Workshop for Technical presentation and Stakeholder engagements on JGIT Sectoral Review and Assessment Reports, Sandralia Hotel, Jabi, Abuja, 30<sup>th</sup> January 2024

# Initiative for Climate Action Transparency - ICAT

Deliverable title: Conceptual workshop summary

Deliverable number: 4a

## AUTHORS

Dr Peter Tarfa  
Dr Bala Bappa  
Engr. James Ogunleye  
Stanley Igwebuike  
Chinonso Agbo  
Prof. Odafe Otobo  
Dr. Mrs Martina Nwordu  
Barr. Huzi Msheilla

## DISCLAIMER

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, photocopying, recording or otherwise, for commercial purposes without prior permission of UNOPS. Otherwise, material in this publication may be used, shared, copied, reproduced, printed and/or stored, provided that appropriate acknowledgement is given of UNOPS as the source. In all cases, the material may not be altered or otherwise modified without UNOPS's express permission.

## PREPARED UNDER

The Initiative for Climate Action Transparency (ICAT) is supported by Austria, Canada, Germany, Italy, the Children's Investment Fund Foundation, and the Climate Works Foundation.

Supported by:



on the basis of a decision  
by the German Bundestag



Environment and  
Climate Change Canada

Environnement et  
Changement climatique Canada

The ICAT project is managed by the United Nations Office for Project Services (UNOPS).



## Table of Contents

Nigeria - ICAT Project	1
Initiative For Climate Action Transparency Project: Development of MRV Of Just And Gender Inclusive Transition (JGIT) for Nigeria	1
Executive Summary	5
REPORT	8
1.0 Opening Remarks and Self-introduction of participants	8
1.1 Contribution Remarks from ICAT Management	9
Speech - ICAT Director, Dr. Henning Wuester, Nigeria Inception Workshop (JGIT) 31 <sup>st</sup> January 2024	9
1.2 Update on the Nigeria ICAT JGIT project Implementation and Next Steps	12
1.3 Goodwill Message and Contributions from the National Council on Climate Change (NCCC),International Labour Organization( ILO), National Employers Consultative Assembly (NECA), Nigeria Labour Council (NLC),Trade Union Congress (TUC) and Manufacturers Association of Nigeria (MAN)	13
1.3.1 National Council on Climate Change (NCCC)	13
1.3.2 International Labour Organisation (ILO)	13
1.3.3 Nigeria Employers Consultative Association (NECA)	14
1.3.4 Nigeria Labour Congress (NLC)	14
1.3.5 Trade Union Congress (TUC)	15
1.3.5 Manufacturers Association of Nigeria (MAN)	15
1.4 Declaration of Workshop Open by The Permanent Secretary Federal Ministry of Labour and Employment	15
Opening speech by Mr. Ismaila Abubakar, the Permanent Secretary, Federal Minister of Labour and Employment during the workshop.	16
1.5 Vote of Thanks	17
2.0 Session 2: Technical Session with Ministries, Departments and Agencies (MDAs), Labour & Employer associations, International Development Partners, private sector, NGOs (Facilitated by Dr Bala Bappa and Engr. James Ogunleye)	17
2.1 Introduction to Technical Session by Dr Bala Bappa ,the In- Country Facilitator/ Coordinating Consultant	18
2.2 Key Priority Areas of the project including the design and development of a JGIT MRV framework in the context of NDC implementation and development of an Implementation Roadmap by Mario Diaz,Chelsea Gomez and Mikayla Pellerin -WRI/ICAT International Consultants	21
Highlights of WRI Interjections at The Nigeria Just Transitions Inception Workshop -Mario Julien Diaz and Chelsea Gomez	21
2.3 Presentation of JGIT Sectoral Review and Assessment Reports ANDJGIT Sectoral Review Report Coordinated by Engr James Ogunleye,the JGIT Lead Project Consultant	22

2.3.1 O&G Conversations on the Impact Assessment Report -Engr James Ogunleye Energy Expert/Lead Project Consultant	23
2.3.2 Modelling/NDC Component Conversations - Chinonso Agbo Bathlomeo & Huzi Mshelia ,Modelling/ NDC Experts	23
2.3.3 AFOLU/LULUCF Conversations on the Impact Assessment Report - Stanley Igwebuike, AFOLU Expert	24
2.3.4 Gender Component Conversations - Dr Martina Nwordu , JGIT Gender Anal	25
3.0 Stakeholder Contribution and Constructive discussions on all presentation	26
3.1 Workshop Q &A,Comments and Responses	27
3.2 Additional Inputs from Trade Unions and MDAs	30
3.2.1 INPUTS FROM NIGERIA LABOUR CONGRESS (NLC) TO NIGERIA-ICAT JGIT PROJECT	30
3.2.2 Contribution from the National Directorate Of Employment (NDE), Federal Ministry Of Labour and Employment	37
4.0 Participants List	44

### List Of Acronyms And Abbreviations

<u>AFOLU</u>	<u>Agriculture, Forestry and Land Use</u>
<u>ICAT</u>	<u>Initiative for Climate Action Transparency</u>
<u>IRENA</u>	<u>International Renewable Energy Agency</u>
<u>MDAs</u>	<u>Ministries, Departments and Agencies</u>
<u>MRV</u>	<u>Monitoring, Reporting and VerifiCATION</u>
<u>NC s</u>	<u>National Communications</u>
<u>PAM</u>	<u>Policies and Measures</u>
<u>TF</u>	<u>Transparency Framework</u>
<u>UN</u>	<u>United Nations</u>
<u>NCCC</u>	<u>National Council On Climate Change</u>
<u>ILO</u>	<u>International Labour Organisation</u>
<u>NECA</u>	<u>Nigeria Employers Consultative Assembly</u>
<u>MAN</u>	<u>Manufacturers Association Of Nigeria</u>
<u>TUC</u>	<u>Trade Union Congress</u>
<u>NLC</u>	<u>Nigeria Labour Congress</u>
<u>JGIT</u>	<u>Just and Gender Inclusive Transition</u>
<u>PA</u>	<u>Paris Agreement</u>
<u>UNOPS</u>	<u>United Nations Office for Project Services</u>
<u>DSC</u>	<u>Donor Steering Committee</u>
<u>CIFF</u>	<u>Child Investment Fund Foundation</u>
<u>BMU</u>	<u>German Federal Ministry for the Environment, Nature Conservation, and Nuclear Safety</u>
<u>CFW</u>	<u>Climate Works Foundation</u>
<u>MRV</u>	<u>Monitoring Reporting and Verification</u>
<u>NDC</u>	<u>Nationally Determined Contributions</u>
<u>GJAM</u>	<u>Green Jobs Assessment Model</u>
<u>NETP</u>	<u>National Energy Transition Plan</u>
<u>ETF</u>	<u>Enhanced Transparency Framework</u>
<u>WRI</u>	<u>World Resources Institute</u>
<u>NAPGC</u>	<u>National Action Plan on Gender and Climate Change</u>
<u>NGFCP</u>	<u>Nigerian Gas Flare Commercialization Programme</u>

NBS	National Bureau of Statistics
SME	Small and Medium Scale Enterprises
ECN	Energy Commission of Nigeria
CIF	Climate Investment Funds
CTF	Clean Technology Fund
IRENA	International Renewable Energy Agency
AfDB	African Development Bank
LEAP-IBC	Long-range Energy Alternative Planning – Integrated Benefits Calculator

## Executive Summary

The Initiative for Climate Action Transparency (ICAT) was founded in response to the need to support improved transparency and capacity building under the Paris Agreement (PA). Its work is guided by its strategy as well as its long-term programmes.

ICAT works within the specific objectives set to assist countries assess the impacts of their climate policies and actions, set up fundamentals actions for their transparency commitments to reducing net-zero carbon emission with the UNOPS frameworks of actions. ICAT works to develop models, methods and approaches as a methodological guidance principle and extracts the best policy practices or recommendations and makes them available to all actors in the project, thereby increasing their global knowledge base. ICAT’s work is a country-driven process that, aims at building on the existing MRV (Monitoring, Reporting, and Verification) system and knowledge in the supported countries, hence complementing their previous as well as the on-going efforts in their commitment in combating the impact of climate change.

ICAT is an unincorporated multi-stakeholder partnership steered and funded by the Donor Steering Committee (DSC), conformed by its donors; the Children Investment Fund Foundation (CIFF); Climate Works Foundation (CWF); the German Federal Ministry for the Environment, Nature Conservation, and Nuclear Safety (BMU); and the Italian Ministry for the Environment, Land and Sea (IMELS), as well as the UNFCCC and UNOPS as ex-officio members. The Initiative is managed by UNOPS on behalf of the DSC. Within UNOPS, the ICAT Secretariat manages ICAT day-to-day activities, coordinating and guiding the work of the implementing partners.

ICAT and its partners conceived a one year contract with the Nigeria government through the Federal Ministry of Labour and Employment to support the development of an MRV Of Just And Gender Inclusive Transition for Nigeria in Line with the Paris Agreement, being part of the effort to achieve the set objectives of the ICAT project in Nigeria through the implementing Ministry, the Federal Ministry of Labour and employment, which is legally mandated and is responsible for labour administration in Nigeria, including the preparation, formulation, coordination, implementation, monitoring, review, and enforcement of all government policies and regulations, which relate to employment generation, labour protection, productivity improvement, industrial peace and harmony, occupational safety and health in workplaces.

This event, a Just and Gender Inclusive Transition (JGIT) Presentation and Engagement Workshop is organised in fulfilment of the commitment and deliverable from the earlier inception meeting. The mapping and analysis of relevant policies in the transition to just and gender equitable transition as well as the accompanying assessments and implications on the citizens, was carried out with a strong participation and input from key stakeholders

The workshop was conducted in two sessions a ceremonial and Opening Session, where the Permanent Secretary, Ministry of Labour and Employment declared the Workshop open after receiving goodwill messages from National and International JGIT stakeholders including ICAT Management, National Council on Climate Change, Nigeria Employment Consultative

Assembly, Nigeria Labour Congress, Trade Union Congress and the Manufacturers Association of Nigeria

The Technical Session witnessed the presentation and deliberations on the Draft Review and Assessment Reports. All the relevant sector stakeholders deliberated on the Reports as presented by a Team of JGIT Technical consultants. Additional inputs, comments and observations were collated and subsequently incorporated into the Final Review and Assessment Reports

## NIGERIA-ICAT PROJECT

### JGIT WORKSHOP FOR TECHNICAL PRESENTATION AND STAKEHOLDERS ENGAGEMENTS ON JGIT SECTORAL REVIEW AND ASSESSMENT REPORTS

***Purpose is to:***

- 1. Review existing JGIT definitions, concepts, and overall approach in Nigeria. This activity may be done through survey, interview, or group discussion format.*
- 2. Review existing systems in use in Nigeria for MRV and how ministries, NGOs, and communities have participated in the past.*
- 3. Building upon the 2021 ICAT MRV sectoral review, review current policy entry points and outcomes of policies on the general public as well as women, youth, and vulnerable groups, among other aspects to be determined.*
- 4. Review all relevant government and non-government stakeholders including those engaged in the ICAT Phase I project and those most impacted by a just and gender inclusive transition and also those that may support and be involved in data collection and tracking.*
- 5. Review variety of models, methods and long-term analyses and projections used in Nigeria and globally for a) JGIT policy impact assessment and b) tracking overall progress towards a JGIT. Include review of ILO GJAM and ICAT sustainable development assessment guide, among others.*
- 6. Identification and recommendation of JGIT Indicators in line with NDC implementation up to 2030 for Oil and Gas sector and AFOLU sector.*
- 7. This will be elaborated by considering the following dimensions of Just Transition: Justice-procedural; Impact on employment, local community economic effects, access to and affordability of sustainable benefits, finance and innovation; effects by demographics; and location and boundary.*
- 8. Identification of current and planned actions in Oil and Gas and AFOLU sectors in line with the NDC and underlining climate policies.*
- 9. Evaluate impact assessment approaches and models (qualitative and quantitative) to select best approach.*
- 10. Use selected approach or methodology to assess JGIT impacts of NDC policies and actions in Oil and Gas and AFOLU sectors. Modelling Just and Gender Inclusive Transition scenario may be required.*



## REPORT

**Session 1: Ceremonial session- Welcome and Ceremonial Session; Event Facilitator: Mrs. Suwaiba Yakubu Jibrin**

**09:00 – 09:30 Registration of Participants**

**09:30-09:50 Opening remarks and Self-Introduction of Participants**

Mal. Adamu Gizos, Director, Special Duties and Projects, Federal Ministry of Labour and Employment

**09:50-10:00 Contributions from ICAT Management**

Dr. Henning Weuster, Director, ICAT, Bonn, Germany

**10:00- 10:15 Updates on the Nigeria ICAT JGIT Project Implementation and Next Steps .**

– Dr. Yerima P. Tarfa, ICAT JGIT Project Team Lead, Dr. Bala Bappa, ICAT In-Country Facilitator/ Coordinating Consultant,

**10:15- 10:30 Goodwill message and Contributions from NCCC, NECA, NLC, TUC, MAN and ILO**

- Director General NCCC, Director General NECA, President NLC, President TUC, President MAN and Country Rep ILO

**10:30-10:45 Declaration of Workshop open.**

Honourable Minister/ Permanent Secretary, Federal Ministry of Labour and Employment

**10:45-10:50 Vote of Thanks**

Mal. Adamu Gizos, Director, Special Duties and Projects, Federal Ministry of Labour and Employment

**10:50-11:20**

**Coffee break & Group Picture**

### 1.0 Opening Remarks and Self-introduction of participants

Mr. Adamu Gizos, Director, Special Duties and Projects welcomed all and sundry noted that as the Nigeria ICAT JGIT project is gradually winding down with over 60% of the Measuring, Reporting and Verification (MRV) completion . There have been robust engagements with key stakeholders at various levels across boards in the bid to get usable and accurate data for the report. The stated the mandate of the Federal Ministry of Labour and Employment of ensuring a Just Transition, where more job opportunities are created in tandem with



greener economy is achieved . The engagement workshop is aimed at reviewing existing JGIT definitions, concepts, and models (qualitative and quantitative) to select best approach that will set a precedence for the next steps to drive a just and gender inclusive transition in Nigeria. These strides will be made possible with the support of the Nigeria-ICAT project. Mr. Adamu handed over to the Workshop

Moderator, Mrs. Suwaiba Dankabo to anchor the Goodwill messages from the Key Stakeholders and Development Partners

## 1.1 Contribution Remarks from ICAT Management

Dr. Henning Wuester, Director of Initiative for Climate Action Transparency (ICAT), on behalf of the entire ICAT team welcomed all participants to this important workshop looking forward to the onerous task of a just and gender inclusive transition in Nigeria. He expressed his delight on how the project has moved forward, showing the occasion to highlight the progress of project going forward and aligning with the global climate change agenda while considering it as a crucial element under the climate action transparency agenda. Furthermore, Dr. Henning said “addressing climate change requires fundamental transformation of economies worldwide. Economies across the globe are making efforts to substantially reduce greenhouse gas emissions this decade by 2030. But this is only one step towards the full decarbonization of economies by the middle of the century. And this is only looking at the mitigation agenda. In addition, on the adaptation side, adapting to the inevitable impacts of climate change will lead to some fundamental transformations.”



He said transparency is at the heart of a just transition. Transparency requires the definition and agreement on a set of indicators that defines the guardrails of the transition. Using indicators will put the pieces in place to start building acceptance of policies from those that could be negatively impacted. As such, some indicators are already available; part of Nigeria's national statistics that are regularly measured and verified could be used. But some indicators will need to be added, and the data collection and verification framework will need to be established through rigorous Monitoring Verification and Report (MVR) System.

He said transparency is at the heart of a just transition. Transparency requires the definition and agreement on a set of indicators that defines the guardrails of the transition. Using indicators will put the pieces in place to start building acceptance of policies from those that could be negatively impacted. As such, some indicators are already available; part of Nigeria's national statistics that are regularly measured and verified could be used. But some indicators will need to be added, and the data collection and verification framework will need to be established through rigorous Monitoring Verification and Report (MVR) System.

### Speech - ICAT Director, Dr. Henning Wuester, Nigeria Inception Workshop (JGIT) 31<sup>st</sup> January 2024

Thank you so much, Madam moderator, and a warm good morning to all colleagues.

Distinguished high officials of the Federal Ministry of Labor and Employment.

Distinguished high officials of the other ministries, organizations, and agencies of Nigeria.

Distinguished representatives of the trade unions, employer associations, civil society organizations, international organizations, and the media.

Distinguished ladies and gentlemen.

Dear colleagues,

All protocols observed.

On behalf of the Initiative for Climate Action Transparency - ICAT - I'm extremely pleased to join you, albeit virtually, for this important workshop today taking forward the project on a just and gender inclusive transition in Nigeria.

It's been a while since we launched this project last year and I'm very pleased that a lot has moved forward. So let me use this opportunity to highlight the links of your work today in the project going forward, the global climate change agenda, and explain why we consider this a crucial element under the climate action transparency agenda.

Addressing climate change requires fundamental transformation of economies worldwide. Economies across the globe are making efforts to substantially reduce greenhouse gas emissions this decade by 2030. But this is only one step towards the full decarbonization of economies by the middle of the century. And this is only looking at the mitigation agenda. In addition, on the adaptation side, adapting to the inevitable impacts of climate change will lead to some fundamental transformations.

We are, for instance, in the middle of a global energy transition. For the last three years, renewable energy worldwide accounted for more than 80% of new investments in power generation capacity. That is investments away from fossil fuel-based power generation to solar, wind and other renewable energy power generation. A similar transition is now unfolding for the heating and cooling sector, and for transport.

We are seeing exponential growth of electric vehicles, which will lead to a transformation of the transport sector. Agriculture will be next with some significant changes ahead. The global economy of the 21st century will be fundamentally different from the one of the 20th century, Nigeria, as the biggest economy of the rising continent of Africa, will be in the middle of this transformation.

But Nigeria itself, as the moderator explained at the beginning, has an ambitious climate agenda. In its nationally determined contributions - the NDCs - that have been submitted under the Paris Agreement, Nigeria has set a target to reduce emissions by 20% by 2030 unconditionally, which means out of its own resources, and by 45% conditionally, with international support. The focus is on a few key sectors: power generation, oil and gas, agriculture and land use, transport, industry. And all of that by 2030.

But furthermore, Nigeria has also made a commitment to achieve carbon neutrality by 2060, which really means a complete change of the economy. So you may wonder what this has to do with transparency? ICAT - the Initiative for Climate Action Transparency - supports developing countries on their transparency agenda. The support is to help developing countries build the transparency frameworks needed to implement the Paris Agreement, which is the central global mechanism to address the climate challenge. We support countries in collecting data needed, first of all, to understand the climate problem in their countries and then to enable effective policies and measures to address the problem.

In the first phase, ICAT supported Nigeria to develop, for instance, a measurement, reporting and verification framework, first, to estimate emissions in various sectors (oil and gas and transport). And then secondly, to assess how much policies and measures can reduce emissions in these sectors.

But that is not sufficient as a basis for adopting emission reduction policies. Countries like Nigeria also need to understand the impact of such policies on their development objectives and be cognizant both of the positive and the negative impacts on development and economic growth.

Nobody in the world will reasonably expect a country like Nigeria to adopt climate policies that are bad for its economic development. So measuring such impacts is critical to make sure that climate policies are actually good for economic development. And it is a basis for a transition that is just; a transition that can identify and deal with the impacts, such as losses of jobs, and a

decline of revenues. And it can identify, for instance, the need for the training of workers, education, skills development, and support for entrepreneurship in innovation.

Looking at two of the sectors that are part of the scope of the ICAT project illustrates how Nigeria's economy can be affected on the way to a net zero economy. Agriculture: The agricultural sector is a cornerstone of Nigeria's economy, accounting for 21% of the GDP. Oil and gas: It's not a major direct employer, but it generates a large number of indirect and induced jobs in the coastal region of Nigeria, in particular the Niger Delta.

Making sure that Nigeria's transition is a just one is critical to the success of its climate change policy. Only a just transition will be implemented, since only a just transition will be supported by stakeholders. That support is possible if legitimate concerns are addressed, and ownership and accountability is ensured.

Transparency is at the heart of a just transition. Transparency requires the definition of and agreement on a set of indicators that defines the guardrails of the transition. Using indicators will put the pieces in place to start building acceptance of policies from those that could be negatively impacted. Indicators need to be chosen to address all areas where there could be legitimate concerns by stakeholders. And there needs to be agreement on how and how often to measure them as the transition unfolds.

Ideally, indicators are already available; part of Nigeria's national statistics that are regularly measured and verified. But some indicators will need to be added, and the data collection and verification framework will need to be established. If indicators are off track, corrective measures need to be taken to ensure that the transition can be brought back on track to being just. This is why this workshop is so extremely important: stakeholder engagement. Your active participation is essential to building a just and gender inclusive transition. Without that, an effective and sustained transition to a low emission and climate resilient economy will not be possible. This is why it is so important that you are all here and actively engaged.

This is why it was excellent that we had the participation of the Nigeria Labor Congress at the site event at COP 28, the Climate change conference in Dubai last December. The side event was held under the auspices of the Honorable Minister, and it helped with demonstrating to the world that Nigeria is serious about the transition to a green economy, which is absolutely essential, because if Nigeria is able to demonstrate its seriousness about the transition, it will help your government to raise international support and cooperation on this journey.

So let me end by referring to one of the collaborations that we as ICAT are supporting. We are very keen to encourage South-South cooperation. This project in Nigeria on a just and gender-sensitive transition is running in parallel with a similar project in South Africa. Nigeria and South Africa are at the forefront of just transition efforts in Africa, and we believe the two countries have much to learn from each other. It's valuable to exchange experiences between the two countries, and we are delighted that we will support such an exchange and other opportunities for Nigeria to showcase the work that it is doing in moving towards a just transition and its overall transparency efforts.

So, thank you very much for allowing me to address this workshop virtually. I want to give special thanks to Mr. Adamu Gizos, the Director of Special Duties and Projects at the Federal Ministry of coordinated by Dr. Bala Bappa. Thank you all so much for your willingness to engage in this project actively. I very much look forward to a productive discussion helping Nigeria make a big leap forward towards building a strong framework for a just and gender inclusive transition.

Thank you very much.

Labor and Employment, for his commitment to transparency; and for the leadership of the Ministry to bring about a just transition for Nigeria.

And, a special thanks to Dr. Tarfa, who is overseeing the project, together with the excellent team of consultants

## 1.2 Update on the Nigeria ICAT JGIT project Implementation and Next Steps

Dr. Yerima P. Tarfa, ICAT JGIT Project Team Lead, started by highlighting the background and status of the project. He noted that Nigeria, through the Federal Ministry of Labour & Productivity with support from Initiative for Climate Action Transparency (ICAT) and the World Resources Institute(WRI) is developing a Just and Gender Inclusive Transition (JGIT) MRV



system to guide and track the transition process. With a scope of the project in phase one had an inception workshop, information gathering, review of existing documents, stakeholders mapping – assessment of JGIT implications of NDC implementation (policy impact assessment). The second Phase of the project is on design and analysis. Design and development of a JGIT MRV framework in the context of NDC implementation up to 2030.

Objectives of the project include :

- To enable tripartite cooperation between Government, Labour and Employee Associations on climate action as provided by Paris agreement.
- To develop JGIT MRV and ensure it links with sectoral MRV system and the Enhanced Transparency Framework (ETF).
- To support policymakers in setting up just transition impacts of climate policies and actions.

In mapping key stakeholders towards a just transition, a variety of criteria to guide this process were applied including , sectorial analysis, gender-inclusivity, geographical reach and economic impact etc. While highlighting the next step, Dr. Tarfa noted that participatory and constructive approach to stakeholder engagement will have a profound impact on the next steps in developing the MVR framework for the just transition in Nigeria, through inclusivity, legitimacy and sustainability. There were challenges encountered in the process such as; lack of awareness by some stakeholders, lack of easily accessible data, fear of authorities and staying loyal to institutional associations opinion in cases where position of leadership is highly respected regardless of individual opinions.

On lessons learnt, Dr. Yerima said information and data gathering takes much longer time than anticipated as such more time should be allocated to data gathering.And reiterated the need for workshops to educate stakeholders on the concept of just transition and gender inclusion.

## 1.3 Goodwill Message and Contributions from the National Council on Climate Change (NCCC),International Labour Organization( ILO), National Employers Consultative Assembly (NECA), Nigeria Labour Council (NLC),Trade Union Congress (TUC) and Manufacturers Association of Nigeria (MAN)

### 1.3.1 National Council on Climate Change (NCCC)

Ms. Jummai Vandu, represented Dr Salisu Dahiru, DG, National Council on Climate Change. In a goodwill message, Jummai said the council is pleased with the ICAT-Nigeria project and takes the just transition initiative seriously. The council has always advocate for the ideals of the Paris agreement; beyond COP28 it has strong commitment towards ensuring just transition. There is current effort alongside ILO and social partners to develop a just transition guideline for which will be looking at AFOLU, IPPU, waste and energy sector which are high emitting sectors. She

expressed her gratitude to the Federal Ministry of Labour and Employment and all other partners working with ICAT-Nigeria to ensure the principles of justice, equity, inclusivity and transparency are enshrined in order to address the tripartite challenges of inequality, poverty and unemployment which must be entrenched to ensure a just transition.



### 1.3.2 International Labour Organisation (ILO)



In a goodwill message from the Director, ILO Country Office for Nigeria, represented by Mr. Stephen Agugua. Stated how ILO is pleased to be part of this august gathering. Appreciative of the efforts by the Federal Ministry of Labour and Employment and ICAT, imbibing ILO constituent partners, like Nigeria Employers Consultative Association (NECA), the Nigeria Labour Congress (NLC), the Trade Union Congress (TUC) and the Manufacturers Association of Nigeria (MAN) for promoting harmonious business environment to strengthen productivity and prosperity of the Nigerian business sectors. Dr Agugua submits that JGIT is not just a concept; it is a pathway towards a more sustainable, equitable and prosperous future. He assured that ILO will continue to support guidelines from the perspective of decent work and just transition for environmentally sustainable economies and societies for all.

### 1.3.3 Nigeria Employers Consultative Association (NECA)

In a goodwill message by Ms. Jennifer Yelwa who represented the Director General of NECA. Ms. Jennifer made a call to all employers of labour to embrace ongoing efforts for a just transition, leaving no one behind. She applauded the ICAT-Nigeria project in Nigeria and recalled that at the Africa Climate Summit



2023 in Kenya, president Bola Ahmed Tinubu through the minister of state for environment and ecological management stated that Nigeria will require \$ 17.7 million annually to meet its National Determined Contributions (NDCs). She called on all stakeholders, including the private sector to work collaboratively in policy formulation and funding of sectors impacted by climate change as they have direct impact on all. She encouraged all participants to actively engage in the discussions, share valuable insights for partnership towards a greener and equitable society going forward.

### 1.3.4 Nigeria Labour Congress (NLC)

The President of the Nigeria Labour Congress was represented of by Comrade Rita Goyit, Women and Youth lead of the congress. She spoke on the need for a green economy which is needful for a promising economic system that focuses on sustainable development, promotion of environmental conservation, and creation of jobs in industries that will benefit Nigeria's burgeoning youth population and the planet. The stakeholders' engagements present a tremendous opportunity for Nigeria to not only address our pressing job challenges but also mitigate the adverse effects of climate change to promote gender and social inclusion lenses in labour engagements. Concluded by pledging the support of the Nigeria Labour Congress in ensuring a just and gender inclusive transition.



### 1.3.5 Trade Union Congress (TUC)

Mr. Ibrahim Manpaa, represented the President of the Trade Union Congress. He proceeded to acknowledge the Federal Ministry of Labour and Employment, and ICAT-Nigeria project for the laudable works. Thrilled to be part of the a just and gender inclusive transition technical presentation and stakeholder engagement. Mr. Ibrahim Manpaa welcomed participants from all walks of life, and excited that inclusion has been at the core of the project's engagements. Transparency in our environmental initiatives, this is a forum to come together and share ideas on the next steps on just and gender inclusive transition. He gave kudos to the international partners ICAT, WRI and local organizing committee, hopeful that the dialogue will continue to enhance green economy.



### 1.3.5 Manufacturers Association of Nigeria (MAN)

Mr. Ibrahim H. Darisu represented the President of Manufacturers Association of Nigeria, Mr Darisu said, MAN as an association is committed to ensuring just and gender inclusive transition. And as such, recently established a desk for gender, climate change and green manufacturing issues. He reiterated the need for accurate data in order to accelerate a greener economy for manufacturers and everyone in Nigeria



## 1.4 Declaration of Workshop Open by The Permanent Secretary Federal Ministry of Labour and Employment

In declaring the Workshop Open, Mr. Ismaila Abubakar, Who represented the Permanent Secretary, Federal Ministry of Labour and Employment, implored all participants to go through



the reports, engage in the sessions and make useful contributions and comments where necessary. He stated that the impact of climate change cuts across all sectors. It is therefore imperative that institutions across all sectors make their contribution to climate sections driven by collective agenda of eliminating environmental harmful practices while ensuring a greener economy.

### Opening speech by Mr. Ismaila Abubakar, the Permanent Secretary, Federal Minister of Labour and Employment during the workshop.

#### ALL PROTOCOLS

Distinguished Ladies and Gentlemen, I am pleased to be here to declare open this very important Project Workshop of the Initiative for Climate Action Transparency (ICAT) Just and Gender Inclusive Transition (JGIT).

The Nigeria-ICAT project is gradually winding down with over 60% of the measuring, reporting and verification (MRV) of JGIT project completed. There have been engagements with key stakeholders at various levels across boards in the bid to get usable and accurate data for the report we are here to review, assess and comment on today.

The Federal Ministry of Labour and Employment, in line with its mandate, is tasked with ensuring a Just Transition, whereby more job opportunities are created instead of job losses as the Federal Government gears towards a greener economy. The Ministry is saddled with the responsibility of preparing, formulating, coordinating, reviewing, implementing, and enforcing all Government policies and regulations which relate to employment generation, labour protection, productivity improvement, industrial peace and harmony, occupational safety, and health in workplaces. This is why the Ministry, in the spirit of partnership, is being supported by ICAT to drive this process through the Nigeria-ICAT project.

Nigeria being a signatory to the Paris Agreement on climate change is taking giant steps in ensuring that necessary policies on climate action are in place in line with the aforementioned. ICAT supported Nigeria to develop an MRV Institutional Arrangement with focus on Three (3)



Priority Sectors including Oil and Gas, Transport and AFOLU Sectors and developed MRV indicators and tools to track the implementation of the Paris Agreement.

This Workshop is aimed at reviewing existing JGIT definitions concepts, and overall approach in Nigeria as well as evaluating impact assessment approaches and models (qualitative and quantitative) to select best approach. The outcomes of this workshop will set a precedence for next steps and way forward in the drive for a Just and Gender Inclusive transition in Nigeria.

However, it is necessary to note that the impact of climate change cuts across all sectors. It is therefore imperative that institutions across these sectors make their own contribution to climate actions driven by the collective agenda of eliminating environmental harmful work processes while ensuring a greener economy.

I therefore implore you all to go through the reports, engage in the sessions and make your contributions and comments where necessary.

On this note I wish to declare this event open and wish you all fruitful outcomes.

Thank you.

## 1.5 Vote of Thanks

Mr. Adamu Gizos, Director Special Duties and Projects, Federal Ministry of Labour and Employment appreciated International Climate Action for Transparency(ICAT) and World Resources Institute (WRI) for supporting the process leading to this technical presentation and stakeholder engagement on JGIT sectoral review. And thank everyone for coming to the event as we proceed to the Photo session and return for the Technical Session

## 2.0 Session 2: Technical Session with Ministries, Departments and Agencies (MDAs), Labour & Employer associations, International Development Partners, private sector, NGOs (Facilitated by Dr Bala Bappa and Engr. James Ogunleye)

<b>Session 2: Technical Session with Ministries, Departments and Agencies (MDAs), Labour &amp; Employer associations ,International Development Partners, private sector, NGOs and the private sector . Event Facilitator: Dr. Bala Bappa and Engr. James Ogunleye</b>	
<b>11:20-11:25</b>	<b>Introduction of the Technical Session.</b> – Dr. Bala Bappa, ICAT In-Country Facilitator/ Coordinating Consultant,
<b>11:25-12:00</b>	<b>key priority areas of the project including the Design &amp; development of a JGIT MRV framework in the context of NDC implementation and development of an implementation Roadmap.</b> - Chelsea Gomez, Mikayla Pellerin, Mario Finch, Cynthia Elliott - WRI/ ICAT Team of Consultants
<b>12:00- 12:50</b>	<b>Presentation of JGIT Sectoral Review and Assessment Reports;</b> - Coordinated by Lead Project Consultant, Engr. James Ogunleye
	Presentations of the JGIT Reports
	<ul style="list-style-type: none"> <li>i. <b>JGIT Sectoral Review Report</b> - Lead Project Consultant – Energy (Oil &amp; Gas) Expert</li> <li>ii. <b>JGIT Assessment Reports</b> - Project Consultant - AFOLU and LULUCF Expert</li> </ul>
	Supported by: i. JGIT Modelling and MRV expert

	ii. JGIT Gender Analyst iii. JGIT Labour Analyst
<b>12:50- 13:50</b>	<b>Stakeholder Contributions and Constructive discussions on all presentations</b>
<b>13:50– 14:00</b>	<b>Closing Remarks – Mal. Adamu Gizos, Director, Special Duties and Projects/ICAT Focal Point</b>

**2.1 Introduction to Technical Session by Dr Bala Bappa ,the In- Country Facilitator/ Coordinating Consultant**



Dr. Bala Bappa, The ICAT JGIT In-Country Facilitator/Coordinating Consultant welcomed everyone to the technical session on presentation and stakeholder engagements on the JGIT sectoral review and assessment reports. The objectives of this session is to present the outcome of the information gathered that will feed into subsequent activities. On the project overview and work plan ICAT highlights development of a monitoring Reporting (MRV) of a Just and Gender Inclusive Transition. The project is coordinated by the Federal Ministry of Labour and Employment, working in parallel but aligning with MRV implementation of the National Council on Climate Change and the Ministry of Environment to achieve synergy, institutional memory and stakeholder inclusion and cooperation. The approach

adopts a tripartite cooperation between Government, Labour and Employers’ associations to achieve a just and inclusive Transition going forward with the implementation of the Paris agreement.

**Introduction of the JGIT Technical Session with Ministries, Departments and Agencies (MDAs), Labour & Employer associations , International Development Partners, private sector, NGOs and the private sector**

**–Dr. Bala Bappa, ICAT In-Country Facilitator/ Coordinating Consultant,**

**Objectives of Workshop for Technical presentation and Stakeholder engagements on JGIT Sectoral Review and Assessment Reports**

The objective of this Workshop is to present the outcome of the information gathered that will feed into subsequent activities by

- 1) Engaging relevant stakeholders to understand priorities for a just and gender inclusive transition and
- 2) Mapping existing information flows, particularly data flows, that can be used for JGIT MRV framework. The assessments was performed as a desk review and through meetings with relevant stakeholders.

- 3) All stakeholders were mapped in the context of data collection, processing, and reporting
- 4) Assessment of JGIT implications of NDC implementation. (Policy impact assessment) was carried out.

The objective of this activity was to assess the JGIT related impacts for the targeted sectors associated with the implementation of the NDC and underlining climate policies

### **1. Project Overview and Workplan**

ICAT) to develop a Monitoring, Reporting and Verification (MRV) of a Just and Gender Inclusive Transition

- The Project is coordinated by the Federal Ministry of Labour and Employment, under my supervision, working in parallel but aligning with the MRV implementation of the Ministry of Environment to achieve synergy, institutional memory and stakeholder inclusion and cooperation.

- The approach will adopt a tripartite corporation between Government, Labour and Employer Associations to achieve a Just and Inclusive Transition going forward with the implementation of the Paris agreement

- The Project will focus on the development of an MRV of a Just and Gender Inclusive Transition (JGIT MRV) that will ensure a linkage with the sectoral MRV system and the Enhanced Transparency Framework (ETF) being implemented by the Ministry of Environment to achieve synergy, institutional memory and stakeholder inclusion and cooperation

- The overall outcome will support policymakers in setting up a Just and Gender Inclusive MRV and also deliver a Just and Gender inclusive Roadmap to track the just transition impacts of climate policies and actions going forward especially with the implementation of the Paris Agreement and the Nigeria's Energy Transition Plan (ETP)

The ICAT project is for 12 months and will involve stakeholders from the different Ministries, Departments and Agencies (MDAs) at Federal and State levels, public and private organizations and enterprises, NGOs, etc. -

### **2. Terms of Reference**

**International and national consultants will accompany the Federal Ministry of Labour and Employment to work on the following tasks for the following tasks of the assignment:**

- The Phase I, Which Involves;

**Scoping, stakeholder engagement, information gathering, policy impact assessments, reviews and analysis in preparation for the Phase2**

#### **Activity 1: Inception Workshop**

This ICAT project will involve stakeholders from the different Ministries at Federal and State levels, Labour Unions, Employer Associations, public and private organizations and enterprises, NGOs, etc. involved in the two priority sectors through an inception meeting to present the process to be carried out during the project and during a final seminar to present the outcomes of the work. Sectoral experts will then be involved during the core of the project through interviews and direct contacts carried out face-to-face or remotely.

#### **Activity 2 Information Gathering**

The objective of this activity is information gathering to feed into subsequent activities by 1) engaging relevant stakeholders to understand priorities for a just and gender inclusive transition and 2) mapping existing information flows, particularly data flows, that can be used for JGIT MRV framework. The assessments will be performed as a desk review and through meetings with relevant stakeholders. All stakeholders will be mapped in the context of data collection, processing, and reporting

#### **Activity 3. Assess JGIT implications of NDC implementation. (Policy impact assessment)**

The objective of this activity is to assess the JGIT related impacts for the targeted sectors associated with the implementation of the NDC and underlining climate policies.

- **The Phase2 involves;**

## **Design, analysis and development of an JGIT MRV framework in the context of NDC implementation up to 2030 as well as the development of a JGIT Implementation Roadmap**

### **Activity 4. Design and development of an JGIT MRV framework in the context of NDC implementation up to 2030**

The objective of this phase is to design the JGIT MRV framework that will allow policy makers: (a) to define the Just Transition targets (for indicators informed by 3.1 above) in the context of NDC implementation up to 2030, (b) to develop an implementation roadmap towards these targets and (c) to allow monitoring of the roadmap implementation.

### **Activity 5. Develop an implementation roadmap describing overarching institutional arrangements and providing recommendations for JGIT MRV within national reporting system and design.**

5.1 Develop standard operating procedures (SOPs) including data collection and reporting processes for implementing the JGIT MRV methodology. SOP should include the following elements:

A. existing data sources and data collection process

B. data gaps and processes for closing the gaps

C. Relevant stakeholders for JT data collection, processing, and monitoring. Including proposed data custodians, means of collecting information, roles and responsibilities of personnel, frequency of data collection and reporting, and means of automating information collection systems. This will be elaborated in close coordination with all relevant stakeholders

D. QA/QC procedures

5.2 Define overarching institutional arrangements and prepare recommendations for JGIT MRV implementation.

## **2.2 Key Priority Areas of the project including the design and development of a JGIT MRV framework in the context of NDC implementation and development of an Implementation Roadmap by Mario Diaz, Chelsea Gomez and Mikayla Pellerin -WRI/ICAT International Consultants**

ICAT Just Transition Tracking Guide was presented by Chelsea Gomez and Mario Diaz of World Resources Institute. This guide provides monitoring framework for countries seeking to understand the socioeconomic and environmental impact of a just transition. In development of the guide which took a span of two years, with desk-based research workshops with working group members, country consultant team review/implementation, interview with external experts and review from ICAT and internal WRI reviews. Started from May 2022 to the present review process. The guide is organized into three process.

- Part I. Introduction and Overview
- Part II. The Foundations for a Just Transition Process
- Part III. Essential Steps for Tracking Progress: How to establish a tracking system by establish a data collection process and receive feedback

JGIT MRV alignment with guide methodology parses through, understanding context of the transition and engage with stakeholders, identify impacts within sectors and determine indicators and data sources. Review and confirm progress with stakeholders to finalize methodology, develop standard operating procedures for the operationalization of JGIT MRV.

Chelsea Gomez, delved into foundation for a just transition process which begins with building stakeholder capacity. Chelsea stated actions to increase effective stakeholder participation. By establishment of coordinating body to manage transition, identify stakeholders and communities at risk, form a stakeholder coalition, develop a stakeholder coalition, form participation plan and provision of information to stakeholders while establishing a grievance redress mechanism. In organizing a just transition data management system begins with a coordinating body, such as MDAs, academic and technical institutes, companies and sector associations, labour unions, CSOs and other stakeholders. ICAT Just Transition Tracking Guide should be published in the summer of 2024.

### **Highlights of WRI Interjections at The Nigeria Just Transitions Inception Workshop -Mario Julien Diaz and Chelsea Gomez**

The thrust of the presentation is on the Just Transition Tracking Guide and the importance of Stakeholders' engagement in the whole process. The Just Transition Tracking Guide (JTTG) is an approach for countries to monitor and evaluate their Just Transition process. The JTTG has been an ongoing process for the last 2 years (started precisely May 2022). The development of the guide has followed a parallel project both in Nigeria and South Africa. The Nigeria project is driven through the Federal Ministry of Labour and Employment, while that of South Africa is driven through the Presidential Climate Commission.

JTTG seeks to:

- Strengthen the effectiveness of strategies and policies.
- Increase accountability and transparency in climate actions.
- Track the equitable distribution of benefits and burdens.

The guide is organized into three parts:

- Introduction and Overview
- The foundations for a Just Transition Process
- Essential steps for tracking process
- JGIT MRV alignment with guide methodology.

There is need for continuous engagement with stakeholders as the Foundation for a Just Transition Process began with stakeholder engagement. There is need to increase effective stakeholder participation.

Some of the considerations developing a Just Transition Vision include:

- Develop with Stakeholders
- Integrate with principles of Just Transition
- Seek synergies with priorities in existing plans.
- Coalesce feedback and share and finalize with stakeholders.

It is important to translate Just Transition Risks and Concerns into desired outcomes. There is need to put together a Just Transition Data Management System Coordinating Body for ease of managing the data and its application for policy formulation.

The data collection template for indicators pertaining to specific goals was also presented. The analysis of Just Transition data serves multiple purposes.

The presentation concluded by stating that the ICAT Just transition tracking guide should be published sometime in Summer 2024.

## **2.3 Presentation of JGIT Sectoral Review and Assessment Reports ANDJGIT Sectoral Review Report Coordinated by Engr James Ogunleye, the JGIT Lead Project Consultant**

Coordinated by Lead Project Consultant, Engr. James Ogunleye, said the scoping study beams its searchlight on the current state of Just and Gender-inclusive Transition efforts, providing a foundational understanding that informs policies and initiatives for a more sustainable, inclusive and equitable future that leaves no one behind. On energy access gap, Engr. James said, 55.4% with a big gap between urban and rural areas (83.9% vs. 24.%) with deforestation rate at 3.7% of lost as at 2023 .



Nigeria is the 8<sup>th</sup> most populated in the world, and 198,000 premature deaths from air pollution (affects women more due to exposure to fumes from cooking stoves every day). With economic loss from climate impacts: 100 billion USD lost annually from drought, flooding etc.

### **2.3.1 O&G Conversations on the Impact Assessment Report -Engr James Ogunleye Energy Expert/Lead Project Consultant**

The workshop is dedicated to discussing the impact assessment for the Oil & Gas (O&G) sector within Nigeria's framework for achieving net zero carbon emissions, several critical discussion points were elaborated upon, considering the sector's substantial contributions to the national economy, employment, and government revenue. The context of Nigeria's commitment to net zero by a specified target year, juxtaposed with the O&G sector's pivotal role, set the stage for a nuanced analysis of the transition's potential economic and social ramifications. This transition, while aligned with global environmental sustainability goals, presents significant challenges in a country grappling with high levels of poverty and economic dependency on fossil fuel revenues. The methodology of the assessment was thorough, involving a baseline assessment of emissions from the O&G sector, detailed stakeholder engagements, and a clear articulation of policy objectives and their anticipated effects. Data sources such as the Nigeria Upstream Petroleum Regulatory Commission (NUPRC) and the Nigeria National Petroleum Corporation (NNPC) provided foundational insights for the analysis. The findings brought to light the complexities surrounding the removal of fossil fuel subsidies, revealing the deep impacts on vulnerable populations, over 100 million strong, who rely on diesel and petrol not just for transportation but critically for power generation through personal and industrial generators. The narrative underscored the emission reduction potential within the O&G sector, conditional on political commitment to policy implementation, enhancement of electricity reliability, and the provision of alternative employment opportunities to mitigate the socioeconomic fallout of transitioning from liquid fuels to

### 2.3.2 Modelling/NDC Component Conversations - Chinonso Agbo Bathlomeo & Huzi Mshelia ,Modelling/ NDC Experts



The model approach to the study, as discussed during workshops focusing on both the Oil & Gas (O&G) and Agriculture, Forestry, and Other Land Use (AFOLU) sectors, integrates a comprehensive qualitative assessment framework, informed by the Initiative for Climate Action Transparency (ICAT) Sustainable Development guidance. This methodology is pivotal in evaluating the potential impacts of selected policies within Nigeria's commitments to its Nationally Determined Contributions (NDCs), across two critical sectors that significantly influence the country's economy, environment, and social fabric.

For the O&G sector, the model emphasizes assessing the environmental implications of transitioning away from fossil fuels, the socio-economic impacts of potential job losses, and the overall effect on government revenue and public spending. It incorporates stakeholder engagement and data collection from entities like the Nigeria Upstream Petroleum Regulatory Commission (NUPRC) and the Nigeria National Petroleum Corporation (NNPC), ensuring a detailed understanding of the sector's current dynamics and future prospects under the NDC framework. The approach is tailored to identify effective strategies for emission reduction, enhance transparency in tracking progress, and facilitate the development of policies that ensure a just and gender-inclusive transition.

The AFOLU sector's model also focused on national sectoral policies, assessing their role in mitigating climate change impacts, improving air quality, and promoting economic diversification and social inclusivity.

### 2.3.3 AFOLU/LULUCF Conversations on the Impact Assessment Report - Stanley Igwebuike, AFOLU Expert

Project Consultant - AFOLU and LULUCF Expert, Mr. Igwebulke Ijeoma itemized existing systems and Policies that were reviewed and captured into the work. National policy on the Environment (Revised 2016), National Economic Empowerment and Development Strategy (NEEDs), NATIP, National Forest Policy, Agriculture Promotion Policy (2016-2020), National Conservation Strategy (NCS), and National Biodiversity Strategy and Action Plan (NBSAP) which are all relevant in AFOLU driving a just transition. The agriculture is the economic mainstay of most rural community and in transition, farmers and agribusiness sustenance must be factored. Institutional framework is further captured in the process to capture views and concerns of state and non-state actors.



The workshop discussed AFOLU sector's impact assessment as guided by the Initiative for Climate Action Transparency (ICAT) Sustainable Development guidance, marked a significant step in understanding the interplay between agricultural policies and sustainable development within the framework of Nigeria's Nationally Determined Contributions (NDCs). This qualitative assessment aimed to illuminate the potential impacts of selected policies on sustainable development goals, providing a crucial tool for effective policy planning and implementation. Through an initial matrix, the assessment offered a comprehensive overview of environmental, social, and economic impacts, setting the stage for a detailed exploration of the direct and indirect consequences of agricultural and forestry policies.

Environmentally, the assessment underscored a pivotal shift towards climate change mitigation, evidenced by reduced emissions from rice cultivation and enhanced soil and fertilizer management practices. These findings highlight the success of Climate-Smart Agriculture (CSA) practices, underscoring the importance of their continued promotion to align with global carbon reduction objectives and contribute to the NDCs. Additionally, the assessment documented improvements in air quality, primarily due to the reduction of open burning practices, suggesting the effectiveness of current biomass management strategies and the need for stricter regulatory frameworks to promote cleaner alternatives.

### **2.3.4 Gender Component Conversations - Dr Martina Nwordu , JGIT Gender Anal**

Dr. Martina Nwordu, gender expert, explained the JGIT gender component and emphasized interdependence and intersectionality aspect. First, in redistribution of resources away from extractive environmentally damaging economic activities towards those that prioritize care for people. Land, employment opportunities and technology to redress gender inequalities and ensure women benefit from green transition. Public finance to support gender-responsive social systems to support women's resilience. Second, through reparation, recognition of the historical responsibility and continued impact of cumulative emissions. Adequate global climate finance, debt cancellation and regulation of large corporations. Mechanism to address gendered economic and non-economic losses and damage. Third, through recognition of multiple and intersecting forms of discrimination that undermine the resilience of historically marginalized groups to climate impacts. Women's unpaid labour to support social and ecological reproduction. Situated, indigenous and experiential forms of knowledge to support effective climate actions. Fourth, representation of women and other marginalized groups in environmental decision-making at all levels. Communities affected by climate change and biodiversity loss in climate change and biodiversity loss in climate policymaking. Women's interests in robust accountability mechanisms to seek redress for environmental injustice.



The workshop further discussed, the gender component which emerged as a critical conversation, underlining the imperative for integrating gender inclusivity into the transition strategies of both the Oil & Gas (O&G) and Agriculture, Forestry, and Other Land Use (AFOLU) sectors. This discussion highlighted the historically low participation of women in the O&G sector, attributed to the demanding nature of fieldwork and prevailing cultural norms, alongside the need for



policies that enhance women's roles in agriculture and forestry, sectors where they are often key contributors yet face significant barriers to equal participation and decision-making. The conversation advocated for a deliberate, informed approach to policy planning and implementation that prioritizes gender equality and empowers women and other marginalized groups. This includes creating opportunities for meaningful involvement in decision-making processes, ensuring access to resources and training, and addressing specific challenges faced by women in these sectors. By integrating these considerations, the workshop underscored the potential for a more inclusive, equitable transition process that not only advances Nigeria's sustainability goals but also promotes social justice and gender equality.

### **3.0 Stakeholder Contribution and Constructive discussions on all presentation**

In the workshop discussions, the labor perspective was prominently featured, emphasizing the critical importance of addressing workforce implications as Nigeria transitions within the Oil & Gas (O&G) and Agriculture, Forestry, and Other Land Use (AFOLU) sectors. Concerns were raised about the potential for job losses in the O&G sector due to a global shift towards renewable energy sources and the impact of such transitions on the socio-economic fabric of communities reliant on these industries. The dialogue underscored the need for strategic planning to ensure that the transition not only minimizes job losses but also creates new employment opportunities in emerging sectors. The role of labor unions was highlighted as pivotal in advocating for workers' rights, ensuring that the transition is just and inclusive, and that retraining programs are in place to facilitate the workforce's adaptation to new technologies and industries.

Furthermore, in the AFOLU sector, discussions centered on the importance of enhancing labor conditions, promoting safety, and providing adequate training to meet the demands of sustainable agricultural practices. The conversation acknowledged the sector's potential for job creation, particularly through initiatives that encourage sustainable practices and technological innovation. The need for policies that support skill development and education in sustainable agriculture was identified as crucial for empowering the workforce and enabling a smooth transition. Stakeholders emphasized the importance of continuous dialogue between government, industry, and labor representatives to address the challenges and opportunities presented by Nigeria's commitment to sustainable development and climate goals. This collaborative approach aims to ensure that the labor force is equipped, resilient, and ready to contribute effectively to the country's sustainable future.



### 3.1 Workshop Q &A, Comments and Responses

#### Questions ,Comments and Responses :

**From Representative of the Manufacturers Association of Nigeria (MAN), Ibrahim Mangu:** "During your presentation, you highlighted the critical setback caused by data issues. You shared the various roles of stakeholders, including employers of labor and associations. My concern revolves around coordination. Given that the National Bureau of Statistics exists, and now we have the Ministry of Labour driving the process, how do we ensure effective collaboration?"

**Response from Marios -WRI:** "One key observation as countries embark on developing the Just Transition process is the central role of central statistical offices and the importance of data coordination agreements (MoUs) among ministries, academia, and the private sector. This is to prevent overstepping and duplication of efforts and to manage existing resources efficiently. Establishing a data coordination body has become a crucial element in this process."

**From Nigeria Center for Environmental Research:** Commented on the need to increase the participation level of CSOs from medium to high, as reflected in the stakeholder analysis. They also advocated for increased engagement of civil society organizations in the process.

**Academic and Research Contributions:** "There's a need to realign our curriculum to make it relevant to the transition process. This includes phasing out courses that no longer fit the emerging economy and engaging with the federal ministry of education."

**From Nigerian Upstream Petroleum Regulatory Commission (NUPRC) Yahaya Ibrahim;**-Concerning Monitoring and Evaluation: "This should be central to the process to ensure social inclusion at all levels.". Also Commented on issue Raised about International Oil Companies: "There's concern over these companies leaving the country and selling off their assets to Nigerian investors, which could become liabilities, especially concerning social issues and environmental damage litigation. There must be regulations to manage the disposal of these assets." SPDC shell are not moving out of Nigeria they are moving deep offshore, which is capital intensive. They see what you don't see in terms of business decision, secondly the increasing oil theft, sabotage, despite the host community development trust fund which still did not resolve the sabotage, only last weekend alone we recorded more than 19 sabotage cases along the pipelines, on daily basis we receive petition from communities saying that these people are not part of us multiple host communities are not part of the process. That alone is already a big challenge. Secondly, for the issue of more women in the sector, we have an open policy that allows all stakeholders to have a level playing field. When you talk about awarding new blocks one basic requirement when you submit your build development plan, we always request for your mitigation plan, what you are going to do with gas to ensure increased compliance.

**Dr. Bappa's Response:** Emphasized the importance of monitoring and evaluation in tracking the project's progress and outcomes which is the focus area of the JGIT project.

**From the Department of Climate Change (DCC), Federal Ministry of Environment -Dolapo John:** Asked whether an institutional framework was created for this project or a new one was proposed, and how it compares with the EU NCCRP project. Under the AFOLU, the national climate change was not reviewed in the project since it covered all the climate change actions in the country. Was new trends taken into consideration when the reviews were reviewed?

**Engr James Ogunleye's Response:** "The initial work by ICAT will feed into the NCCRP project, where they will compare notes and develop a final framework that incorporates all key areas."

Response: we adopted sectoral approach in the policy review to ensure the policies are directly related to the sector. The climate change policy is a general policy touching all sectors but not peculiar the AFOLU sector.

Regarding Engagement Levels in the AFOLU Sector: "The informal nature of the sector necessitates recommendations to involve more women in the project."

**From Department of Agricultural Land Use and Climate Change Services:** Inquired about the consideration of other policies in development within the sector. Saw the policies that were reviewed but would want to know if you considered other policies in the sector that are still in development for fish, feed, dairy, in the sector.

**Chinonso Agbo's Response:** "The focus is on fully completed and gazetted policies approved by the FEC. Policies still in development were not considered."

**From Nigerian Environment Action Team- Gloria Chinwe Ujor:** Expressed appreciation that the MRV work is also contributing to the NCCRP work, suggesting that strategic documents and programmes can be reviewed like the national adaptation plan of action and large-scale projects like those of the World Bank, INGOs and other development partners. She emphasized the importance of deeply mainstreaming gender in the process.

**Engr Ogunleye response;** Recommendations well noted and that's about exactly what the JGIT project addressing

**From Federal Ministry Of women Affairs - Salamatu Garba;** There is need to consider documents like the National Adaptation Plan as it covers a lot of sectors. Women's marginalization in the oil and gas sector is not be the only focus.

**Engr Ogunleye's Response:** Actually the National Adaptation plan was among the documents reviewed and reported on and women marginalization in respect of the Just Transition was generally considered across all sectors but current scope is on the Oil and Gas & AFOLU sectors

**From International Labour Organization-Dr Stephen Agugua: presented some ILO Recommendations:** as follows

More research is needed in the area of skilling to clarify where support is required.

- The level of engagement with Civil Society Organization Should be increased as these organizations have the capacity to cross-fertilize the idea of a just transition and amplify policies for greener economy in Nigeria.
- There should be an advocacy and awareness creation drive for the Just and Gender-inclusive Transition initiative to be adopted into school curriculum due to its relevance.
- Social inclusion should be amplified especially for marginalized groups who should be part of stakeholder engagement
- It was duly noted that the whole of the project is Monitoring and Evaluation as it pertains to (MRV).

▪  
**Engr Ogunleye's Response:** Noted the recommendations and thanked ILO for the collaboration and support for the JGIT project

**From Centre for Environmental Sustainability and Development -Olushola Babalola;**  
Requested for clarification on:

- Institutional framework on MRV in Nigeria, how does it synergies with ongoing NCCRP efforts.
- National Climate Change policy was not reviewed and it is one of key policies that can drive the transition process.

**Dr Bappa's Response:** The Overarching Institutional MRV Framework in three priority sectors of Oil and Gas, Transport and AFOLU was completed with the support from ICAT and handed over to the Ministry of Environment for implementation along with the EU supported NCCRP Project working on the MRV of Electricity and Waste sector to be harmonized as a single MRV document for subsequent implementation

The National Climate Change Policy is still guiding climate change policy implementation especially with the recent signing of the Climate Change Act and subsequent establishment of the National Council on Climate Change responsible for coordinating climate change activities in the country as the UNFCCC Focal Point



## 3.2 Additional Inputs from Trade Unions and MDAs

### 3.2.1 INPUTS FROM NIGERIA LABOUR CONGRESS (NLC) TO NIGERIA-ICAT JGIT PROJECT

#### 3.2.1.1 AGRICULTURE AND FORESTS

Agriculture and forests are part of the country's natural capital that provides direct source of income and employment for a large proportion of Nigeria's people. The sector is highly vulnerable to climate change but was also responsible for about 67% of national emissions as at 2015.

In particular, emissions from the livestock sector in Nigeria increased significantly from 21877 Gg CO<sub>2</sub>-eq in 2000 to 29375 Gg CO<sub>2</sub>-eq in 2015 which represented an increase of about 34%. A major challenge when increasing agricultural production is minimizing GHG emissions associated with production. Agricultural production is a biological process from which the production of methane and nitrous oxide are direct consequences. The production of ruminant livestock leads to direct methane emissions and nitrous oxide arises from the use of fertilisers and management of manures. The challenge is to adopt practices that optimise production while minimizing GHG emissions; thereby reducing carbon intensity.

Strengthening climate smart and gender-responsive approaches in the agricultural system is vital to minimise GHG emissions and enhance the sector's resilience. Ensuring food security while facilitating climate change mitigation and preserving the natural resource base and vital ecosystem services require transition to agricultural production systems that are more productive, gender-sensitive, socially inclusive, use inputs more efficiently and are more resilient to risks, shocks and climate variability.

Productive and resilient agriculture requires a major shift in the way land, water, soil nutrients and genetic resources are managed sustainably. This would require changes in national legislation, policies and financial mechanisms to enhance producers' access to markets. By reducing GHG emissions per unit of land and/or agricultural product, significant contributions to climate change mitigation can be achieved.

The required shift to productive agriculture will be operated within the climate-smart agriculture (CSA) framework. The CSA approach will be designed to identify and operationalize sustainable agricultural development within the explicit parameters of climate change. The forestry and land use sectors also provide extensive carbon sinks threatened by change. Changes in forest cover due to afforestation, reforestation and deforestation impact directly on carbon sequestration, air quality and watershed protection, as well as on regional temperatures.

Thus agriculture, forestry and land use have major roles to play in mitigation in terms of reducing atmospheric concentrations of GHGs. A major policy objective is to reduce greenhouse gas emissions in agriculture, forestry and other land use without compromising food security, while increasing the carbon sink potential of the country's natural capital.

#### Policy Measures

- i. Reduce forest loss and degradation.
- ii. Increase the use of alternative domestic fuel to fuelwood in rural areas.
- iii. Increase soil carbon sequestration in agricultural lands.

- iv. Increase livestock productivity through improved grazing and feeding management and management of feed crop production.
- v. Improve genetics in the dairy herd.
- vi. Promote wide adoption of climate-smart and ecologically resilient agricultural practices among small-holder farmers, including women and youth.
- vii. Document and promote the use of appropriate indigenous knowledge and best practices for climate-resilient cropping and livestock systems.
- viii. Promote agro-forestry, reforestation and afforestation, including community-based forest management and recovery.
- ix. Increase the country's network of forest reserves and conservation areas.
- x. Protect forest and land tenure and resource rights as well as ensure gender-equitable, inclusive and transparent benefit sharing.
- xi. Enhance public and private investment in the agriculture and forestry sector.

### **Issues of Concern for Nigerian Workers**

- The failure of the policy to highlight the need for enumeration of agricultural workers in order to enable relevant job profiling for necessary interventions to cure deficits in skill, capacity and training.
- The failure of the policy to recognise and prioritise access to safe, nutritious and sufficient food as a human right and implement inclusive and gender-responsive policies that tackle hunger, and malnutrition, in ways that respect and promote human and labour rights.
- The failure of the policy to define food security as a strategic policy objective and protect food supply from the speculative global markets and its artificial fluctuations.
- The failure of the policy to highlight the difficulties faced by women in agriculture in many communities especially rural centres in accessing land titles particularly lands for agricultural activities.
- Failure of the policy to capture just transition policies and investment plans based on social dialogue in ways that promote decent job creation in sustainable agriculture, and that are able to decouple economic growth from environmental degradation of land and that are based on gender-responsive just transition measures, including equal access to land and resources for women farmers.
- Failure of the policy to stipulate decent working conditions and minimum living wages for workers throughout the agricultural value chain and investment in training and skills development to support workers in sustainable agriculture, including for migrant workers in temporary labour migration programmes.
- Failure of the policy to make recommendations for a shift from temporary labour migration schemes in the agriculture and food processing sectors as these schemes often limit migrant workers ability to exercise their labour and human rights.
- Inadequacies in the policy to ensure that all workers in the agriculture sector, including migrant workers and informal workers, are covered by labour protections.
- Deficits in the policy to ensure proper formalisation of the informal economy in agriculture and food production, and eradicate all forms of labour exploitation, including child labour (defined as being distinct from children helping their parents or families in the farms after school hours in a manner that does not affect their school work or health), in food systems.
- Gaps in the policy with regards to the promotion of sustainable farming practices, which have the potential to improve the quality and quantity of food supplies and could lead to the creation of millions of jobs, including enforceable pesticides policies based on reduced use and banning of the most toxic pesticides in the transition to organic farming.

- Failure of the policy to make provisions for the development and use of strategic food reserves to limit price volatility, ensure an adequate return to small producers and a living wage for workers.
  - Insufficient provisions in the policy for international finance to support sustainable agriculture in Nigeria in a way that aims at bridging the gap in knowledge, access to natural capital and farm inputs between commercial farmers and small holder farmers.
  - Dearth of measures to ensure robust accountability mechanisms for sustainable and “green” investments in agriculture, including compliance with labour, environmental and fiscal standards.
  - Provide the necessary means for indigenous communities to assert their land rights, by aligning national legislation with ILO Convention No. 169 and the UN Declaration on the Rights of Indigenous Peoples (UNDRIP).
- Silence of the policy on the objectives towards implementation of the Doha Development Agenda which is primed at delivering the WTO Agreement on Agriculture that demands the following:
- food security guarantees,
  - improvement in the incomes and livelihoods of small producers, and
  - Non-discrimination against developing countries.

### **3.2.1.2 ENERGY**

Achieving high socio-economic growth requires sufficient energy to meet the needs of households, businesses and industrial processes in a gender-responsive and socially-inclusive manner. The energy sector is the second major contributor of GHG in Nigeria.

Producing adequate energy for the country’s development needs and minimizing GHG emissions at the same time presents critical challenges to achieving high socio-economic growth in Nigeria. These will require improved investment, regulatory control and critical review of existing approaches, adoption of low-cost but efficient energy generation technologies, rapid and extensive transitions in energy, agricultural land, infrastructure, urban systems and overall lifestyle changes.

The balance of energy mix will also consider the impacts such choices may have on the rapidity of required transitions, socio-economic implications with regard to competing needs and technological implications. In addition, the adopted measures will have the potential to deliver a low carbon growth plan for Nigeria. The focus is to deliver clean and affordable energy to Nigeria’s growing population and drive social development and economic prosperity. Such measures will also have the potential to deliver on national targets on power generation and energy access captured in national development policies and plans. The overall objective is to reduce greenhouse gas emissions mainly from the power sector.

#### **Policy Measures**

- i. Expand the production and use of renewable energy, particularly solar and wind, both on-grid and off-grid.
- ii. Promote energy efficiency and management activities that include new and innovative energy efficiency methodologies and techniques in power generation, including use of gas-fired power stations, as well as retrofitting buildings and other infrastructure.
- iii. Reduce transmission and distribution losses.
- iv. Facilitate full transition to clean cooking fuel.
- v. Provide sustainable incentives and financial mechanisms to encourage and support the use of renewable sources of energy.
- vi. Support cities in the country to undertake ambitious climate change mitigation actions.



## **Issues of Concern for Nigerian Workers**

- Failure of the policy to stipulate measures to accelerate the decarbonisation processes especially through sustainable solutions that provide decent work and contribute to formalisation, negotiated with the social partners.
  - Failure of the policy to prioritise energy poverty as a significant contributor to working poverty and as such as a critical concern and proffer ways of dealing with it.
  - Failure of the policy to come clear on guarantees for an inclusive and well-managed just transition away from fossil fuels particularly through:
    - 1) providing employment guarantees, 2) transparent management of petroleum subsidies in ways that address energy poverty 3) preventing energy profiteering, 4) ensuring the protection of households against energy poverty, 5) Training workers in the heavy carbon energy sector with green skills that would help them find jobs in the green economy.
  - Failure of the policy to guarantee the necessary levels of investment in social protection, skills and lifelong learning needed to ensure just transition for workers who might lose their livelihood as a result of the current global consensus for transitioning from fossil fuel in order to achieve net zero emission by 2050.
  - Failure of the policy to highlight the centrality of workers in the overall climate change and environmental engagements within the broader context of human and labour rights while fostering inclusive and active participation of trade unions in national climate policy formulation.
  - Dearth of mitigation ambitions to create quality decent jobs, backed by just transition measures.
  - Failure of the policy recommendations to deliver on adaptation needs through robust social protection plans and funding mechanisms recognising the centrality of decent work opportunities and social protection not only as measures that enhance resilience of communities to future shocks, but also as means to address climate displacement drivers.
11. Failure of the policy to recognise the mandate of UN processes outside the UNFCCC on just transition, especially the role of the ILO as the recognised tripartite body and the ILO Guidelines on Just Transition.
12. Failure of the policy to make adequate provisions for the mainstreaming of international climate finance for developing countries, and establishing accountability mechanisms for sustainable and “green” investments, to avoid greenwashing and ensure that all labour rights are respected and all energy investments are truly climate friendly.
13. Failure of the policy to provide mechanisms for Loss and Damage finance facility and for investment in just transition.
14. Failure of the policy to align the New Collective Quantified Goal (NCQG) with just transition principles by promoting social dialogue and sufficient public funding throughout the climate finance cycle, including feasibility, implementation and evaluation especially as captured in the Silesia

### **3.2.1.3 Oil And Gas**

The Oil and Gas sector contributes up to 14% of the country’s GDP, and is responsible for 95% of the foreign exchange earnings. It also contributes to 65% of the federal budget. The main GHG emissions in the sector are from gas flaring, fugitive methane emissions, on-site fuel use (upstream and midstream) and on-site fuel use from refineries. The combined contribution of flaring and venting to the environment is about 80% of emissions in the sector. The target is to reduce flaring down to less than 10% by the year 2020 and or end it completely by 2030.

Eliminating flaring by 2030 could save around 64 million tonnes of CO<sub>2</sub> per year and have large development co-benefits. This target is achievable if the right legislation and strategies are implemented. The Nigerian Gas Flare Commercialization Programme (NGFCP) (2016), Nigerian Gas Policy (2017), Flare Gas (Prevention of Waste and Pollution) Regulation (2018)

and the Petroleum Industry Roadmap as well as the Nigeria Gas Masterplan contain indications to achieve the target.

### **Policy Measures**

- i. Pursue low-carbon transition for oil and gas companies in Nigeria.
- ii. Support low-cost, technically feasible solutions to reduce methane emissions in oil and gas operations, including recovery and use of escaping gas.
- iii. Incentivize the deployment of natural gas as Nigeria's major fuel for power generation, industrialization, and domestic use, particularly cooking, towards stopping gas flaring.
- iv. Facilitate sustainable regulatory frameworks and incentives, as well as financial mechanisms to end gas flaring by 2030.
- v. Investment and use of smart technologies in oil refining.
- vi. Reduce fugitive emissions in the sector.

### **Issues of Concern to Nigerian Workers**

- Failure of the policy to prioritise occupational safety and health deficits in the energy sector in Nigeria especially in the oil and gas branches of the economy particularly with regards to an assessment of the health impact of gas flaring and oil pollution on oil workers and their communities.
- Failure of the policy to prioritise occupational safety and health in ways that guarantee assessment and treatment of workers in the oil and gas industry whose health are already impacted by greenhouse gas emission especially gas flaring and oil pollution. This is particularly important as the NNPC declares the gradual shut down of gas flaring operations without an audit of the health status of workers and members of communities who have been impacted by inhaling flared gases.
- We call for a health impact audit of oil workers in gas flaring sites irrespective of whether those sites have been de-commissioned, in the process of being de-commissioned or still in active operation.
- Failure of the policy to capture the need for the respect of workers' fundamental rights to freedom of association, freedom to organise and freedom to engage in collective bargaining processes through their elected trade union representatives.
- Failure of the policy to adopt social protection as a cardinal tool for transition particularly in ways that guarantee unemployment benefits for workers who may not be able to get new jobs in the green economy, assured pension for workers who may wish to retire, financial and technical support resources for workers who might wish to upskill or reskill in order to be job relevant in the green economy and healthcare cum social welfare for workers whose health are already impacted and might be impacted in the future especially as a result of climate change impact.
- Failure of the policy to demand for periodic job deficits assessment in the oil and gas industry to determine the population of workers in the industry who need new skills for a seamless transition to the green economy.

#### **3.2.1.3 Health**

The health care delivery system in Nigeria has performed very poorly ranking 187th out of 191 Countries, based on the 2000 WHO ranking. The Vision 2020 Sector report on the Health Sector also observed that: the public health care facilities whether at the secondary or tertiary (both state and federal) were in complete state of disrepair; and, that the budgetary provisions for the public health care system declined precipitously due to the devaluation of the naira, resulting in decrepit state of facilities.

In addition, Immunization coverage had declined from about 80% in the early 1990s to 13% by 2003. The reality of this poor state of health system and services has been challenged by the recent Corona-Virus (COVID-19) pandemic, which stretched the health care facilities to the

limit. With increased and urgent need for the establishment of clinical laboratories, isolation and treatment centers for COVID-19, government is determined to focus on health facilities and infrastructure that are climate resilient regardless of the urgency requires in the provision of these facilities.

The main policy direction is to promote and provide climate resilient and quality health facilities and infrastructure for all the inhabitants of Nigeria.

### **Policy measures**

- i. Promote equitable, efficient, high quality but affordable health services based on the primary health care approach to all citizens.
- ii. Deploy renewable energy for health facilities and infrastructure.
- iii. Promote efficient use and sustainable management of medical wastes.
- iv. Support and fund primary, secondary and tertiary health systems and sector actors to adopt key elements of climate-smart healthcare.
- v. Promote low-carbon procurement policies for pharmaceuticals and medical equipment.
- vi. Improve basic sanitation and water supply to reduce the environmental and social risk factors people are exposed to.
- vii. Increase Nigeria's capacity to manufacture essential drugs, vaccines and consumables from 40% to 80% of national need.
- viii. Promote the integration of climate-smart healthcare into health sector strategies for universal healthcare coverage.
- ix. Provide a blueprint for low-cost, health-promoting systems that reduce the effects of epidemic and pandemic diseases and viruses, mitigate greenhouse gas emissions and local pollution.
- x. Provide a blueprint for resilient systems that address both infrastructure-specific and disease-specific climate impacts.
- xi. Strengthen the resilience of the citizens to the effects of epidemic and pandemic diseases and viruses.

### **Issues of Concern to Nigerian Workers**

- The failure of the policy to make provisions for the assessment of the health impact of climate change and environmental degradation on the health of workers and their communities including air pollution through hazardous industrial emissions and effluents, heat stress, micro plastic pandemic, mental health challenges, etc.
- Failure to identify poverty as a conveyor, enabler and catalyst of climate change health impacts. This failure has led to the non-prioritisation of investment in decent and climate-friendly jobs as a key element of poverty eradication.
- Failure of the policy to recommend and extend social protection to achieve universal coverage in line with ILO standards, given that most workers and ordinary citizens in Nigeria lack any social protection coverage and thus exacerbates the health impact of climate change.
- The tepid effort by the policy to remove barriers for migrants' access social security and to facilitate the portability of contributions and entitlements as migrants are disproportionately excluded from social protection, which heightens their risk of falling into poverty.
- The weakness of the policy in providing reasonable domestic resources to finance social protection especially in ways that enhance and deliver the UN Global Accelerator on Jobs and Social Protection for Just Transitions.
- Failure of the policy to tackle working poverty by establishing statutory or negotiated minimum living wages, along with collective bargaining and the promotion of equal pay for work of equal

value, through inclusive labour market policies, formalisation processes and measures tackling occupational segregation and discrimination.

- Insufficient provision in the policy for promoting the dignity and mental health of workers through respect for workers' rights, including freedom of association and collective bargaining, regardless of the workers' contractual or migration status and for all sectors, given that erosion of workers' rights drives poverty, exclusion, and exposes workers to sundry health challenges.

- Weak strive by the policy to push and promote universal access to social services linked to basic needs such as food, shelter, drinking water, education, health and social protection, which are essential to eradicate multidimensional poverty.

### **3.2.2 Contribution from the National Directorate Of Employment (NDE), Federal Ministry Of Labour and Employment**

#### **How Does The Key Objectives Of The Just And Gender Inclusive Transition (JGIT) Project In Nigeria Relate To Climate Policies And Gender Equality?**

The Just and Gender Inclusive Transition (JGIT) project in Nigeria aims to bridge the gap between climate policies and gender equality by addressing the crucial aspects of both environmental sustainability and social justice. Here's how its key objectives relate to these two areas:

##### **Climate Policies**

- **Mitigation:** JGIT strives to ensure that climate mitigation efforts, like transitioning to renewable energy sources, do not disproportionately burden marginalized communities, particularly women. It promotes just transition, creating new economic opportunities and ensuring a smooth shift for workers affected by changes in traditional industries.
- **Adaptation:** Recognizing that women are often more vulnerable to climate change impacts, JGIT focuses on building their resilience and empowering them to adapt to changes like extreme weather events. This might involve supporting women in adopting climate-smart agricultural practices or accessing early warning systems.
- **Transparency:** The project emphasizes developing a measurement, reporting, and verification (MRV) system to track the progress of climate policies and their impact on different groups, including women. This transparency ensures accountability and helps identify areas where policies need to be adjusted for greater inclusivity.

##### **Gender Equality:**

- **Empowerment:** JGIT promotes gender-responsive climate action by actively engaging women in decision-making processes and ensuring their voices are heard. This includes building their capacity through training and workshops, and supporting women-led climate initiatives.
- **Economic Participation:** The project recognizes the crucial role women play in the economy, particularly in sectors like agriculture and energy. It aims to create equal opportunities for women to participate in the green economy and benefit from sustainable development initiatives.
- **Data Collection:** JGIT emphasizes collecting gender-disaggregated data to understand the specific needs and vulnerabilities of different groups. This data informs policy design and ensures that interventions are targeted effectively.

## **How Has Nigeria Integrated Gender Considerations Into Its Climate Change-Related Activities And Policies, Including Its Nationally Determined Contribution (NDC) And The Nigeria Energy Transition Plan (NETP)?**

Nigeria recognizes the crucial role of gender in addressing climate change and strives to integrate gender considerations into its related activities and policies. Here's how they're doing it:

### National Level:

- National Action Plan on Gender and Climate Change (NAPGCC): Launched in 2020, this plan outlines nine strategic objectives to mainstream gender into climate change policies, programs, and budget allocation. It emphasizes women's empowerment, participation, and access to resources in adaptation and mitigation strategies.
- Federal Ministry of Environment (FME): The FME plays a key role in integrating gender into climate change responses. It established a Gender Unit to coordinate, mainstream, and monitor gender-related actions.
- National Bureau of Statistics (NBS): The NBS disaggregates data by sex to provide insights into the different impacts of climate change on men and women. This data informs policy design and interventions.

### Specific Plans and Strategies:

- Nationally Determined Contribution (NDC): While the 2021 NDC doesn't explicitly mention gender, it recognizes the vulnerability of women and marginalized groups to climate change. Future updates are expected to incorporate gender-specific considerations more explicitly.
- Nigeria Energy Transition Plan (NETP): The NETP highlights the need for a "just transition" that considers gender dimensions. It aims to create opportunities for women in the green economy through skills development and access to finance.
- National Adaptation Strategy and Plan of Action on Climate Change (NASPA- CCN): This plan explicitly recognizes women as key actors in building climate resilience. It prioritizes gender-responsive budgeting and capacity building for women in adaptation efforts.

### Challenges and Progress:

- Implementation gaps: While policies exist, translating them into concrete actions at the local level remains a challenge due to limited resources and capacity.
- Data gaps: Sex-disaggregated data collection and analysis are still inadequate, hindering effective monitoring and evaluation of gender integration efforts.
- Stakeholder engagement: Ensuring meaningful participation of women and other marginalized groups in decision-making processes requires ongoing efforts.

### Looking Forward:

- Strengthening legal and policy frameworks for gender mainstreaming.
- Enhancing capacity building for government officials and communities on gender and climate change.
- Improving data collection and analysis through sex-disaggregation.
- Promoting financial mechanisms that support women-led climate initiatives.
- Ensuring continued stakeholder engagement and participation.

By addressing these challenges and building on existing initiatives, Nigeria can ensure a more gender-inclusive and equitable approach to tackling climate change, leaving no one behind

## **What Is The Significance Of The Concept Of A "Just Transition," And How Has It Evolved From Its Origins In The Us Labor Movement To International Climate Policy Discussions?**

The concept of a "Just Transition" holds immense significance in today's world, particularly within the context of climate change and international policy discussions. Here's a breakdown of its evolution and importance:

Origins in the US Labor Movement (1980s):

- Initially championed by US trade unions facing job losses due to environmental regulations.
- Emphasized protecting workers' livelihoods and communities impacted by transitioning away from polluting industries.
- Focused on negotiating job retraining, income support, and community revitalization programs.

Evolution to International Climate Policy (2000s onwards):

- Broader application to address social justice concerns in climate action plans.
- Acknowledges disproportionate impacts of climate change on vulnerable groups and communities.
- Calls for equitable distribution of benefits and burdens of the transition to a low-carbon economy.
- Encompasses various dimensions:
  - Economic: Providing decent work opportunities in green sectors, retraining and upskilling programs.
  - Social: Ensuring inclusive participation in decision-making, protecting human rights, promoting gender equality.
  - Environmental: Fostering sustainable development, supporting local communities affected by climate change.

Significance in International Discussions:

- Key Principle in Paris Agreement (2015): Recognizes the "imperatives of a just transition" and the need for "creating decent work and quality jobs."
- Central Theme in COP26 Discussions (2021): Glasgow Declaration on Just Transition launched, mobilizing financial resources and technical support for developing countries.
- Critical for Building Public Support: Addressing concerns about job losses and unequal impacts builds trust and encourages wider participation in climate action.
- Essential for achieving Sustainable Development Goals (SDGs): A Just Transition supports goals like decent work, reduced inequalities, and responsible consumption.

Challenges and Opportunities:

- Defining Metrics and Indicators: Measuring progress on achieving a Just Transition remains complex.
- Mobilizing Financing: Scaling up resources for supporting communities most affected by the transition.
- Ensuring Accountability and Transparency: Implementing and monitoring Just Transition commitments effectively.

Applying the Just Transition concept beyond the fossil fuel sector in Nigeria poses several challenges, even though renewable energy and other industries offer new opportunities. Here are some key ones:

#### Economic challenges:

- Lack of skills and training: The skills required for new green jobs may differ significantly from those used in traditional industries, necessitating extensive training and upskilling programs.
- Access to finance: Many small and medium-sized enterprises (SMEs) transitioning to green technologies might face limited access to funding and financing mechanisms.
- Informal sector challenges: Integrating informal workers often excluded from social safety nets into the green economy requires innovative approaches and targeted policies.

#### Social challenges:

- Community concerns: Transitioning away from established industries can trigger anxieties about job losses, livelihoods, and community identity. Effective communication and community engagement are crucial.
- Land use conflicts: Expanding renewable energy infrastructure might lead to land acquisition issues and displacement of local communities. Ensuring transparent consultations and fair compensation is critical.
- Gender equity: Women are often underrepresented in green jobs and decision-making processes. Efforts to promote equal opportunities and address gender-based barriers are necessary.

#### Policy and regulatory challenges:

skills, employment trends, and community impacts makes it difficult to track progress and adjust policies accordingly.

#### Additional challenges:

High poverty and inequality levels: Existing socio-economic disparities can exacerbate the challenges of a Just Transition for marginalized groups.

Limited private sector engagement: Greater involvement of the private sector in financing and implementing Just Transition initiatives is crucial.

Climate change impacts: Addressing the immediate and long-term impacts of climate change demands resources and strategies that need to be integrated with Just Transition efforts.

### **What Are The Challenges Associated With Applying The Just Transition Concept Beyond The Fossil Fuel Sector and Into Renewable Energy and other Industries in Nigeria?**

- Policy instability and inconsistency: Frequent changes in regulations and unclear policy frameworks can discourage investments in green technologies and hinder long-term planning.
- Limited institutional capacity: Government agencies might lack the expertise and resources to effectively implement and monitor Just Transition policies.
- Data gaps and monitoring: The absence of comprehensive data on

#### Possible solutions:

- Investing in skills development and training programs tailored to the needs of the green economy.
- Developing financing mechanisms that cater to SMEs and informal sector workers.
- Addressing community concerns through transparent communication, participatory planning, and fair compensation for land use.

- Implementing policies that incentivize green investments and ensure regulatory stability.
- Strengthening institutional capacity and enhancing data collection for effective monitoring and policy adjustments.
- Addressing poverty and inequality through targeted social protection programs and inclusive economic development strategies.
- Encouraging private sector participation through attractive incentives and partnerships

### **How Is Nigeria's Energy Transition Being Assessed And Planned Using Various Modeling Tools, And What Are The Key Models Employed For This Purpose?**

Nigeria is actively assessing and planning its energy transition towards a low-carbon future, utilizing various modeling tools to create insightful and data-driven strategies. Here's an overview of some key models involved:

#### 1. Nigeria Energy Transition Plan (NETP) Modelling:

- LEAP (Long-range Energy Alternatives Planning system): A widely used energy sector modeling tool analyzing different scenarios for future energy demand, supply, and emissions.
- MARKAL (Market Allocation Regional Knit Assessment Library): Optimizes investment choices in the energy sector based on economic objectives and environmental constraints.
- ENOSTIM (Energy Optimization, Simulation, and Training Model): Assesses the economic and environmental impacts of energy policies and investments.

#### 2. Nigeria Integrated Energy Planning Tool:

- Developed by the Federal Government and SEforAll with World Bank support.
- Utilizes geospatial data and advanced analytics to map the least-cost options for expanding electricity access, clean cooking solutions, and productive use of energy across Nigeria.

#### 3. World Bank Climate Investment Funds (CIF) Clean Technology Fund (CTF) Model:

- Assesses the financial and economic viability of clean energy projects in specific sectors like solar power and energy efficiency.

#### 4. International Renewable Energy Agency (IRENA) REMap model:

- Provides insights into future renewable energy deployment scenarios for achieving specific climate targets.

#### African Development Bank (AfDB) LEAP-Africa model:

- A regional version of LEAP focusing on energy challenges and opportunities in Africa.

#### Key Players in Model Development and Application:

- Federal Ministry of Power, Works, and Housing (FMPH)
- Ministry of Environment
- Energy Commission of Nigeria (ECN)
- Sustainable Energy for All (SEforAll)
- World Bank
- International Renewable Energy Agency (IRENA)
- African Development Bank (AfDB)



- Research institutions and universities

Challenges and Future Directions:

- Integrating social and equity considerations into existing models.
- Improving data availability and quality for more accurate projections.
- Enhancing capacity building for stakeholders on model interpretation and utilization.
- Fostering collaboration between model developers and users to ensure impactful outcomes.

By employing these modelling tools and building robust data-driven planning strategies, Nigeria can navigate its energy transition effectively, achieving its climate goals and ensuring a sustainable and equitable future for all

### **What Additional Recommendations Are There For Improving The Planning And Implementation Of The Just And Gender Inclusive Transition In Nigeria, Beyond Those Already Mentioned?**

Here are some further suggestions for improving the planning and implementation of the Just and Gender-Inclusive Transition (JGIT) in Nigeria:

Strengthening stakeholder engagement:

- Deepen community consultations: Go beyond town hall meetings to facilitate ongoing dialogue with diverse community groups, particularly women and marginalized populations, to understand their concerns and priorities.
- Create multi-stakeholder platforms: Establish and empower platforms where government, civil society, private sector, and communities can collaborate on JGIT strategies and monitor progress.
- Support capacity building for local organizations: Equip local NGOs and community-based organizations with the skills and resources to participate effectively in planning and implementation.

Enhancing data collection and analysis:

- Invest in sex-disaggregated data: Collect and analyze data that captures the differentiated impacts of climate change and transition policies on men, women, and other groups.
- Develop robust tracking systems: Establish systems to monitor progress on JGIT objectives, including indicators related to economic opportunities, social justice, and environmental sustainability for various groups.
- Increase transparency and accessibility: Make data and assessments publicly available in accessible formats to inform stakeholders and hold decision-makers accountable.

Addressing specific challenges:

- Prioritize informal sector workers: Develop targeted policies and programs to support the transition of informal workers, focusing on women's participation and decent work opportunities.
- Mitigate land use conflicts: Implement transparent land acquisition processes, ensure fair compensation, and involve communities in planning renewable energy projects.
- Invest in climate-smart agriculture: Support women farmers in adopting climate-resilient practices and accessing resources to secure their livelihoods and contribute to food security.

Leveraging financing and technology:

- Explore innovative financing mechanisms: Blend public and private funding, attract climate finance, and develop green bonds to support JGIT initiatives.

- Promote technology transfer and adaptation: Facilitate access to and adaptation of clean technologies that are affordable, effective, and tailored to local contexts.
- Strengthen research and development: Invest in research on JGIT-specific challenges and solutions, particularly those related to gender equality and social justice in the context of climate change.

Advocacy and awareness-raising:

- Engage the media and influencers: Partner with media outlets and influential figures to raise awareness about JGIT principles and their importance for a sustainable future.
- Promote educational campaigns: Educate Nigerians at all levels about climate change, the JGIT approach, and how they can contribute to a just and inclusive transition.
- Highlight success stories: Showcase positive examples of JGIT implementation to inspire others and build momentum for wider adoption