



TOWARDS A **WORKERS' FRIENDLY** **AND JUST** NATIONALLY DETERMINED CONTRIBUTION (NDC)

An African Perspective

A NIGERIA
LABOUR CONGRESS
NDC POLICY PAPER

with the Support of the
International Labour Organisation (ILO)





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A NIGERIA LABOUR CONGRESS NDC POLICY PAPER

Lead Developers:

**Bro. Iklaga Elijah Iklaga
Comrade Echezona Asuzu**



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Towards a Workers Friendly and Just
Nationally Determined Contribution – An NLC
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Pascal Bafyau Labour House, Plot 820/821
Central Business District, Abuja

Email: gsec@nlcng.org
www.nlcng.org

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In line with the NLC Organisationally Determined Contribution,
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printed. The soft copies are available here:



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WE DEDICATE...



This publication is dedicated to all workers in Nigeria, Africa, the Global South and all over the world whose health, livelihoods, families and communities are being threatened by the impacts of the climate emergency and environmental degradation. As you already know, we are in this **TOGETHER!**





ACKNOWLEDGEMENT

The Nigeria Labour Congress acknowledges and appreciates the tireless efforts committed by Brother Iklaga Elijah Iklaga who was the Consultant to this ILO-supported Project for his excellent resourcing that elicited the thoughts and feedback that this publication represents.

We also appreciate and acknowledge the leadership, thoughtfulness, resourcefulness and resilience demonstrated on this project by the National Coordinator of the NLC Climate Change, Green Jobs and Just Transition Program and Network, Comrade Echezona Asuzu.

We wish to greatly salute the commitment to this project by the members of the NLC Climate Change Network, drawn from most of our affiliate unions. Your shop floor and field perspectives provided the critical ingenuity, authenticity and credibility to this work.

We commend the efforts of our international partners - the African Development Bank, the Solidarity Center, and the Public Services International. We also commend the leadership of the ITUC Just Transition and Climate Change Department: Sister Giulia Lagana, Brother Bert De Wel, Sister Evelyn Astor, Sister Rhoda Boateng, Dr.



Ghislaine Saizonou (ITUC-Africa) and others under the guidance of the ITUC Secretariat.

We are in debt of gratitude to the leadership of the International Labour Organisation (ILO), Nigeria Office and especially the Senior Specialist Workers' Activities/ACTRAV, ILO Country Office - Abuja covering Nigeria, Ghana, Liberia and Sierra Leone, Sister Inviolata Chinyangara and her team for standing with the NLC to mainstream the voice of Nigerian Workers in Climate Change Public Policy and Action Spaces.

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From the Leadership



Climate change is a phenomenon that cannot be wished away. It is here with us. The best we can do is mitigate against the factors that expose us to it, adapt to its impacts, and build the appropriate resilience for a more sustainable future.

The Nigeria Labour Congress does not take this onerous responsibility for granted. This is why the leadership of the Congress has thrown its weight behind the NLC Climate Change, Green Jobs and Just Transition Program populated by focal persons from our affiliate unions. Leaning on the persuasion that climate change and its impacts in the workplace and the appurtenances of work are global, the NLC also supports the efforts of the international working-class movement especially as championed by the International Trade Union Confederation (ITUC) at combating the impact of climate change particularly regarding livelihoods and making a just transition possible.

Climate change is largely a workplace phenomenon, as most greenhouse gas emissions happen in the workplace and around the corridors of work. Most frontline and index victims are workers, their families and communities. A

2021 study by the ILO posits that at least 1 billion workers are exposed to dangerous chemicals, gases, vapours, and dust in the workplace. The report also says that in 2015 alone, 1 million workers died from exposure to these contaminants and pollutants.

A 2023 research by the ILO posits that greenhouse gases, such as carbon dioxide, are emitted at every stage of a chemical's lifecycle, including production, use and waste. For instance, perfluorinated chemicals (PFAS), a toxic 'forever chemical', emit HCFC-22, a greenhouse gas that is 5,000 times more potent than carbon dioxide. The ILO further posits that 2.4 million workers worldwide are exposed to heat stress, with the attendant loss of 840,000 lives annually.

In 2023, the African Development Bank (AfDB) supported the Nigeria Labour Congress to research Just Transition in Nigeria. The research report from this engagement was shared at the 2023 Conference of the Parties (COP 28), which took place in Dubai, United Arab Emirates. The report established the myriad of challenges that workers in Nigeria experience in dealing with and responding to the impact of climate change. According to the research, about 53 per cent of the workforce is likely to lose their jobs. This presents a 53 per cent job risk in Nigeria as a result of the impact of climate change and the push for transition to green and renewable energy. This

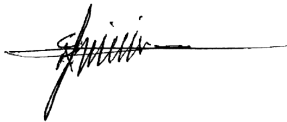
bracket of job vulnerability translates to **30,430,755** Nigerian workers at job risk, especially in the seven identified NDC priority sectors.

The research also established that 81.4 per cent of Nigerians lack insurance policy cover in the form of social protection mechanisms to insulate them from the shocks of climate change impact and the dislocations associated with the transition from brown industries to green and clean industries. Furthermore, the research posits that 87.4% of Nigerians lack the financial wherewithal to make the critical transition from fossil fuel-based employment to greener opportunities. This includes transitions in livelihoods and lifestyle. The high cost of green products and huge access charges demanded for reskilling and upskilling of workers who want to acquire new competences frustrate a just transition.

The research that was conducted as part of the efforts to develop this Position Paper buttresses the findings established in the NLC-AfDB Just Transition Report. This affirms the urgency for workers' concerns and demands to be mainstreamed in important national climate documents such as the Nationally Determined Contribution (NDC). The failure of the drivers of Nigeria's NDC 1.0 and 2.0 to effectively mainstream Nigerian working class issues instructs that the transformation of the existing Nigeria's NDC policy to NDC 3.0 should offer all stakeholders a

chance to be heard and felt in the spirit of a whole-of-society approach to combating climate change and dealing with its impacts.

It is fulfilling that this Policy Paper, being one of its kind made serious efforts to review

A handwritten signature in black ink, appearing to read 'Joe Ajaero', followed by a long horizontal line.

Comrade Joe Ajaero
President, Nigeria Labour Congress



In furtherance of the Nigeria Labour Congress commitment to the realisation of climate justice for Nigerian workers and indeed all workers in Africa, the Global South and in all countries of the world, the NLC Climate Change Program with the support of the International Labour Organisation (ILO) had produced the [NLC Position Paper on Nigeria's Nationally Determined Contribution \(NDC\)](#).

The Policy Paper on Nigeria's NDC 2.0 summarises the NDC Position Paper. It offers a succinct Nigerian and African perspective on the struggle by workers for climate justice. The NLC Policy Paper “**Towards a Friendly and Just Nationally Determined Contribution for Nigeria**”, as a distillate of the Position Paper, offers a bird's eye view on working class perspectives on the positions adopted by Nigeria in the seven NDC priority sectors and cross-cutting issues. It is expected that this Policy Paper will project working class concerns and interests and also arm workers with relevant information to make contributions to local, national, regional and global conversations on climate change.

In addition to the NDC Policy Paper, the Nigeria Labour Congress plans to develop other relevant materials to advance our interests in climate advocacy. Already, an [NLC Workers Charter of Demands for Just Transition](#) and Policy Briefs on the seven priority sectors identified in Nigeria's NDC have been developed. The JT Charter of Demands is our roadmap for climate justice, particularly in the workplace and broader society. We have also developed Policy Briefs in the [Energy, Power, AFOLU, Industry, Transport, Water](#), and [Waste](#) sectors of the economy. The Policy Briefs offer a succinct overview of the climate issues in the NDC priority sectors, impact on workers and the demands of the working class. The NLC also plans to develop a **Just Transition Training Manual** to enrich its educational endeavours.

At the heart of this Policy Paper is the urgency to influence public policy prescriptions in a way that mainstreams workplace experience. The NLC has developed an [Action Plan](#). We expect that positions in this Policy Paper, in tandem with workplace realities and scientific evidence, will reflect in Nigeria's NDC 3.0 and the Just Transition Work Program Guideline currently being developed for Nigeria.



Comrade Emmanuel Ugboaja, Esq., mni,
General Secretary

“Climate change is largely a workplace phenomenon,
as most greenhouse gas emissions happen in the
workplace and around the corridors of work”

Comrade Joe Ajaero
President, Nigeria Labour Congress



Abbreviations and Acronyms

4IR	Fourth Industrial Revolution
AfDB	African Development Bank
AFOLU	Agriculture, Forestry and Other Land Use
BAU	Business As Usual
BRT	Bus Rapid Transport
CE	Circular Economy
DWA	Decent Work Agenda
COSATU	Congress of South African Trade Unions
CNG	Compressed Natural Gas
DISCOs	Distribution Companies
GDP	Gross Domestic Product
GENCOs	Generation Companies
GHG	Green House Gas
HFC	Hydrofluorocarbons
ICT	Information Communication Technology
ILO	International Labour Organisation
ILO JTPG	ILO just Transition Policy Guideline
IPCC	Intergovernmental Panel on Climate Change
IPPU	Industrial Processes, and Other Product Use
ITUC	International Trade Union Confederation
LPG	Liquified Petroleum Gas
LT -LEDS	Long Term Low Emissions Development Strategy
LULUCF	Land Use Land Use Change and Forestry
MDA	Ministry, Department and Agency
NAP	National Adaption Plans
NASS	National Assembly
NCQG	New Collective Quantified Goal
NDC	Nationally Determined Contribution
NGOs	Non- Governmental Organisations
NLC	Nigeria Labour Congress
NNPCL	Nigerian National Petroleum Corporation Limited



NO_x	Nitrogen Oxides
OSH	Occupational Safety and Health
PPP	Public Private Partnership
SDGs	Sustainable Development Goals
SLCP	Short Lived Climate Pollutants
TUC	Trade Union Congress
UNFCCC	United Nations Framework Convention on Climate Change



Chapter

1

Introducing the Policy Paper

“ Climate change is one of the most pressing global challenges affecting the environment, economy, and livelihoods worldwide ”

INTRODUCING THE POLICY PAPER

The Nigeria Labour Congress (NLC) is a pan-Nigerian, progressive, pro-people, and democratic national labour centre made up of 59 affiliate unions in all the sectors of the Nigerian economy. The NLC and its members are an important part of the Nigerian economy and society, including playing frontline roles in Nigeria's struggle for national independence. The NLC has over ten million members across all sectors of Nigeria's economy. The NLC's mission is to promote rights, encourage decent employment opportunities for all Nigerian workers.

It is for this reason that it is imperative for the NLC to take position on important national policies, plans and international commitment that may affect the future of workers employment status, their health and their environment.

Climate change is one of the most pressing global challenges affecting the environment, economy, and livelihoods worldwide. The ever-increasing unchecked demand and consumption of natural resources exacerbate the release of greenhouse gas emissions by humans, or what is known as anthropogenic emissions. The advent of



the industrial revolution propelled on the wings of technological and organisational advancement has come at a huge cost for mankind and the environment as greenhouse gas emissions from production spaces have triggered an unprecedented rise in global temperatures, commonly referred to as “global warming”, in the atmosphere, surface and water bodies. This phenomenon presents the dire possibility of a legacy of irreversible climate change tipping points, impacts and devastations.

Global emissions which precipitate global warming happen largely in the workplace and around the corridors of work. This situates climate change primarily as a workplace issue. Workers around the world including Nigeria are, therefore, at the frontline of climate change

processes, fallout, and impact. This puts workers' lives, health and livelihoods at great risk.

While climate change remains an international issue, lower-middle- and low-income countries are more vulnerable to its impacts, particularly in Africa. For example, a recent study by the African Policy Research Institute (APRI) shows that Nigeria is among the top ten most vulnerable countries to climate change impacts. Nigeria's revised Nationally Determined Contribution (NDC) 2.0 highlights that the energy sector emits 60 per cent of Nigeria's total greenhouse gas emissions, hence the largest emission source. Furthermore, the impacts of climate change are significantly affecting workers and livelihoods across various sectors.

In 2015 during the Conference of the Parties of the United Nations Framework Convention on Climate Change (UNFCCC) in Paris, Nigeria was among the 196 Parties across the globe that on the basis of unique national circumstances and level of development committed to contribute to the battle against climate change. The international community, through the Paris Agreement, committed to limiting the rise in average temperatures to below 2°C above preindustrial levels and to pursue efforts to limit the temperature increase even further to 1.5°C degrees.

At the heart of the Paris Agreement are the Nationally Determined Contributions (NDCs). NDCs embody efforts by countries to reduce national emissions and adapt to the impacts of climate change. The Paris Agreement (Article 4, paragraph 2) requires Parties to prepare and communicate every five years successive NDCs that it intend to achieve. Parties shall pursue domestic mitigation measures to achieve the objectives of such contributions.

In effect, the Paris Agreement requires each Party to prepare, communicate and maintain successive domestic climate change mitigation measures towards a global effort to limit global warming to well below 2°C, with efforts to limit it further to 1.5°C. However, these emission reductions are undertaken on the principle of common but differentiated responsibilities and respective capabilities, meaning that the level of emission ambition reduction targets may differ for countries based on equity, and in the context of sustainable development and efforts to eradicate poverty, which are critical development priorities for many developing countries.

A cursory review of Nigeria's development and communication of the NDCs reveals that Nigeria's first NDC (NDC 1.0) communicated in 2015 covered five sectors (Energy, Power, Transport, Agriculture, Forestry and Other land use (**AFOLU**) and Industry). A revised version of the country's NDC (NDC 2.0) was done in

2021, in which two new sectors were included in the document (Waste and Water sectors). In the 2015 NDCs, Nigeria committed to reducing emissions unconditionally by twenty per cent (20%) and, if supported by international partners, to conditionally cut emissions by forty-five per cent (45%). In 2021, the unconditional target was retained at twenty per cent (20%), but the conditional target was set at forty-seven per cent (47%).

These commitments, if fully implemented, will have an impact on both economic and production processes in Nigeria which most workers rely on for their livelihood. According to the International Labour Organisation (ILO), jobs rely mostly on ecosystems services, hence the prevailing impacts of climate change threaten many jobs and livelihoods. Again, these impacts also

“ This Policy Paper summarises the position of the NLC on climate change and just transition as a trade union and workers' concern, as well as the importance of trade union involvement in addressing climate change issues in Nigeria ”



expose more workers and their communities to increased health risks.

As the world and the workplace continue to grapple with the contradictions, and contraindications of Industrial Revolutions marked by leaps in inventions and innovations especially in ways that have greatly substituted human labour with machine, discovery of new chemicals, metallurgical transformations, harnessing and conversion of new forms of energy and the prospects of the Fourth Industrial Revolution (4IR) marked by green growth, artificial intelligence, big data, machine learning and robotics, workers must be prepared to deal with the impact of industrialisation on the environment and livelihood.

This Policy Paper summarises the position of the NLC on climate change and just transition as a trade union and workers' concern, as well as the importance of trade union involvement in addressing climate change issues in Nigeria, specifically from a workplace and workers' perspective. It also highlights specific issues for Nigerian trade unions, focusing on the NDCs developed by the Nigerian government, and assesses the potential of these NDCs to promote the ILO decent work agenda and advance the Sustainable Development Goals (SDGs).

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2 Why This Policy Paper

The NLC Climate Change Policy (2015) defined the various implications of climate change from a workers' and workplace perspective. Some of these implications include health, productivity, income and livelihood. There are also broader industrial, economic and social dimensions of these implications with the poor and working class being the most vulnerable to climate change impacts. The Congress prioritizes the interest of the working class and the poor, hence advocates for the immediate transformation of production, ownership, and control patterns in the economy.



Credit: The Guardian Nigeria – A looming climate change threat!

Climate change generally affects the productivity, livelihoods and income of workers; however, the impact varies according to sectors of production and location. This issue has become a strong motivation for the NLC and Trade Union Congress (TUC) to become key advocates in addressing the impacts of climate change, both in terms of protecting workers and ensuring a “just transition” towards a more sustainable 'green economy.' The NLC is therefore committed to complementing the effort of the Nigerian Government to address climate change issues in Nigeria by reducing emissions in key polluting industries, encouraging more energy efficiency, skills development and re-training of workers in the most vulnerable sectors towards a sustainable just transition.

Despite the significant role of the NLC in advancing just transition towards achieving socio-ecologic development amidst the impact of climate change, the NLC before now has not been effectively involved in the formulation and institutionalisation of Nigeria's climate action policies, such as the NDCs. To advance the NLC and workers' position, **a Position Paper on Nigeria's NDC** was developed with the support of the ILO. It was from the Position Paper that this NDC Policy Paper was distilled.



1.2 NDCs, AU Agenda 2063, SDGs and Potential Economic and Environmental

Impact on Societies

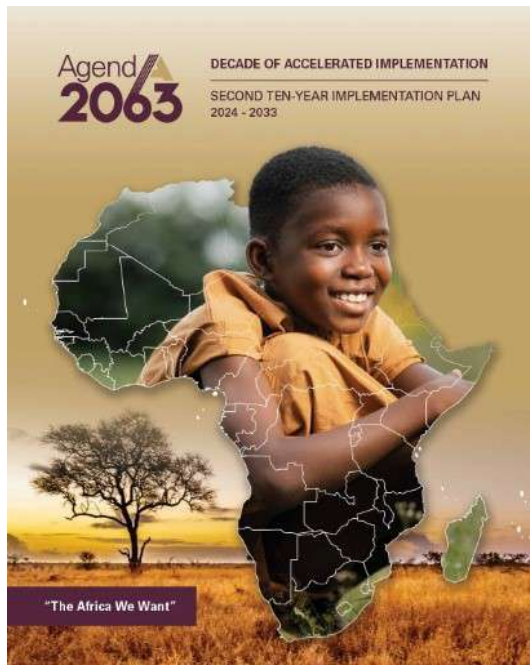
Climate change presents the single biggest threat to sustainable development. Its widespread and unprecedented impacts disproportionately burden the poorest and most vulnerable.

The NDCs can be linked to two other goals Nigeria and other countries in the African Union (AU) are aligned to, these are the AU Agenda 2063 and the SDGs. These are critical frameworks designed to tackle two contemporary and prominent global challenges – climate change and sustainable development. The impact of these two challenges manifests in the most vulnerable and fringe societies as the phenomena of poverty and environmental degradation. Indeed, there is said to be a nexus between these two phenomena, and the solutions are also believed to be intertwined.

Agenda 2063 is the African Union's strategic framework for the socio-economic transformation of the continent. Adopted on 31st January 2015 at the 24th Ordinary Assembly of AU Heads of State, it outlines Africa's vision for sustainable development over 50 years (2013–2063). The vision centres on transforming Africa into a global powerhouse through sustainable development, peace, good governance, and inclusive economic growth.

Key principles of Agenda 2063 include:

- Sustainable economic growth and inclusive development.
- Environmental sustainability, climate change adaptation, and mitigation.
- Increased investment in human capital, including education and health.
- Regional integration to promote cooperation across the continent.
- African unity and identity, as well as good governance.



Credit: AUDA-NEPAD and the United Nations



Credit: AUDA-NEPAD and the United Nations

Adopted by the United Nations in 2015, the **SDGs** (17 global goals) focus on addressing global challenges and ensuring that no one is left behind. The SDGs emphasize the balance between economic growth, social inclusion, and environmental protection.

Key SDGs relevant to a sustainable environment:

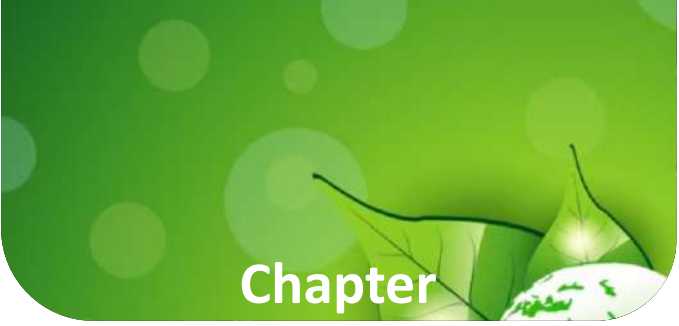
- **Goal 6:** Clean Water and Sanitation
- **Goal 7:** Affordable and Clean Energy
- **Goal 8:** Decent Work and Economic Growth
- **Goal 9:** Industry, Innovation and Infrastructure
- **Goal 11:** Sustainable Cities and Communities
- **Goal 13:** Climate Action
- **Goal 14:** Life Below Water
- **Goal 15:** Life on Land
- **Goal 16:** Peace, Justice and Strong Institutions

Table 1: SDGs and Agenda 2063 goals relevant to paper

SDG		AGENDA 2063 Goal	
2	No Hunger	5	Modern Agriculture for increased productivity and production
6	Clean Water	7	Environmental sustainability, climate change adaptation, and mitigation.
7	Affordable Energy	7	Environmental sustainability, climate change adaptation, and mitigation.
8	Decent Work and Economic Growth	1	A High Standard of Living, Quality of Life and Well Being for All Citizens
9	Industry, Innovation and Infrastructure	2	Well Educated Citizens and Skills revolution underpinned by Science, Technology and Innovation
11	Sustainable Cities and Communities	7	Environmental sustainability, climate change adaptation, and mitigation.
13	Climate Action	7	Environmental sustainability, climate change adaptation, and mitigation.
14	Life Below Water	6	Blue/ ocean economy for accelerated economic growth
15	Life on Land	7	Environmental sustainability, climate change adaptation, and mitigation.
16	Peace Justice and Strong Institutions	13	Peace Security and Stability is preserved





A green background with a blurred image of leaves and a small globe showing the Americas.

Chapter

2

Nigeria's NDC 2.0 Perspectives

“ The biggest emissions came from the energy sector with a total contribution of 209 MtCO_{2e}, which is about 60.2 per cent of the total national emissions in the period under review ”

NIGERIA'S NDC 2.0 PERSPECTIVES

Nigeria has submitted two Nationally Determined Contributions to the UNFCCC since it signed the Paris Climate Agreement in 2015. The first NDC (2015) prioritised five (5) sectors, and the second NDC 2021 which was an updated version of the earlier one, prioritised seven (7) sectors as shown in Figure 1.

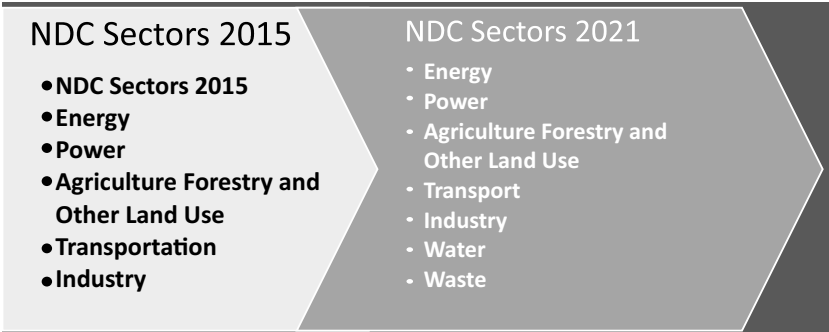


Fig 1: NDC 2015 and NDC 2021 Sectors

The first NDC (2015) had an unconditional commitment to cut emissions by 20 per cent below business as usual (BAU) across the five highlighted sectors, while a conditional emission cut target of 45 per cent was set, depending on whether sufficient foreign support was received from partners. In the revised NDC 2021, while the unconditional emission cut was left at 20 per cent across the seven sectors, the conditional target was upped to 47 per cent below BAU.

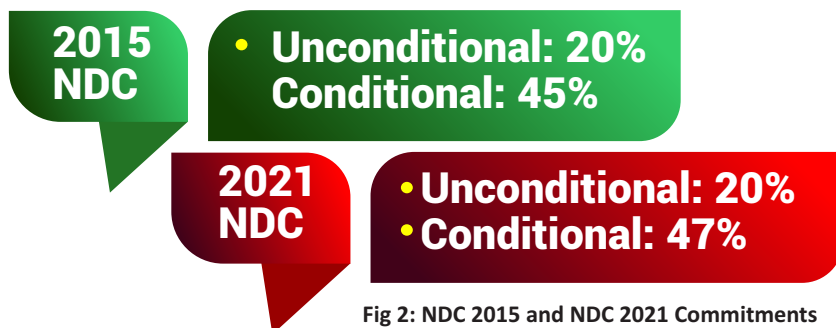


Fig 2: NDC 2015 and NDC 2021 Commitments

Furthermore, from the 2015 NDC (NDC 1.0) submitted by Nigeria to UNFCCC to the current NDCs, there have been significant adjustments, including a reduction in the estimated GHG emissions from 474 MtCO_{2e} to 347 MtCO_{2e}. The drop was informed by:

- i. Implementation of GHG mitigation measures in key sectors of the economy.
- ii. Improvements in data collection and deployed methodologies used to estimate GHG emissions in the current NDC 2.0.





Figure 3: NDC 2021 Priority Areas

The biggest emissions came from the energy sector with a total contribution of 209 MtCO_{2e}, which is about 60.2 per cent of the total national emissions in the period under review. Out of this emissions sum in the energy sector, fugitive emissions from oil and gas constitute the largest emission within this bracket, with 36 per cent of the emissions in the energy sector, followed by automobiles, and electricity generation.

Following the energy sector as the second biggest emissions sector is the AFOLU, with a 25 per cent contribution to the

national total emissions. The Waste sector is next with a total emission of 9 per cent, followed by Industrial Processes, and Other Product Use (IPPU) with a combined total emission of 5 per cent as shown in Figure 4.

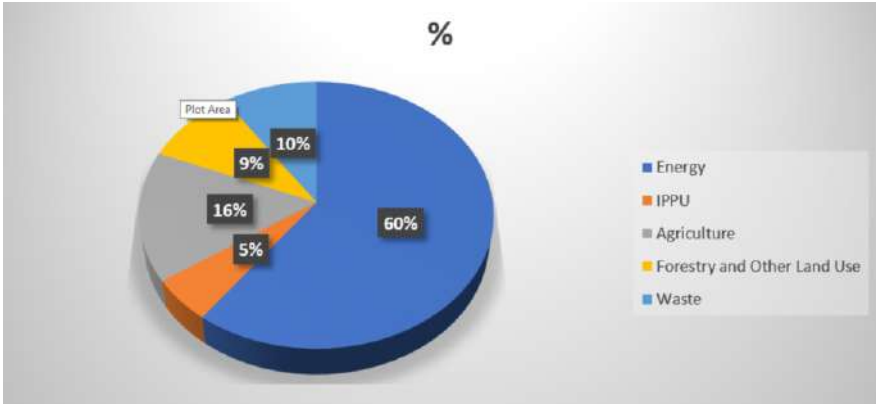


Figure 4: Percentage Emission contribution by sectors

2.1.1 Energy and Power Sectors



Credit: Africa Energy Portal and Moore Oil - Energy and Power Infrastructure amidst Workplace Gas Flaring

Nigeria's energy sector faces significant generation and distribution constraints. This is despite a partial privatisation of the electricity sector in 2013 to improve efficiency and attract private investment. Despite these efforts, the sector has continued to struggle. The major challenges are self-sufficiency in electricity generation and the capacity to evacuate and distribute generated power to end users. A complex national electricity grid, a non-cost-reflective tariff plan and sparse availability of pre-paid meters exacerbate the evacuation and distribution challenge faced by Generation Companies (**GENCOs**) and Distribution Companies (**DISCOs**).

The current state of public electricity supply takes a huge toll on the Nigerian economy making manufacturing and businesses which depend a lot on self-electricity generation far less competitive. This has also led to the proliferation of diesel generators thus worsening the huge emissions from the energy sector and smoke pollution in Nigeria's urban and rural areas.

In response to the crisis in Nigeria's energy sector, the government has invested in electricity transmission under the Presidential Power Initiative. Investments have also been made in renewable energy mini-grids and a new service-based electricity tariff structure that is cost-reflective. However, further investment is needed for the commercial utilisation of gas, especially the one that is currently being flared in oil and gas bearing locations across Nigeria.

2.1.2 Agriculture, Forestry and Other Land Use (AFOLU) Sector



Credit: Reuters/Akintunde Akinleye and CSDevNet

As part of Nigeria's NDC 2.0 commitment, the government planned that energy use in residential buildings would be rejigged to ensure that 48 per cent of the population (26.8 million households) will use Liquified Petroleum Gas (**LPG**) and 13 per cent (7.3 million households) will use improved cookstoves by 2030. The government also planned to eliminate kerosene lighting by 2030.

On energy efficiency, the government aimed at a 2.5 per cent per year reduction in energy intensity across all sectors. On electricity generation, the plan is to generate 30 per cent of the country's electricity needs from on-grid renewable energy generation. This would consist of 12 GW of additional large hydro, 3.5 GW of small hydro, 6.5 GW of solar PV, and 3.2 GW of wind power. The government also aims at 13 GW off-grid renewables, consisting of 5.3 GW mini-grids, 2.7 GW solar home systems and streetlights, and 5 GW self-generation.

The Nigerian government, under NDC 2.0, also planned to reduce grid transmission and distribution losses to 8 per cent of final consumption of electricity by 2030, down from 15 per cent in 2018. Also, the Nigerian government aimed to eliminate diesel and gasoline generators for electricity generation by 2030. There were also plans to completely replace diesel and single-cycle steam turbines with combined cycle turbines. The government also planned to strictly enforce compliance with the zero-gas flaring policy by 2030. There were also projections for a 60 per cent reduction in fugitive methane emissions by 2031.

Nigeria has a REDD+ Strategy to implement the forest sector plan to achieve NDC targets through reliance on the AFOLU potential for abatement. Nigeria also has some other forest and vegetation restoration programs, such as the Great Green Wall initiative, which are targeted at reducing carbon emissions, improving local livelihoods through capacity building in areas like sustainable forest usage.

Under the NDC 2.0, Nigeria planned to mitigate emissions from AFOLU through the implementation of Climate Smart Agriculture. This includes a range of measures taken to boost food security, enhance resilience and at the same time reduce greenhouse gas emissions in the agriculture sector (e.g. cropland, landscapes, livestock, forests and fisheries).

Furthermore, Nigeria planned to ensure 50 per cent intermittent aeration of rice paddy fields. There were also plans to reduce by 50 per cent the incidence of burnt crop residues by 2030. In forestry, Nigeria planned to improve natural forest management involving 128,528 hectares of natural forests in the southern belt and southwest quadrant of the country.

Nigeria's NDC 2.0 made plans for forest restoration. A total of 115,584 hectares of degraded forest area across the states in the southern belt, southwest quadrant and in states located in the savanna ecological zone of the country were primed for restoration under Nigeria's NDC 2.0. There were also plans to increase forest protection targeting 46,219 hectares of forest throughout Nigeria.

Fuelwood harvesting would be reduced by 19,346 hectares. Protection and restoration of mangrove forest ecosystems involving 13,012 hectares of mangrove ecosystems across all the coastal states in the Niger Delta were earmarked under Nigeria's NDC 2.0.



Credit: ITPulse and The Guardian News

2.1.3 Industrial Sector



Credit: Envynature and Dantherm Group

The Industrial Processes and Product Use (IPPU) sector includes GHG emissions from industrial processes, such as cement, iron and steel and ammonia production. GHG emissions from the IPPU sector were 5 percent of total GHG emissions in 2018.

The NDC 2.0 planned a phase-down of hydrofluorocarbons (**HFCs**) by cutting their production and consumption. The goal is to achieve a more than 80 per cent reduction in HFC consumption by 2047, in line with Nigeria's obligations under the Kigali Amendment.

Furthermore, in 2019, the Federal Executive Council endorsed Nigeria's National Action Plan to reduce Short-Lived Climate Pollutants (**SLCP**). Under Nigeria's NDC 2.0, there were plans to reduce SLCPs such as black carbon, methane and hydrofluorocarbon emissions by 42 per cent, 28 per cent, and 2 per cent respectively, in 2030 compared to a baseline scenario.

NDC 2.0 also projected that other health-damaging air pollutants, such as particulate matter (PM_{2.5}) and nitrogen oxides (NO_x), would also be reduced by 35 per cent and 65 per cent, respectively. Hence, the implementation of Nigeria's NDC would result in substantial local benefits for human health through reduced air pollution exposure, in addition to its climate change mitigation benefits.

2.1.2 Transport Sector

Transport constitutes a sizeable portion of emissions from the energy sector (21 per cent), as most vehicles are powered by either gasoline or diesel. The Federal government, through the Compressed Natural Gas (**CNG**) initiative, plan to reduce emissions in the transport sector by the introduction of 100,000 extra buses powered by CNG by 2030. There are also plans to ensure that the Bus Rapid Transport (**BRT**) would account for 22.1 per cent of passengers per kilometre by 2035. The government also aims to convert 25 per cent of Buses to CNG Fuel systems by 2030. Also, there are plans to ensure that all vehicles meet EURO III emission limits by 2023 and EURO IV by 2030.

2.1.5 Water Sector

The Nigerian government posits that a considerable proportion of the population in Nigeria is at risk of water stress, with less than 40 per cent having direct access to potable water.



Credit: NESREA and BusinessDay

Climate change has been identified as a strong factor in increased rainfall variability, resulting in flooding in some humid areas in Nigeria's south with devastating consequences. A case in hand is the 2012 floods which destroyed physical and durable assets estimated at N1.48 trillion (US\$9.5 billion) or about 2 percent of the rebased GDP of US\$510 billion.

Climate change-induced rainfall variability is also responsible for the decrease in precipitation in the

savannah north. This presents drought risk and a decrease in surface water in the north.

Water stress induced by climate change also causes insufficient supply to hydroelectric power stations which generation capacity suffers from low in-flow into the dams. Water transportation services along inland channels are impacted by increased water stress.

Nigeria's NDC 2.0 identifies water as an adaptation priority sector. The NDC projects that to achieve water security for every household, innovation, investment and collaboration are needed in a manner that ensures that services are sustainable and well-managed.

Under the foregoing, Nigeria's NDC 2.0 adopted an integrated water resources management (IWRM) approach for the sustainable development of the country's river basins. This approach aims at protecting and restoring degraded watersheds and wetlands to protect water resources and related ecosystem services. To improve the quality of water-producing ecosystems that serve as sources of water supply, Nigeria's NDC 2.0 also aims to improve the resilience of water supply infrastructure and increasing investment in water supply and sanitation infrastructure. These interventions are aimed at improving water access and uptake in urban and rural communities.

The improvement of water demand management and services under increasing climate change and uncertain climate risks are also priority policy concerns in Nigeria's NDC 2.0.

Overall, response measures in the water sector under Nigeria's NDC 2.0 are primed at using economic instruments and incentives to promote climate change adaptation technologies that enhance water resources efficiency and climate-resilient water management in the country.

2.1.6 Waste Sector



Pollution and indecent work at a Landfill in Nigeria – NLC Climate Change Advocacy at a Landfill in Abuja

Nigeria's waste sector contributed 9 per cent of total GHG emissions in 2018, with waste emissions expected to grow by 2030 under the business-as-usual scenario, in response to increasing population and economic growth. The GHG emissions from the waste sector result largely from disposal of solid waste through landfilling, dumping, incineration, open burning and treatment of domestic and industrial liquid wastes.

The priority mitigation measure in the waste sector under Nigeria's NDC 2.0 is a 10 per cent reduction in methane

emissions from organic solid waste through diversion to composting. Other actions proposed in Nigeria's NDC 2.0 to support mitigation action in the waste sector are captured in Box 1 below:

Box 1: Waste Mitigation Actions



Box 1: Waste Mitigation Actions

The NDC 2.0 highlights that a key element of Nigeria's approach to transforming the waste sector is a move to a more circular economy. The Circular Economy (CE) is a strategy that propels a society towards generating no waste, as all materials are maximally utilised in cyclic processes. It is intentionally designed and implemented to be incorporated in the production systems, elongating the lifecycle of materials and phasing out the concept of 'waste', and this, in turn, leads to a reduction in GHG emissions and their impact on the climate and the lived or physical environment.

2.2 NDCs Position on Cross-Cutting Issues



DG, NCCCS, Dr. Nkiru Maduekwe addressing the NLC NDC December 2024 Validation Meeting in Abuja, Group Work by Members of NLC Climate Change Network and Group Photograph at the Validation Meeting.

The NDC 2.0 observes that the delivery of the adaptation and mitigation priorities outlined above can be supported and guided by some cross-cutting issues.

2.2.1 Gender Inclusion

Nigeria's NDC 2.0 promotes capacity building for women in agriculture, forestry and other land uses at all levels; provision of agro-processing and storage facilities to small holder farmers groups especially women; redressing of

access by women to agricultural resources including animal husbandry and food processing activities in Nigeria in line with the 2019 National Gender Policy in Agriculture especially given that the high level of women in those activities – 70 per cent in farming, 50 per cent in animal husbandry and 60 per cent in food processing.

It also seeks to introduce and develop affordable clean cooking options, especially in rural communities and schools. It also prioritises the promotion of practical trainings for women on green jobs such as construction of wood efficient stoves and small biogas, conversion of agricultural waste to briquettes, plumbing cum other circular jobs, water plant treatment, nurseries and tree planting business.

2.2.2 A Whole of Society Approach

NDC 2.0 promotes extensive stakeholder engagement in a manner that includes and accommodates all vulnerable groups and sub-national entities.

2.2.3 Youths

Nigeria is a 'young' country with a median age of 18.4 years, and young people represent tremendous potential. However, in the context of economic slowdown, young adults are at a higher risk of unemployment or under-employment and poverty than the rest of the population.

This reality is exacerbated by the scourge of climate change.

In furtherance of the objectives of ambitious climate action, the Nigerian government prioritises access to education, especially vocational training. To achieve this, a Youth Action Manual on climate change was developed in 2020 in collaboration with the Nigerian Conservation Foundation as an accessible tool for youth taking climate action. It identifies opportunities for youth engagement in all NDC sectors and includes some tools on advocacy, communication, monitoring and evaluation, finance, and knowledge. In the preparation for the 2021 NDC update, several engagement meetings with representatives of youth groups were organised, and 8 working groups were established. Regional hubs were also established.

2.2.4 Sub-National Actions

Nigeria has a federal system of government, with three tiers of government – federal, state and local government. Vertical integration between these three tiers was identified as crucial in delivering on the ambitious targets set out in Nigeria's NDC 2.0. The government thus prioritises synergy with the 36 states, the Federal Capital Territory, and the 774 local government areas in Nigeria to coordinate climate action and to support one another to reinforce positive climate action outcomes. Several States

have already started their climate action programs in line with that of the Federal Government.

2.2.5 Green Jobs

The NDC 2.0 highlights the opportunity that climate action and transition to a green economy and society create in terms of Green Jobs. It noted that a climate-employment cost-benefit analysis allows a better understanding of the relative employment creation potential of the NDC policies. In a study conducted in 2020, it was estimated that over the period 2020 up to 2035, on average, around 12 million net additional jobs will be added across the economy as compared to a baseline scenario. The significant increase in employment needs to be interpreted considering the significant capital



investments (USD 80 billion), which could generate mass job opportunities in construction and installation in the short to medium term.

Public policies such as the adoption of Climate Smart Agriculture are noted by the NDC 2.0 to have the potential to add 3 million jobs across all sectors.

The NDC 2.0 report also considered the cost-effectiveness of green jobs from a hybrid of mitigation policy measures. For example, comparing the Biofuel with the cement policy reveals that both policies add a total of around 800,000 jobs to the economy. However, investments in the cement industry (USD 11.3 billion) are more than three times as costly compared to the requirements in the biofuel industry (USD 3.6 billion).

The NDC 2.0 highlights that for best returns per capita investment in terms of labour creation, climate action priority should be on the Agriculture, Forestry and Fishery sector, which presents the highest job multiplier and is currently the largest employer of labour in Nigeria.

2.2.6 Just Transition

The NDC 2.0 notes that climate action does not guarantee automatic social and employment gains. It buttresses that climate policies have positive job outcomes only if accompanied by just economic, social and labour policies (Just Transition Policies). The NDC 2.0 also highlights the Federal Government's commitment to pursue Just Transition policies and engage in social dialogue. The NDC 2.0 projects the government's aspiration to maximise employment and economic growth while protecting potentially negatively impacted populations.

Under NDC 2.0, the Nigerian government posits its commitment to supporting skills development in renewable energies and high productive agriculture, forestry and agro-processing while ensuring social protection for the most vulnerable. In the implementation of the NDC 2.0, particular attention was given to the agricultural, forestry and fisheries sector to unlock its significant job creation, poverty and emission reduction potential.

The NDC 2.0 recognizes that integrating rights to decent work and environmental justice is at the core of the interest of workers. The government and trade unions believe that this can be best achieved if the process is inclusive and democratic.

NDC 2.0 also underpins that to deliver a just transition, it would be crucial for Nigeria to understand both the potential impacts of climate change on key stakeholder groups, such as the youth and vulnerable groups, whilst also considering what their role can be in delivering a low-carbon and climate-resilient economy.

2.2.7 Climate Finance

The estimated investment required over the implementation period of Nigeria's NDC 2.0 (2021-2030) to deliver the conditional target is estimated to be about 177 billion USD 2021. The bulk of investments, about USD122 billion over 10 years, would need to be targeted at the electricity generation sector, a development priority of the government. Further significant investments are needed in energy efficiency, transport, agriculture, and oil and gas.

The investment needs of up to USD 177 billion over 10 years are economy-wide productive investments, not 'costs' exclusively burdening the government budget. The investments to deliver Nigeria's conditional contribution

will be made by domestic and international commercial investors, development partners, both bilateral and multilateral, and the government. International support is required for Nigeria to meet this ambitious NDC contribution, using the full range of financing modalities, such as grants, preferential finance and blended finance, and green bonds.

It is important to note that there is no clear mention of financing for Just Transition in the Climate Finance aspect of the NDC 2.0.







Chapter

3

Overview of International Positions

“ This policy paper identifies and communicates the position taken by international organisations in their official documents focusing on climate and just transition issues ”

OVERVIEW OF INTERNATIONAL POSITIONS



NLC President, Joe Ajaero, with AfDB, ITUC and IOE officials at the NLC Side Event at COP 28 in Dubai, UAE

Given years of consistent advocacy on workers' concerns and issues about climate change and just transition, there has been significant efforts to develop the advocacy issues into concrete policy positions in international working-class related documents on climate change and just transition.

In furtherance of this intent, this policy paper identifies and communicates the positions taken by the following international organisations in their official documents and

which focus on climate and just transition issues, especially those that address working class concerns:

1. International Labour Organisation (ILO) - Just Transition Towards Environmentally Sustainable Economies and Societies for All (ILO ACTRAV Policy Brief); User's manual to the ILO's Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All (2015); and the International Labour Congress 2023 Resolution on Just Transition.
2. United Nations Framework Convention on Climate Change Processes - Silesia Declaration (Ministerial Framework Solidarity Agreement, COP 24).
3. International Trade Union Confederation (**ITUC**) – ITUC Policy Statement on Climate; Decent Work as Nexus Between Climate Change and Migration, Climate Change Policy and Policy Paper; Decent Work and Social Justice as Drivers for Sustainable Development (Sectoral Position Paper to the High-Level Political Forum).
4. Congress of South African Trade Unions (**COSATU**) Policy Paper on Just Transition to a Low-Carbon and Climate-Resilient Economy.

3.1 Positions from the International Labour Organisation Documents

In 2015, the International Labour Organisation (ILO) under the landmark Paris Agreement developed Guidelines for a Just Transition Towards Environmentally Sustainable Economies and Societies for All. This was followed by the development of a User's Manual for enhanced understanding. Subsequently, in 2023, the ILO developed and passed a Just Transition Resolution at its International Labour Conference as a profound statement of commitment to climate justice through just transition for workers and their communities. The position of the ILO on several cross-cutting issues identified in the foregoing in Nigeria's NDC 2.0 are as follows:



Brother Eric Manzi (ITUC-Brussels), Brother Robert Marinkovich (IOE) and Sister Boitumelo Moletle (COSATU) at the NLC Side Event on the NDCs at COP 29 in Baku, Azerbaijan

3.1.1 Gender Inclusion

One of the guiding principles of the ILO Just Transition Policy Guideline (ILO JTPG) is that climate change policies and programmes need to consider the strong gender dimension of many environmental challenges and opportunities. Specific gender policies should be considered to promote equitable outcomes, social inclusion, especially through social dialogue and affirmative action, access to affordable and environmentally sustainable energy and payments for environmental services of relevance to women and rural dwellers. Furthermore, while a just transition should secure livelihoods and eliminate poverty, it should not reproduce existing gender stereotypes in the new jobs which decarbonisation will generate.

3.1.2 A Whole of Society Approach

The ILO JTPG encourages governments to adopt and actively engage through social dialogue and collaborative efforts among governments, employers' and workers' organisations, with the support of international organisations, to effectively incorporate enabling policies for a transition towards environmental sustainability. This whole-of-society approach through tripartite plus engagement platforms will greatly enhance the acceptability and effectiveness of the government decarbonization plan.

3.1.3 Youths

The ILO JTPG mentions the need for government and social partners to promote equal access to opportunities for skills acquisition and recognition for all, for young people who need to be redeployed, including across borders, and for owners and workers of MSMEs by offering specific training services, ensuring suitable timing and duration and promote supportive policies to enable individuals to balance their work, family and lifelong learning interests:

3.1.4 Sub-National Action

The ILO emphasises the importance of governments establishing and strengthening institutional and technical capacities of sub-national authorities at the regional and local levels to guide the transition, and to address the necessary changes in regional economies.

3.1.5 Green Jobs

The 2013 International Labour Congress conclusions



paragraph 14(m) states that “International labour standards offer a robust framework for addressing the challenges to the world of work associated with the greening of the economy and, more broadly, with the transition towards sustainable development and poverty eradication.” This entails the greening of economies in ways that present many opportunities to achieve social objectives. This requires green economies to be the new engine of growth, both in advanced and developing economies, and a net generator of decent jobs that contribute significantly to poverty eradication and social inclusion. The ILO posits that the promotion of green jobs, both in traditional and emerging sectors, should foster a competitive, low-carbon, environmentally sustainable economy and patterns of sustainable consumption and production, contribute to the fight against climate change, improve job quality and incomes in sectors like agriculture, construction, recycling and tourism and minimize the displacement of workers and job losses.

3.1.6 Just Transition

The ILO calls for a just transition that anticipates employment impacts, provides adequate social protection, develops skills, enables workers' right to organise and bargain collectively, promotes social dialogue and fosters coherent policies through a just transition framework.

3.1.7 Climate Finance

The ILO JTPG highlights the need for climate finance to get to the most vulnerable population and sectors. It emphasises the importance of integrating climate finance into broader sustainability strategies. The ILO also advocates the use of public finance in investment in green projects with emphasis on the use of public procurement to incentivise a shift to environmentally sustainable goods and services and promote social inclusion by ensuring that enterprises, in particular MSMEs and disadvantaged groups, can apply for public contracts.

3.2 United Nations Framework Convention on Climate Change – Silesia Declaration

The Silesia Declaration, adopted in 2018 at COP 24 in Katowice, Poland, outlines commitments to support international solidarity for a just and equitable transition to a green economy. It was signed by 54 countries around the world, both from the global north and global south, including Nigeria and four other African countries (Eswatini, Gabon, Namibia, and Togo). It focuses on issues such as environmental protection, economic growth, and social inclusion. The declaration emphasises collaboration among local governments, businesses, and civil society to address challenges like climate change and urban development.

3.2.1 Gender Inclusion

The Silesia Declaration on Gender Inclusion emphasises the importance of gender equality in climate action. It recognises that women and marginalised groups are disproportionately affected by climate change and aims to ensure their voices and needs are central in climate policy and decision-making processes.

The Silesia Declaration promotes women's empowerment, participation, integration and visibility in data resources. Overall, the declaration represents a commitment from various stakeholders to prioritise gender inclusion as a fundamental element of effective climate responses.

3.2.2 A Whole of Society Approach

The Silesia Declaration on a Whole of Society Approach emphasises the importance of engaging all sectors of society in climate action. This approach recognises that addressing climate change requires collaboration among governments, businesses, civil society, and individuals. Key elements include inclusive participation, multistakeholder engagement cum management, local action and education cum public awareness initiatives.

3.2.3 Youth

The Silesia Declaration on Youth highlights the crucial role of young people in addressing climate change. It

emphasises the need to actively involve youth in climate action and decision-making processes. Key elements of the declaration in this regard include youth empowerment, participation, collaboration, intergenerational equity and capacity building. The declaration aims to foster a supportive environment where young people can contribute meaningfully to climate action, reflecting their critical role in shaping a sustainable future.

3.2.4 Sub-National Action

The Silesia Declaration on subnational action emphasises the role of subnational entities—such as states, cities, and local governments—in combating climate change. It recognises that these entities are often at the forefront of implementing climate policies and initiatives.

Key elements of the declaration include enhanced collaboration between national governments and subnational entities to align efforts and scale up climate action; local leadership; capacity building, local knowledge integration and visibility in data and reporting. Overall, the declaration aims to strengthen the role of subnational actors in achieving climate goals and highlights the need for supportive frameworks that enable effective local action.

3.2.5 Green Jobs

The Silesia Declaration emphasises the importance of creating sustainable employment opportunities as part of the transition to a low-carbon economy. It recognises that addressing climate change can drive economic growth and job creation while promoting environmental sustainability. Key points of the declaration include job creation, skills development, inclusive growth, policy support and collaboration. In this regard, the declaration aims to create a framework for integrating environmental sustainability into economic development, ensuring that the transition to a greener economy is just and equitable

3.2.6 Just Transition

The Silesia Declaration on Just Transition emphasises the need for a fair and equitable transition to a low-carbon economy. It recognises that while addressing climate



change is essential, it is equally important to ensure that this transition does not disproportionately impact vulnerable workers and their communities. Key elements of the declaration include equity and inclusion, support for affected workers, community engagement, social protection and sustainable development. Concerning just transition, the Silesia declaration aims to foster a transition that not only addresses climate change but also promotes social equity and economic resilience.

3.2.7 Climate Finance

The Silesia Declaration on Climate Finance underpins the critical role of finance in addressing climate change and supporting countries in their climate actions. It emphasises increased investment in sustainable development, climate resilience, resource mobilisation, accessibility, long-term investment, transparency and accountability and capacity building. The declaration thus aims to strengthen the global financial framework necessary for tackling climate change while ensuring that financing mechanisms are inclusive and equitable.



3.2 Positions of the International Trade Union Confederation (ITUC)



*NLC Climate Change Energy/Power Sector Social Dialogue
with Sister Giulia Lagana of ITUC in attendance*

The International Trade Union Congress (ITUC), which is the largest global federation of trade unions, has a Just Transition Centre (JTC). The Just Transition Centre was established in 2016 by the ITUC and its partners. The JTC has worked on several documents related to climate change and its impacts on the economy and the worker. The JTC brings together workers and their unions, businesses and governments in social dialogue and stakeholder engagement with communities and civil society to ensure that labour has

a seat at the table when planning for a just transition to a low-carbon global economy.

3.3.1 Gender Inclusion

The ITUC policy document, “Women and Just Transition: Steps Trade Unions Can Take to Promote Gender Justice”, highlights that the transition to cleaner energy presents wide-ranging opportunities for women to benefit. For instance, this shift could free up time spent on unpaid activities such as fuel collection or cooking with traditional stoves, thereby enabling increased engagement in paid economic activity. It can also create new entrepreneurial opportunities, particularly in areas such as solar product distribution, small-scale renewable projects and energy efficiency services, which may offer accessible entry points for women.

To sustain this, steps must be taken to ensure that as the renewable energy sector grows, it does not repeat the gender biases that are evident in traditional energy production. Furthermore, in line with the ITUC policy brief “Decent Work at The Nexus Between Climate Change and Migration”, it is important that there is equality in the new social pact especially in ways that guarantee equal pay for work of equal value and ending all discrimination, whether based on gender, gender identity, ethnicity, migration status, ideology, religion, social status, or any other grounds in the workplace and society.

3.3.2 A Whole of Society Approach

The ITUC posits that a whole-of-society approach to addressing climate-driven migration involves the collective efforts of various stakeholders, including government, trade unions, employers, civil society, and international organisations. The documents emphasise the importance of social dialogue and inclusion as drivers of an effective policy.

3.3.3 Youth

The ITUC at its **“Boosting The 2030 Agenda: Decent Work and Social Justice as Drivers of Sustainable Development”** Workers and Trade Unions Major Group Sectoral Position Paper to The High-Level Political Forum (HLPF 2024), emphasised the importance of establishing statutory or negotiated minimum living wages through statutory processes or collective bargaining positing that minimum living wages should apply to all workers, including youth.

3.3.4 Green Jobs

The ITUC prioritises SDG 8 in a way that enables the other SDGs. It also demands the creation of decent and climate-friendly jobs to reach full employment worldwide through investment in care, green jobs and infrastructure and formalising informal sector employment.

3.3.5 Just Transition

ITUC emphasises the need for a Just Transition framework that addresses the intersections of climate change, migration, and decent work. While highlighting the nexus between climate change impacts and migration, it underscores the importance of Decent Work principles to be included in Just Transition, even for migrant workers. It also listed that training and reskilling are important for emerging green sectors and those impacted by climate change.

3.3.5 Climate Finance

ITUC demands that States must substantially scale up their climate finance commitments and fulfil them through grants or low-interest loans to low-income countries to support their decarbonisation efforts. Such scaled finances must pass through regulatory frameworks and accountability mechanisms to avoid greenwashing and ensure that all labour rights are respected. To this end, the Loss and



Damage Fund created at COP28 must be financed adequately to support Global South countries in investing in mitigation projects to reduce climate impacts and address the damage done to lives, livelihoods, infrastructure and the biosphere. The ITUC also calls for increased international climate financing for developing countries. The ITUC further demands that the New Collective Quantified Goal (NCQG) be aligned with Just Transition Principles and marked by social dialogue, sufficient public funding throughout the climate finance cycle, including feasibility, implementation, and evaluation.

3.4 Position from COSATU Documents



Credit: COSATU - 2024 Global South Conference on Just Transition in Johannesburg, South Africa

Congress of South African Trade Unions (COSATU) in its policy document “**A Just Transition to Low Carbon and Climate Resilient Economy**”, posits that climate change impacts workers directly and indirectly. The document

posits that climate change is affecting issues like water supply and food prices that are important to the working class. It also emphasises the need for climate education in ways that aid planning and organising to deal with the impacts. The key issues for COSATU include building full employment, decent jobs and livelihoods, gender equality, clean water for all, food security, affordable access to health care, better education, and decent housing in well-planned settlements with a good and affordable transport system. COSATU prioritises helping workers and people to unite for environmental sustainability by building an economy which puts people above profits as a key strategy against climate change.

COSATU documents address some of the cross-cutting issues highlighted in Nigeria's NDC 2.0.

3.4.1 Gender Inclusion

COSATU highlights the vulnerability of women to the impacts of climate change, such as the impact on sectors such as agriculture and water supply on their day-to-day lives and livelihoods. It notes that women will suffer the most from rising prices and shortages because women mostly constitute small-hold farmers in Africa. COSATU's position also views women as administrators of household consumption. This means that higher prices would translate to increased domestic work for women to feed and care for their families.

COSATU views “**energy poverty**” as including denying women access to electricity, either due to paucity of infrastructure, high electricity prices or inadequate basic income. Under such circumstances, women and children are forced to rely on coal with its unhealthy fumes, dangerous paraffin stoves and candles, or firewood which collection is time-consuming and poses a threat to education and health access.

COSATU's position cautions against gender bias against women and advocates for a Just Transition that gives equal opportunity to all, including women and other vulnerable groups.

The COSATU Just Transition document posits that climate green jobs can help promote gender equality, because new kinds of jobs created can be opened to both men and women alike, and with equal pay for equal work. The fossil fuel industry, like coal mining, has been male-dominated. COSATU advocates that renewable energy should focus on the entire workforce.

3.4.2 A Whole of Society Approach

COSATU's Just Transition policy emphasises a "whole of society" approach to ensure equitable transition to a sustainable economy. This approach demands **Stakeholder Engagement, Equitable Job Creation, Skills Development, Social Safety Nets, Community**

Involvement, Environmental Justice, especially on injustices faced by marginalised communities. It must be anchored on a **Long-term Vision** for balanced economic growth, social equity, and environmental protection, aiming for a resilient economy that benefits everyone.

3.4.3 Youth

COSATU Climate Change Policy points out the need to create training programmes for unemployed youth so that they have the skills for new “green jobs.” The document notes that preparing for climate change now saves societies money in the long run. COSATU documents advocate for youth involvement in the process of climate change and just transition.

3.4.4 Sub-National Action

COSATU documents highlight that climate change, though global, yet the impact is first felt at the local and subnational level. Hence, the sub-national level should also play a key role in climate action. COSATU also posits that subnational governments can help drive green job creation by insisting on procuring green products and services, given that it is at the level of local authorities that many climate mitigation and adaptation plans are implemented. COSATU encourages its affiliates through its provincial and local structures to embark on joint efforts to engage local authorities to embark on radical actions to reduce carbon emissions as well as to manage the impacts of climate change being experienced in South Africa.

3.4.5 Green Jobs

COSATU documents point out the need for training programmes for unemployed youth so that they have the skills for new “green jobs.” COSATU Climate Policy documents also point out and warn that a transition to green jobs may end up being an unjust transition **“unless the working class and its organisations take up the issue of climate change seriously, as all the talk about 'green jobs' will amount to nothing except being another site of accumulation for capitalists.”**

3.4.6 Just Transition

COSATU supports a “just transition” to a low-carbon economy. For COSATU, “just transition” means changes that do not disadvantage the working class worldwide, that do not disadvantage developing countries, and where the industrialised countries pay for the damage their development has done to the earth's atmosphere. COSATU also believes that a just transition provides the opportunity for deeper transformation that includes the redistribution of power and resources towards a more just and equitable social order.

The COSATU Just Transition blueprint for workers in three sectors of the South African Economy, Coal Energy Value Chain, Agriculture and Transport which was developed in 2022 made five key demands on behalf of workers - Employment-creating and sustainable industrial policy; A

Universal Basic Income Grant (UBIG); Reskilling and upskilling; Land redistribution and putting an end to austerity through a climate just macroeconomic framework warning that a wrong kind of transition could take place if proper actions are not taken.

3.4.7 Climate Finance

COSATU emphasises the need for Global Climate Fund to provide finance through direct grants, not loans. The Fund must not become another mechanism for creating debt and impoverishment of developing countries.



2nd NLC Side Event, COP 29, Baku – L-R: Comrade Eche, Brother Bert, Dr. Tarfa, Dr. Abba Kalgo (Com. Kebbi State) and Sister Rhoda Boateng (ITUC-Africa)



Comrade Eche Asuzu Chairing a Session of ITUC Global Strategy Session at COP 29 in Baku

DG, NCCCS, Dr. Maduekwe and ICAT Director Visits the NLC General Secretary, Comrade Emmanuel Ugboaja at the Labour House, Abuja

OVERVIEW OF INTERNATIONAL POSITIONS



Resource Persons at NLC Side Event, COP 28, Dubai: L-R: Comr. Eche Asuzu, Hon. Ugbor, Prof. S. Fada, Comr. Joe Ajaero, Bro. D. Sherrell, Sis. R. Boateng



L-R: Com. Eche Asuzu, Sister Giulia Lagana and Sister Boitumelo at a Panel Discussion at the Global South Just Transition Summit in Johannesburg, South Africa



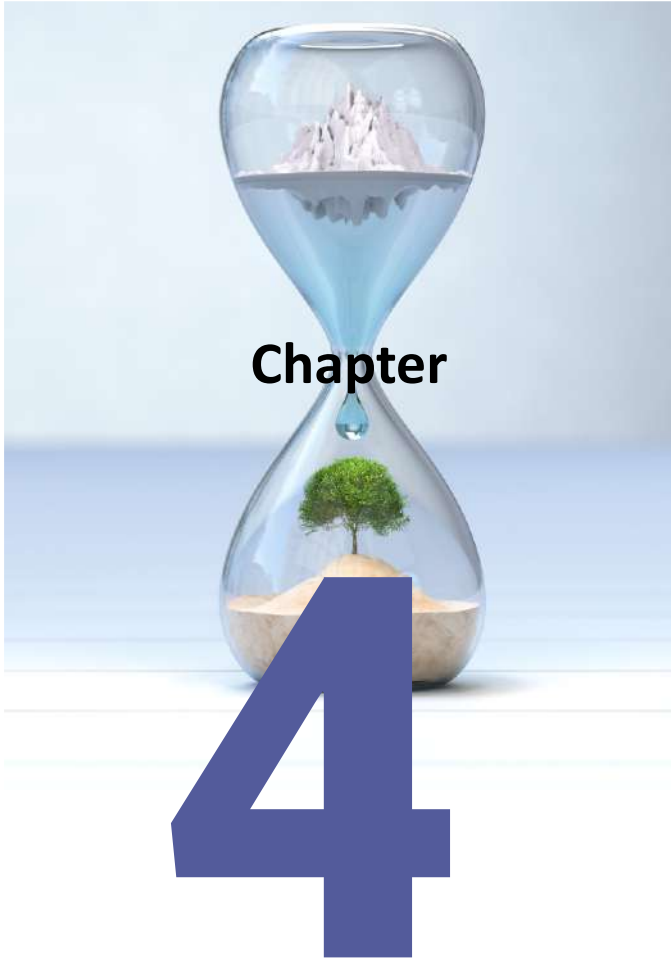
NLC Climate Change Network and Sister Giulia Lagana pay Advocacy Visit to Agriculture Workers in Abuja



**Climate Justice MINUS Workers
On The Table = Workers on the Menu**

**NO JUST TRANSITION
WITHOUT QUALITY
PUBLIC SERVICE**





Chapter

4

A Review of Impact Analysis

“ Climate action can enhance workers' rights by promoting safer working conditions in sectors vulnerable to climate change, such as agriculture and construction ”

A REVIEW OF IMPACT ANALYSIS

The NDC and other national policies and actions designed to mitigate and minimise the impact of climate change are necessary. However, there is a need for various sectors to analyse and prepare for the potential impact of such policies and actions and prepare to adapt their operations to them.

This chapter considers how the implementation of the NDC policies may impact several key issues for labour movements, including the NLC. These issues include:

- * ILO Decent Work Agenda.
- * Industries
- * Environment
- * Social Structure of Society.

4.1 Impact on ILO Decent Work Agenda

One of the most important purposes of work, apart from being a source of income and livelihood, is that it provides identity and dignity to the worker. It is for this purpose that the concept of decent work is a necessity, and it has become a core agenda for both the ILO and trade unions globally. It is in cognisance of this that during the UN General Assembly in September 2015, decent work and the four pillars of the Decent Work Agenda (**DWA**) – employment creation, social protection, rights at work, and social

dialogue – became [integral elements](#) of the new 2030 Agenda for Sustainable Development. Goal 8 of the [2030 Agenda](#) calls for the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work, as key areas of engagement for the ILO and its constituents.

The NLC, as a partner organisation to the ILO, is committed to promoting the Decent Work Agenda. The NLC also recognises the challenges that both climate change and climate action may have on DWA in practical terms. The Paris Climate Agreement, which was signed in 2015, is in line with SDG 13, which calls for urgent climate action. One of the main commitments agreed upon by all parties to the Paris Agreement was the Nationally Determined Commitments (NDCs).

The NDCs are at the heart of the Paris Agreement and the achievement of its long-term goals. NDCs embody efforts by each country to reduce national emissions and adapt to the impacts of climate change. The [Paris Agreement](#) (Article 4, paragraph 2) requires each Party to prepare, communicate and maintain successive NDCs that it intends to achieve. Parties shall pursue domestic mitigation measures to achieve the objectives of such contributions.

Nigeria committed in its 2021 NDCs to reduce emissions unconditionally by 20 per cent and conditionally by 47 per

cent in 7 sectors of the economy. Action on this commitment will impact the workplace and the DWA. The four Pillars of the Decent Work Agenda are (see Figure 5):

The NLC in reviewing the impact of the NDCs and other climate action commitment that the country is implementing on ILO DWA came up with the following potential impacts as can be seen in table 2.



Figure 5: ILO Decent Work Agenda

Table 2: Potential Impacts of NDC Implementation on ILO Decent Work Agenda			
AGENDA	NLC Notes	NLC Concern	ADDRESSED IN NDC
Job Creation and Transformation	Transitioning to low-carbon economy can create new jobs in renewable energy, energy efficiency, and sustainable agriculture.	This shift requires reskilling and upskilling workers, aligning with the ILO's goal of promoting decent work opportunities.	It is addressed
Worker Rights and Safety:	Climate action can enhance workers' rights by promoting safer working conditions in sectors vulnerable to climate change, such as agriculture and construction. Ensuring that workers are protected from climate-related hazards including toxic substance inhalation and contact, heat stress in alignment with the ILO's commitment to decent work.	The NLC notes that, though not justified, the cost and burden on organisations to transition to a green economy may lead to reduced investment in ensuring workers' rights and safety. This, however, can be allayed by training and reskilling workers for the transition and a proper social safety net for people whose jobs will be affected by the Just Transition	Not directly addressed
Social Protection	As climate change impacts livelihoods, social protection systems become essential. The ILO advocates for comprehensive social protection that can help workers adapt to climate-induced changes, ensuring they maintain decent living standards.	In the current economic system, where less developed economies need capital to transition to the green economy, finance maybe prioritized to capital productive investments like emission efficient technology ahead of workers welfare and social protection.	It is addressed
Social Dialogue	As the Climate Change impact increases and actions are being taken to either mitigate or adapt to the impacts, it will become inevitable that changes will have to be made in the workplace. These changes will be due to the effort to transition to a greener economy, greener fuel etc. This process must involve social dialogue and tripartite engagements.	As the country works at meeting its emission reduction commitments, it may exert its impact on the workplace. Also, as the NDC target date of 2030 gets closer, there may be pressure for governments and organisations in a rush to meet their emission reduction targets to ignore social dialogue with other tripartite members.	It is addressed and was part of the process of the NDC development

4.2 Economic Impact

The Country's NDCs, as stated earlier, cover seven (7) sectors. The seven sectors are key areas of the economy, and two of the seven sectors (Agriculture and Industry) employ over 47 per cent of the working population. These sectors will all have climate actions, either mitigation or adaptation, introduced to their various production processes (e.g. climate-smart agriculture), which will alter the nature of work in the space and the inherent productive process.

It is therefore important for trade unions to anticipate these potential impacts and plan for a just transition for their members to minimise shocks and or be positioned to maximise new opportunities that the transition will bring to the Economy. Table 2 highlights each sector against its mitigation or adaptation priorities and the potential impact it will have on the productive process of identified sectors and the broader economy.

Table 3: Economic Impact Of NDCs on Sectors

Sector	NDC Adaptation Policy	NDC Mitigation Policy	Potential Impact
AFOLU	The push to adopt Climate Resilient Agriculture (CSA) using new technology and smart processes. These technologies and processes emphasise less vulnerability to uncertainty caused by climate change.	This sector is currently the second-largest GHG emission sector (25 per cent) in the country. Introduction of CSA technology and process will ensure that the impact on natural resources by agricultural processes is reduced. Also, it will introduce processes and technology that will reduce carbon emissions from agriculture. A major contribution to a net-zero target by the AFOLU sector will be forestry through practices such as: ➤ Increased afforestation programs ➤ Improved forest restoration ➤ Increased forest protection (46,219 ha of forest throughout the country) ➤ Reduced fuelwood harvest (Reduce the area of forestland used for fuelwood harvesting by 19,346 ha) ➤ Protection and restoration of mangrove forest ecosystems (13,012 ha of mangrove ecosystems across all the coastal states in the Niger Delta)	Agriculture is one of the sectors that is most sensitive to climate change. Under a business-as-usual scenario, the NDCs project that farm yield could reduce by as much as 10 - 25 per cent. This could in the short to medium term reduce farm productivity especially in areas contiguous to forests and will in turn affect national GDP, employment and lead to a food security crisis which may lead to societal upheaval.

INDUSTRY	No major Adaptation process noted	Currently, Industry Process and other Products Use (IPPU) contributes about 5 per cent of GHG emissions directly (without factoring energy use, which is covered under the industrial sector) in the country and is one of the sectors that both the NDC and LT -LEDS targets to reduce emissions. For Nigeria, this reduction will be achieved by focusing on hydrofluorocarbons (HFC) gases in line with the Kigali Amendment of the Montreal Protocol. The goal is to cut HFC use by up to 80 per cent by 2040. This, as well as other short-lived pollutants that are currently part of the industrial processes, are to be phased out to enable the country to achieve its NDC 2.0 commitments.	➤ Emissions Regulations : Stricter emissions targets may require manufacturers to invest in cleaner technologies, which can increase operational costs but also drive innovation. ➤ Export Competitiveness : Industries that adapt early to sustainable practices may gain a competitive edge in international markets increasingly focused on sustainability.
OIL AND GAS	No Major Adaptation Process Noted	Fugitive emissions of methane from the production process of the Oil and Gas sector are huge (About 21 per cent of total GHG emissions). One of the main mitigation actions will be to cut emissions from fugitive emissions. Another culprit of emissions in the sector is gas flaring. The goal will be to stop gas flaring by 2030 by converting most flares to use in the energy sector as the country targets to transition from other hydrocarbons to gas as its transitional fuel (as outlined in the LT -LEDS).	The conversion to lower carbon hydrocarbons like natural gas and CNG for domestic consumption as transition fuels may cushion the economic impact of reduced demands for oil and gas from the international markets. However, on the workers side this would demand a lot of job transition and training to be able to tap into this opportunities.

POWER	The push for renewables promotes cleaner energy and helps boost energy access, especially in rural areas.	Power generation is currently based mainly on hydrocarbon-based power plants. In its quest to mitigate emissions from this sector, the NDCs take various actions, including improving the efficiency of energy usage in both domestic and industrial use, and the introduction of renewable power sources such as solar, wind and more hydro power sources.	➤ Renewable Energy Development: Nigeria's NDCs emphasise transition to renewable energy sources. This can stimulate investments in solar, wind, and hydropower, creating jobs and reducing reliance on fossil fuels. ➤ Energy Efficiency: Industries may adopt more efficient technologies, leading to reduced energy costs and lower emissions. ➤ This transition, if done well, will create new opportunities for green jobs in the renewable energy sector. However, those opportunities require new skills and may require capital for businesses to migrate to be able to make use of the opportunity.
TRANSPORTATION		This sector is currently based on gasoline and diesel engines, and this contributes much to GHG emissions. As part of the plan to transition from fossil fuels, both the NDC and LT -LEDS are promoting the use of CNG as gas is more accessible and cheaper for Nigerians as a transition fuel. However, in due course, it might be necessary to transition to electric-powered vehicles.	➤ Infrastructure Investments: NDC may lead to improved public transport and infrastructure for electric vehicles, reducing emissions and improving urban air quality. ➤ Shift to Low-Emission Vehicles: This can boost local industries

		The FGN is already pushing for the use of CNG both as a quest to achieve its NDC targets and due to the high cost of nonsubsidized petrol , which is h itting hard on workers' income.	involved in manufacturing and servicing electric vehicles. ➤ It is also possible that informal economy workers in the sector may lose their jobs owing to the deficit in skills needed for the transition to a green economy.	
WATER	The NDCs list the water sector both in the adaptation and mitigation plans. Water is a vital resource both for domestic and commercial use, and water as a resource is vulnerable to climate variability. For these reasons , certain adaptation methods are listed in the NDCs to eliminate or minimise the impact of climate change in the water sector. ➤ Adopt an integrated water resources management (IWRM) approach for the sustainable development of the country's river basins. ➤ Protect and restore degraded watersheds and wetlands to protect water resources and related ecosystem services. ➤ Improve the quality of water - producing ecosystems that serve as sources of supply		A considerable proportion of the population is at risk of water stress, with less than 40 per cent having direct access to potable water. Climate change brings increased variability in rainfall, resulting in flooding in some humid areas in the south in the country and a decrease in precipitation in the savannah north. This may cause productivity challenges in agriculture and allied industry. In extension this extremity may affect public infrastructures and supply chain, therefore affecting business and livelihoods of workers.	

WASTE	The waste sector contributed to 9 per cent of total GHG emissions in 2018, with waste emissions expected to grow by 2030 under the business -as-usual scenario, in response to increasing population and economic growth. GHG emissions from the waste sector result largely from disposal of solid wastes through landfilling, dumping, incineration, open burning and treatment of domestic and industrial liquid wastes. The priority mitigation measure in the waste sector is a 10 per cent reduction in methane emissions from organic solid waste through diversion to composting.	➤ Increasing legislation enforcement by strengthening/expanding the relevant institutions, such as NESREA. ➤ Increasing waste -to-wealth schemes nationwide , which create jobs and reduce landfills, including the implementation of the Extended Producer Responsibility Scheme (EPRS). ➤ Creating new waste management PPPs to convert organic and agricultural waste into animal feed and make the same available all year-round in Northern Nigeria , where livestock rearing is common. ➤ Revising or revamping waste management projects that have already been established by the federal government, to help meet the 10 per cent emissions reduction target.	The promotion of processes such as waste-to-wealth schemes and circular economy can help create employment and boost the productivity of the economy by integrating groups that were hitherto outside the economic space.
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4.3 Impact of NDCs on the Environment

The environment is a key component of any society. It is for this reason it is always important for an assessment of the potential impacts of any action/process on the environment before proceeding on such endeavour. It is also important to understand how such processes affect the health, balance and sustainability of the natural environment.

4.3.1 Impact of NDCs on the Natural Environment

The NDC itself is designed to restore the rate of change of the Earth's climate to rates that are sustainable to the livability of human beings. The implementation of the NDCs significantly impacts the environment in several ways (see Figure 6)

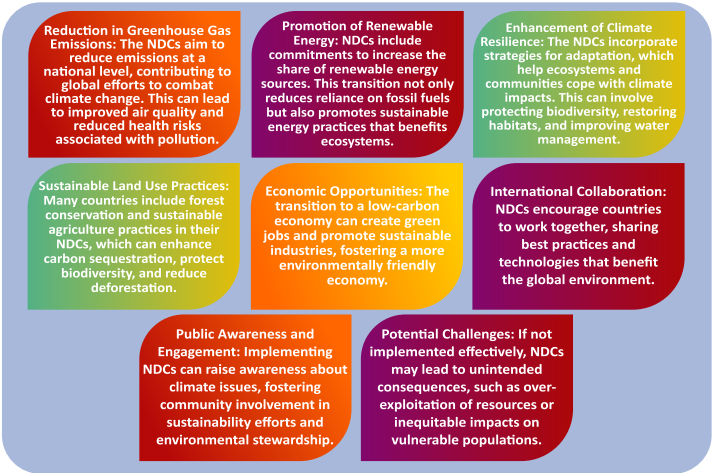


Figure 6: Potential Impact on the Environment of the NDCs

Overall, the successful implementation of NDCs can lead to significant environmental benefits, contributing to a more sustainable and resilient planet.

4.3.2 Impact of NDCs on Workers' Health and Productivity

Key findings from the World Health Organisation (WHO) NDCs Review Document state that “**Public health considerations are already included in most NDCs.** As of December 2019, 70 per cent of NDCs submitted (129 out of 184) included health considerations”. The same document, however, further goes on to state that “**The health co-benefits of climate policies are rarely reflected in current NDCs,** with 10 per cent of NDCs (18 out of 184) highlighting the health co-benefits of mitigation actions or policies and 3 per cent of NDCs (5 out of 184) emphasising the health co-benefits of adaptation actions. Most NDCs that mention health co-benefits refer to the health benefits of general mitigation or adaptation (13 NDCs), but a few NDCs do mention specific sectors, such as energy (3 NDCs), waste management (1 NDC), or forestry (1 NDC).”

The NDCs implementation process involves several mitigation and adaptation actions all aimed at reducing the rate of emissions of GHGs into the atmosphere. These actions impact the environment of the work and living space of the worker and therefore also can affect their health and, by extension their productivity. Table 4 below shows some of these actions and their potential impacts.



Members of the NLC Climate Program at a Meeting with Nigeria JT Consultants for the Mainstreaming of Workers' Position in Nigeria's JT Guideline



Comrade Chinyere Amogu, NLC Climate Change Unit Assistant, reading NLC Address at the 2025 Just Transition National Stakeholders Meeting in Abuja



Comrade Nanman Philemon Kash delivering the NLC JT Position at the Lagos JT Stakeholders Meeting



ITUC Global Delegation to COP 28 in Dubai, UAE



L-R: Sisters Rebecca Okello, Boitumelo Molete and Tendai Makanza at the ITUC Global Strategy Meeting



Members of NLC Climate Change Program leads Sister Lagana to a courtesy visit to AUPCTRE National Secretariat for an advocacy for Waste Workers

Table 4: NDCs Actions and Impact on Health and Productivity

Action	Health Impact	Productivity Impact
Transition to Cleaner fuels	Cleaner Air: NDCs often aim to reduce greenhouse gas emissions, which can lead to improved air quality. This can significantly decrease respiratory illnesses and cardiovascular problems among workers, reducing absenteeism and healthcare costs.	Enhanced Productivity: Healthier workers are generally more productive. Reducing pollution-related health issues can lead to fewer sick days and improved focus at work.
Reduced Temperature Increase	Workplace Adaptations: The NDCs include measures to address extreme heat (heat stress) through urban planning, such as increasing green spaces ¹ or improving building designs. Also, the afforestation and conservation programs will help create carbon sinks which also help in regulating temperature increase. These adaptations can protect workers from heat-related illnesses, especially in outdoor and industrial jobs.	Flexible Work Policies: Policies encouraging flexible working hours during peak heat times can help maintain worker health and productivity.
Green Economic Transition	Green Job Creation: NDCs can stimulate growth in renewable energy and sustainable industries, creating jobs that are often healthier and more stable. This can enhance job security and improve overall worker morale.	Skills Development: Training programs associated with green industries can empower workers with new skills, increasing their employability and productivity.

“

SDG 7 aims by 2030 to expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries

”



Chapter

5

**Connecting the NDC
and SDGs**

5.0 Connecting the NDC and SDGs

The United Nations developed the Sustainable Development Goals as a successor to the Millenium Development Goals (MDGs). The SDGs increased the goals from the MDGs from 8 to 17. The SDGs have cross-cutting intersections with topical climate and just transition issues.

The SDG targets speak in an overarching way to the issues identified in Nigeria's NDC 2.0. Some of the positions of the SDGs (from the targets) that speak to sectoral and crosscutting issues in Nigeria's NDCs are as follows:



Figure 7: NDC Sectors and Related SDGs

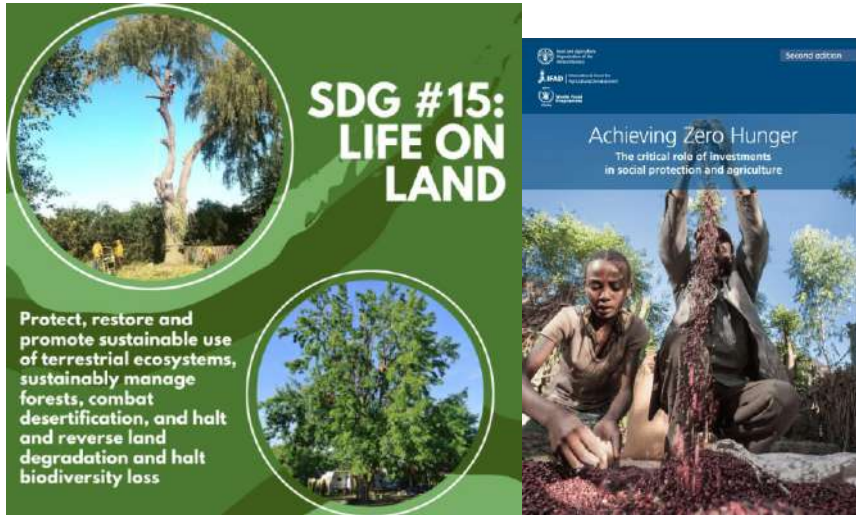
5.1 Energy and Power



Credit: EnviroNews Nigeria

SDG 7 on ensuring access to affordable, reliable, sustainable and modern energy targets by 2030 to increase substantially the share of renewable energy in the global energy mix, double the global rate of improvement in energy efficiency and enhance international cooperation to facilitate access to clean energy research and technology. SDG 7 also aims by 2030 to expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries. It also plans to rationalise and remove inefficient and harmful fossil-fuel subsidies that encourage wasteful consumption by removing market distortions, taking fully into account the specific needs and conditions of developing countries and minimising the possible adverse impacts on their development in ways that protect the poor and the affected communities.

5.2 Agriculture, Forestry and Other Land Uses (AFOLU) Sector



Credit: Maple Green Tree Services and IFAD

SDG 2 speaks to the aspiration to end hunger and ensure access by all people, in particular vulnerable people, including infants, to safe, nutritious and sufficient food all year round by 2030. SDG 11 speaks to making human settlements safe, inclusive, resilient and sustainable while SDG 15 speaks about the protection of the terrestrial ecosystem.

Some of the targets of SDG 2, 11 and 15 that align with the aspirations of Nigeria's NDC 2.0 include doubling the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples,

family farmers, pastoralists and fishers, through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment by 2030. They also target sustainable food production systems and implementation of resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.

The targets also aim at increasing investment, including through enhanced international cooperation, in rural infrastructure, agricultural research and extension services, technology development and plant and livestock gene banks to enhance agricultural productive capacity in developing countries, in particular least developed countries. They also aim at preventing trade restrictions and distortions in world agricultural markets by the mandate of the Doha Development Round. They also aim at adopting measures for the proper functioning of food commodity markets and their derivatives and facilitating timely access to market information, including on food reserves, to help limit extreme food price volatility.



Credit: United Nations

5.3 Industry

SDG 9 promotes inclusive and sustainable industrialisation through the building of resilient infrastructure and fostering innovation by 2030. The aim is to significantly raise the industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries. SDG 9 aims at sustaining per capita economic growth in line with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries. It also targets higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value-added and labour-intensive sectors.

Other targets include improving progressively, through 2030, global resource efficiency in consumption and production

and endeavour to decouple economic growth from environmental degradation, achieve by 2030 environmentally sound management of chemicals and all wastes throughout their life cycle, by agreed international frameworks, and significantly reduce their release to air, water and soil to minimize their adverse impacts on human health and the environment.

By 2030, SDG 9 aspires to substantially reduce waste generation through prevention, reduction, recycling and reuse. It also targets the strengthening of the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all. It also aims at developing quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

Under SDG 9, there are plans to increase the access of small-scale industrial and other enterprises, particularly in developing countries, to financial services, including affordable credit, and their integration into value chains and



markets. It also aims at upgrading infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of environmentally clean technologies and industrial processes, with all countries taking action following their respective capabilities.

SDG 9 also seeks to enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending aimed at improving industrial diversification and value addition to commodities.

There is also an aspiration to significantly increase ICT access (Internet universality and affordability) by 2020, and encourage companies, especially transnational companies, to adopt sustainable practices and integrate sustainability information into their reporting cycle.

5.4 Transport Sector

Part of the SDG 11 plans to ensure sustainable cities is the aspiration to provide access to safe, affordable, accessible, green and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons by 2030.

5.5 Water Sector



Credit: Rector Cares Foundation



Credit: Green Habitat Initiative

The SDGs 6 and 14 on Water and marine resources projects by 2030 to achieve universal and equitable access to safe and affordable drinking water and sanitation for all. The targets would be achieved by improving water quality through increased efforts at reducing pollution, eliminating dumping and minimising the release of contaminants in water bodies, thus halving untreated wastewater and substantially increasing recycling and safe reuse globally.

The plan is also to substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity. Under this is the plan to implement integrated water resources management at all levels, including local communities, by transboundary cooperation as appropriate. SDG 14 seeks to protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes by 2020.

It also aims at expanding international cooperation and capacity-building support to countries in water and sanitation-related activities and programmes, including water harvesting, desalination, water efficiency, wastewater treatment, recycling and reuse technologies. Part of the targets include major reduction of marine pollution by 2025, sustainable management of marine and coastal ecosystems and ending overfishing and destructive fishing by 2020.

5.6 Waste Sector

By 2030, SDG 12 seeks to reduce overproduction and overconsumption through a 10-Year Framework of Programmes geared at sustainable management and efficient use of natural resources, including halving per capita global food waste at the retail and consumer levels and reducing food losses along production and supply chains, including post-harvest losses.

SDG 12 also aspires to achieve by 2020 environmentally sound management of chemicals and all wastes through their life cycle. It also aims to substantially reduce waste generation and the adverse per capita environmental impact of cities by 2030 through circularity. These efforts would help improve air quality, enhance waste management and provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.



Chapter

6

Policy Gaps

“ Just Transition is a fair and equitable shift from one economic system to another. In the context of climate change and environmental sustainability, Just Transition is modelled in a way that leaves no one behind ”

6.0 Policy Gaps



Members of the NLC Climate Change Network Advocating for a Greener Planet at the 2024 May Day

The NLC have for decades been engaged in advocacy on anthropogenic based climate change which is a global challenge that is affecting all spheres of human activity including work. To deal with this change and ensure climate justice, a just transition is key.

Just Transition is a fair and equitable shift from one economic system to another. In the context of climate change and environmental sustainability, Just Transition is modelled in a way that leaves no one behind particularly through the mainstreaming of the concerns and interests of those mostly affected by low-carbon transitions, including workers, vulnerable communities, suppliers of goods and services, specifically small and medium-sized enterprises (SMEs), and consumers. A Just Transition also pursues decent work opportunities, social protection, and addresses all inequalities for an equitable shift from carbon carbon-intensive and fossil fuel-driven economy to a low-carbon,

renewable energy-dependent socio-economic system. During the two review sessions and the Pre COP 29 Validation Meeting in October 2024, the following gaps were identified in Nigeria's Nationally Determined Contribution 2.0:

6.1 Energy and Power Sector

- * Sparse mention and mainstreaming of workers and trade unions in NDC 2.0.
- * Limited consideration of the prohibitive and inflation-inducing energy cost in Nigeria.
- * Skilling, Reskilling and Upskilling gaps were not explicitly identified in NDC 2.0.
- * Poor gender, youth and sub-national mainstreaming as cross-cutting issues, especially concerning electricity decentralisation through the operation of micro power generation and mini grids as renewable energy options.
- * Job gain opportunities from transitioning, including those arising from the use of natural gas as a transition fuel, were not adequately captured in the current NDC 2.0.
- * Improvement in the occupational safety and health policies in the energy and power sectors especially with regard to the impact of gas flaring on workers in oil exploration sites and the impact of oil pollution on

the health and livelihoods of people living in oil-bearing communities in Nigeria were not addressed in the NDC 2.0.

- * Livelihood transition for workers whose jobs might be lost during transition, including oil companies divesting from the local economy, was not addressed in NDC 2.0.
- * Compensation for energy workers whose health and livelihood have been seriously impacted by fossil fuel extraction and processing was not discussed in the NDC 2.0.
- * A clear framework for improving existing energy and power infrastructure, the management of stranded assets and the impact on communities in the energy and power sector transition was not adequately addressed by the NDC 2.0.
- * A well-articulated legal framework to punish violations of existing environmental standards in the energy and power sector is lacking.
- * The NDC 2.0 did not explicitly identify sectoral and general costs of financing a just energy transition in Nigeria, including the cost of offering social protection measures.
- * The NDC 2.0 did not link financing of the NDC to the implementation of the Just Transition Work Program with a nexus to national carbon market tax initiatives.

6.2 Agricultural Sector (AFOLU)

- * Insufficient articulation of implementation strategies for climate-smart agriculture for smallholder farmers and curbing poor awareness of climate change in NDC 2.0.
- * Poor research outputs, weak technological transfer and adaptation in agriculture.
- * Tepid regulatory framework on land use to curb indiscriminate mining activities.
- * Significant decent work deficits in NDC 2.0, including weak rights culture, shallow organising of agriculture workers, especially informal smallholder farmers, poor social dialogue, and fragile social protection measures such as poor compensation schemes.

6.3 Industry

- * Weak political and policy commitment in NDC 2.0 to audit heat-generating machines in Nigeria and the attendant heat stress in factories and industrial plants in Nigeria.
- * Poor audit of industrial effluents into ecosystems used by workers and communities.
- * Poor mainstreaming of policy guidelines in Nigeria's NDC 2.0 to improve Occupational Safety and Health laws. Sparse commitment in NDC 2.0 to

use factory inspection to checkmate OSH infractions and reduce occupational hazards.

- *v Poor policy remedies in NDC 2.0 to ensure the provision of green cooling systems and the development of factory architecture that is heat-tolerant and resistant.

6.4 Transport Sector

- * Absence of policy prescriptions in NDC 2.0 to prohibitive cost of car conversion to CNG and low specialised manpower in CNG installation in vehicles for safe use in Nigeria.
- * A dearth of policy fixes to trade tariffs inconsistencies that encourage the importation of petrol/diesel engine cars into Nigeria, thus exacerbating emissions from the sector.
- * Poor social dialogue framework in NDC 2.0 for the training, reskilling and upskilling of workers who own and or drive petrol and diesel vehicles for a paid salary.

6.5 Water Sector

- * Poor projection in NDC 2.0 of sources of public funding for the water sector in Nigeria in a way that significantly reduces the burden of waterborne diseases in the country.
- * Poor communication in the NDC 2.0 of key deficits in Nigeria's water sector.

- * Poor articulation of policy fixes to shabby management of dams and sparse safety nets for victims of flooding.

6.6 Waste Sector

- * Unconvincing policy fix in NDC 2.0 to a weak national culture on responsible waste management especially in public places particularly markets, garages, and dump sites.
- * Weak legal framework and poor regulatory provisions in NDC 2.0 for the waste sector.
- * High level of casual and informal work in the sector, as marked by the proliferation of unorganised waste pickers whose work is high on informality.
- * High level of poor plastic and medical waste disposal practices. This predisposes Nigerians to significant exposure to microplastics toxification.
- * Weak policy fix in NDC 2.0 to a culture of reckless and indiscriminate discharge of industrial effluents in water bodies and greenhouse gas emissions including gas flaring and oil pollution in host communities in Nigeria especially the Niger Delta.



L-R: Bro. Steve Agugua (ILO), Mr. Aliyu Abba (MD. REA), NLC President Joe Ajaero, Sis. Giulia Lagana (ITUC) after an Energy Sector Social Dialogue



Courtesy Visit by DG, NCCCS, Dr. N. Maduekwe and ICAT Director, Mr. H. Wuester to NLC Headquarters



L-R: Com. Chinyere Amogu, Com Eche Asuzu, Sis. Giulia Lagana and Hon. Uche Ekwe during Sister Giulia's Working Visit to Nigeria



Solidarity Songs rend the air at the end of the 2nd NLC Side Event at COP 29 in Baku, Azerbaijan.

Chapter

7



NLC's Position on Nigeria's NDC 3.0

“ climate justice for Nigerian workers,
especially through the Just Transition Work
Program which should guarantee decent
work conditions. ”

NLC'S POSITION ON NIGERIA'S NDC 3.0



*Prof. Salamatu Fada Presenting NLC's Research Report on
Just Transition at COP 28 in Dubai, UAE*

In 2015, the Nigeria Labour Congress (NLC) developed the NLC Climate Change Policy, which articulated the aspirations and ambitions of the Congress on its mandates of promoting and realising climate justice for Nigerian workers, especially through the Just Transition Work Program.

In the run up to the COP 28 Climate Change Conference, the NLC with the support of the ILO, and other development partners such as the Solidarity Centre and the African Development Bank (AfDB) held several awareness,

advocacy, sensitization and capacity building activities in furtherance of a working class friendly climate policies and Just Transition in Nigeria.

In February 2023, the ILO supported a Side Event on Climate Change during the 13th National Delegates Conference of the NLC. This was followed by a Pre COP 28 Trade Unions Synthesis Meeting on Trade Union Position for the Global Climate Change Conference, also supported by the ILO.

To establish NLC Positions on key issues raised in Nigeria's NDCs, a survey was carried out in light of the following reviewed documents: [NLC Climate Change Policy and Recommendations developed at the Pre COP 28 Synthesis Meeting, Pre COP 28 Research Validation Meeting](#) and the [Post COP 28 Review Meeting](#). The following sub chapters below highlight the survey results and NLC position on the NDCs thematic sectors.

7.1 Survey Result

Building on an earlier COP 28 just transition research which was supported by the African Development Bank (AfDB), this project carried out a survey covering 3 main sectors, each sector was given a unique questionnaire, the sectors are highlighted in figure 8.



Figure 8: Sectors covered in Surveys.

Trade Unions

The survey with a sample size of 200 which was randomly accessed showed that among trade union members, the greatest risk they believe that climate change and global warming will have on people is health risk with all respondents directly responding that they believe it would. All other options in that question was responded to at 50 per cent level.

It was also observed that among the trade unions members as high as 75 per cent of respondents had read the National NDC documents, this may be since those that responded to the questionnaire were probably those most biased and aware of climate change issue, the same maybe said of the response to the question **“Do you think Climate Change will affect your working conditions”** which was responded to with a resounding 100% 'yes' answer.

All the Labour union members that responded seem to have high awareness on the climate change issues and are keen to take action to minimize its impacts.

In the quest to mainstream trade union position in the NDCs, 75 per cent believe trade unions should be made more involved in discussions related to National Climate actions, while all respondents believe an awareness drive is key to reach those who have not yet got the message of sustainability.

Informal Economy Workers

Among the informal economy workers, although awareness is high about climate change and climate change issues as they all have basic knowledge of climate change, the impact of climate change on livelihood and Just Transition (at 100 percent affirmative response rate), they all also mentioned that they will find it difficult to transition to green technology due to financial limitations (100 per cent).

On Job Transition, 75 per cent believe that skillset is the highest need for transition to a low-carbon economy, while 25 per cent believe it is more dependent on financial availability.

On the NDCs, the informal economy workers believe that trade unions and all workers should be involved more in the

climate action process and development of policies and actions like the NDCs. Also, they recommended that when such policies are drawn up, it is necessary to create awareness for it to be fully effective.

External Stakeholders and Partners

11 per cent of those who responded directly participated in the policy-making process related to climate change in Nigeria, while 44.5 per cent were either involved in policy support or policy advocacy.

All external stakeholders (100 per cent) responded that they take the Trade unions as high-priority partners in their functions. While 89 per cent say they always contact Trade Unions in their policy work.

89 per cent believe that climate change is primarily a workplace issue, while 89 per cent also believe that unions are not properly mainstreamed into the process of climate action.

89 per cent think that Just Transition is the most relevant aspect of the NDCs to Trade Unions, while 11 per cent believe it is mitigative actions.

Major Findings from the Just Transition Research

Going to COP 28, the NLC was supported by the African Development Bank for research on issues in Just Transition in Nigeria. From a sample size of 200, these key findings were made:

1. 53 per cent Job Risk and Job Losses

53 per cent of jobs are at risk in Nigeria due to climate change and the global quest for transition to renewable energy in different sectors of the economy. Thus, 53 per cent of workers, which sums to **30,430,755** Nigerian workers, especially in the identified priority sectors, are likely to lose their jobs.

2. 48 per cent of Job Losses Expected in Nigeria's Agriculture Sector

48 per cent of the expected job losses will occur in the agriculture sector. This is not surprising given that nearly 70 per cent of employment in Nigeria occurs in the agriculture sector.

3. 67 per cent Awareness on Climate Change and its Impact

67 per cent of the research survey respondents reported that they are aware of climate change and the impact it has on their lives, families, work, communities and society in general.

4. 81.4 per cent of Nigerian Workers Lack Insurance Against Job Loss

81.4 per cent of workers in Nigeria are currently

unprotected by any form of social security measure, such as Pension Cover, Employee Compensation Benefit, Unemployment Benefit

5. 87.4 per cent of Nigerian Workers are Financially Constrained

87.4 per cent of the respondents said they are unable to personally finance social protection measures.

7.2 Energy and Power

- * The Nigeria Labour Congress demands energy sufficiency, efficiency, sustainability and affordability anchored on a determined effort by the Nigerian state to embrace policies that enable public ownership of energy concerns, diversify into renewable energy sources, effectively manage gas as a transition fuel and put an end to gas flaring in all oil platforms in Nigeria. The NLC notes the evidence provided by the NDC 2.0 Report which reported the Nigerian National Petroleum Corporation Limited (NNPCL) Annual Oil and Gas Report (2014) that Nigeria posted an annual gas production of about 2,000 billion SCF, of which about 40 per cent was flared occasioning an economic loss that tops \$2billion and resulting in a situation where the volume of gas flared in the Niger Delta would be enough to meet half of the energy needs of all of Sub-Saharan Africa, excluding South Africa.

- * The NLC demands compensation for oil workers and members of oil-bearing communities whose health and livelihoods have been damaged by gas flaring since evidence shows that elements in the flares constitute health hazards to oil sector workers, the host communities and the environment. This reinforces the NLC's demand that the Nigerian government stop the obnoxious act of gas flaring as a significant contribution to greenhouse gas reduction, protection of workers' health and stemming of needless economic wastage.
- * Concerned that the bulk of our industries depend on diesel-powered generators for their electricity supplies with the attendant burden such imposes on commodities prices, competitiveness of local businesses, damage to the health of workers, communities and the environment, the Congress demands sufficiency and stability in public electricity supply in Nigeria which should be predominantly derived from green and renewable sources such as hydro, solar, wind and biomass.
- * Congress supports the NDC 2.0 push for a phased, steady and equitable transition from fossil-dependent power generation to clean, renewable and sustainable sources of energy in line with Nigeria's developmental realities, with emphasis on

improved climate-proofed energy infrastructure and natural gas as a transition fuel.

- * Congress calls for increased efforts especially between government and social partners to address energy poverty in Nigeria. Such efforts must be anchored on renewable energy pathways. Congress posits that Nigeria should be cautious about investment in nuclear power development due to the high costs, problems of nuclear waste handling and disposal, as well as the overall risks in an environment with less than optimum maintenance culture.
- * The NLC calls for workers' reskilling in the petroleum sector and electricity industry for a just transition beyond oil and gas. The impediments to re-training, such as finance, curriculum gaps and workplace frictions, should be removed.
- * Loss and damage are important in the energy transition in Nigeria. The occupational safety and health hazards imposed by the exposure of workers and communities to carbon emissions should be routinely assessed and compensated.
- * There is a need for detailed net job loss and net job gain audits and assessments in the energy and power sectors as Nigeria transitions to a low-carbon economy. Nigeria's NDC should develop a comprehensive profile of expected job losses and intended job gains in the country's energy transition.

- * The imperative and economics of natural gas as a transition fuel should be fully communicated in Nigeria's NDC 3.0, especially given the potentials of natural gas to create green, sustainable and decent jobs.
- * Nigeria cannot fly blind on policies for the transition of assets. There is a need for a national audit on existing fossil fuel assets and the cost of transitioning away from such assets, including the cost to government, businesses, workers and host communities of upgrading or discarding such assets safely and sustainably. This will help reduce the burden of stranded assets.
- * Financing a just energy transition is critical to the success of transitioning away from fossil fuels. In line with Nigeria's conditional contribution of 47 per cent, global climate financing and other technological and technical support should be made available to Nigeria.
- * In the face of spiralling energy cost and the concomitant inflation cum hardship it imposes on workers and the vulnerable in society, the NLC demands that investment in energy diversification should prioritise affordability of green energy.
- * At the heart of sustainable resource management is the need for accountable and transparent governance. Nigeria's NDC should emphasise the need for prudent management of public resources, including natural resources, for Nigeria to achieve a

successful transition to a low-carbon economy and realise the United Nations Sustainable Development Goals.

The position of the NLC on energy security and sustainability is anchored on the recommendations of the ILO, Silesia Declaration, ITUC and SDG targets on the need for a just and equitable transition to a low carbon economy in a way that ensures environmental integrity and does not disproportionately affect vulnerable persons.

7.3 Agriculture, Forestry and Other Land Uses (AFOLU) Sector

- * Given that agriculture is the largest employer of labour in Nigeria, the Nigeria Labour Congress demands that government at all levels should work with trade unions to develop a green-future-purpose-fit agricultural policy with emphasis on just transition for workers in the agriculture sector. Such policies should mainstream and promote sustainable agricultural practices in Nigeria.
- * Congress demands for sustained investment in environmentally renewable and sustainable inputs geared towards the national adoption of climate smart agriculture including regenerative agriculture, conservation agriculture, agroforestry and provision of high-quality disease resistant seed varieties.

- * The optimum and efficient use of agricultural inputs including the deployment of precision agriculture, drip irrigation, renewable energy-farming complementarity systems, organic fertilisers and natural farm pests and invasive weeds control, are key to achieving a low-carbon high yield agricultural system that fosters decent jobs, reduced informality in agriculture employment and food security for Nigeria.
- * The role of an intentional and robust national tree planting campaign and green zone mapping, including in workplaces, are important adaptation and mitigation measures against the impact of climate change (heat stress) and GHG emissions.
- * The NLC demands an inclusive and equitable reform of nomadic livestock farming in favour of livestock ranching. This is critical as a measure against methane emission and intersectoral upgrading that allows the harvest and transformation of animal waste into organic fertiliser and clean energy such as biogas.
- * The role of education and awareness on climate impact in agriculture is critical. This is particularly crucial given that majority of agricultural workers in Nigeria are rural dwellers, small-holders and operate at the subsistence level.
- * The NLC demands the development of early warning and weather forecasting services in a

medium that agricultural workers can understand and use. This is critical as an adaptation and coping strategy against burgeoning climate risks.

- * Technology is critical for sustainability in Nigeria's agricultural sector. There is need for government to invest in research especially the adaptation of local and indigenous knowledge for sustainable agriculture. Technology transfer on the use of drones, artificial intelligence should be encouraged and locally adapted in ways that protect the interests of smallholder subsistence farmers and promote the creation of decent jobs in the agricultural sector in Nigeria.
- * Social partnership between the government, private employers of labour in the agricultural sector on one hand and trade unions is crucial for a just transition to sustainable crop and animal production that leaves no one behind.
- * The NLC calls for public, sustainable and affordable financing for agriculture that does not add to the sovereign debt profile of Nigeria, Africa and the Global South.
- * The Congress calls for increased investment in agricultural research in ways that elevate agriculture from a handed-down occupation to specialised and knowledge-driven economic activity and transition agricultural informality to formality, and promote

the economy of freshness with all the indices of decent work.

- * The NLC demands the prioritisation of occupational safety and health, especially protective measures against heat stress, exposure to toxic farm inputs and standard emergency procedures for agricultural workers when natural disasters occur, particularly in ways that help farm workers overcome “relocation inertia” during natural disasters. Furthermore, timely compensation of workers who get injured or whose health are impaired by hazardous farming is crucial.
- * Respect for fundamental rights at work, including the right for agricultural workers to form and join trade unions of their choice and engage in collective bargaining processes, is pivotal to workers' ability to enjoy other rights.
- * Social dialogue mechanisms and social protection safety nets are key in defending, promoting and advancing the rights of agricultural workers. Issues of job loss benefits, disaster coping allowances and pension for agricultural workers should be discussed through social dialogue and collective bargaining frameworks and mainstreamed in collective bargaining agreements for farm workers in Nigeria.
- * The degradation of agricultural land by natural and man-made factors, especially soil erosion,

desertification and illegal mining, exacerbate loss and damage for agricultural workers and exposes their health and lives to great risks. The Nigerian NDC 3.0 needs to take into account sustainable land management regulations to prevent job losses in the face of the acute impact of climate change on agricultural lands, forests and land available for other productive uses.

- * The NLC demands that carbon market policies and actions should not be a disguise for land grabbing and the dispossession of lands owned by smallholder farmers.

The foregoing demands of the Nigeria Labour Congress resonate with research evidence and positions in the ILO Just Transition Policies, Silesia Declaration, ITUC Position Papers and COSATU policy prescriptions for sustainable agriculture.

7.4 Industry

- * The NLC demands increased public ownership of the means of production of capital goods, especially those in the commanding heights of the national economy. This is an important step towards altering the narrative of industrial overproduction and overconsumption for profit maximisation, with the attendant pressure on natural resources and the things of nature.
- * Energy production for industrial operations should be affordable and available where needed. This will

ensure that green industrial products manufactured in Nigeria are competitive and attractive in regional and global markets.

- * The NLC demands the co-siting of industries invested in critical transition minerals close to locations where the green resources are exploited. This will go a long way in curbing emissions generated from the transportation of critical minerals from the point of extraction to the point of industrial processing in other continents.
- * The NLC demands enabling industrial policies that are pivoted on green industrialisation pathways and with leverage on scalable aspects of the green value chain, both regionally and internationally.
- * The NLC demands that the government should invest more in biomimicry as an enabler for green innovation and value chain niche relevance.
- * The NLC demands green deals must include skills gap audit, reskilling and upskilling which should be part of the collective bargaining agreements in industries.
- * The NLC, having identified heat stress as an increasingly important occupational safety and health concern, demands that manufacturing industries put in place operational procedures that are responsive to the occupational safety and health challenges in the workplace occasioned by heat stress.

- * The NLC understands that the installation and use of machines, especially boiler steam engines in many factories across the country, worsens the incidence of heat stress in the workplace. Congress also notes that the cost of converting the steam boilers to gas engines is quite prohibitive and calls for measures to take an audit of factory machines with high carbon and heat emissions, and the replacement of such with eco-friendly and work-friendly machines.

The demands of the NLC in the foregoing are informed by research, the SDGs and the positions of relevant international and regional just transition policies.

7.5 Transport Sector

- * The government should adopt and promote the use of CNG as a transition fuel for the transport sector in Nigeria. Unfortunately, the cost of converting petrol and diesel engines to CNG is very high for workers. Conversion cost should be lowered.
- * The NLC demands that the government at all levels should deploy more bus rapid transport systems in the country and train the labour force to take the opportunity.
- * NLC demands a nationwide transport sector specific reskilling program to train transport workers who use vehicles with high carbon footprint to learn how to operate clean energy and electric cum advanced electronics fitted vehicles. Certified

training should be extended to more auto mechanics to enable them to convert diesel and petrol engine cars to CNG cars at very affordable rates.

- * Trade tariff policies to discourage the importation of diesel and petrol engine cars into Nigeria. A date for this should be set in line with the aspirations of Nigeria's Nationally Determined Contribution 3.0.
- * Bus Rapid Transit facilities should be mainstreamed in Nigeria's urban development and renewal policy. More buses should be bought under conditions that incentivise local decent jobs creation and technology transfer. Employment in eco-friendly bus, train and marine terminals should be gender sensitive.
- * The transition process in the transport sector in Nigeria should be done through social dialogue with the welfare of workers as a top priority. No transport worker should be left without a skill or social protection as the government pursues sectoral transformation to greener modes of transportation.
- * The green transformation of the transport sector in Nigeria should be part of a broader industrial policy ambition for the country. Critical value chain development in the transport sector for green and decent job creation should be profiled and pursued by governments at all levels.

These NLC demands are derived from research outputs and relevant positions from global and regional climate policies, including the Sustainable Development Goals.

7.6 Water Sector

- * The NLC demands the provision of clean, affordable and safe water to Nigerians, especially workers, particularly those living in rural locations.
- * To improve public water supply in Nigeria, NLC demands increased budgetary allocation to water supply at all levels of government.
- * The NLC demands that water conservation should be a priority policy focus at every level of government in Nigeria, and the effect of widespread use of boreholes on groundwater levels and soil integrity should be studied for necessary action.
- * The NLC demands the democratisation and public ownership of water infrastructure, given the critical place of water in human survival.
- * The NLC demands for rapid expansion of pipe-borne water services to all the towns, cities and villages in Nigeria. This will go a long way in using water as a veritable climate adaptation and coping mechanism.
- * Given that dams collapse due to climate change impacts, NLC demands an audit of all dams in Nigeria to ascertain their state of operational safety

and integrity.

- * To mitigate the impact of flooding, the Nigeria Labour Congress calls for the construction of more catchment dams and artificial water bodies as a source of wetland recharge and irrigation for all-season farming in Nigeria.
- * The NLC demands protection of water bodies from pollution and sanctions for polluters.

These demands of the NLC align with SDG 6, the Silesia Declaration, which Nigeria signed at COP 24 and other international policies on climate justice and just transition.

7.7 Waste Sector

- * Recognising the role of effective waste management in climate change mitigation and adaptation, the NLC calls for a new governance regime and public policies on waste management, which should include robust public education on waste.
- * Calls for the adoption and promotion of incentive-based and workers-centric circularity (reuse, repair and recycle) system as a national policy.
- * The NLC advocates for decent work objectives among waste workers in Nigeria, especially in ways that increasingly transition them from informality to formality.

- * Government should adopt circularity through efficient waste management as an industrialisation enabler especially with regards to process upgrade, product upgrade, and inter-sectoral upgrades.
- * As part of the decent work promotion in Nigeria, the NLC calls for increased unionisation of waste workers in Nigeria and for the mainstreaming of their key concerns into their sector's collective bargaining mechanisms.
- * The NLC calls for safer and more efficient handling of wastes, especially at different dump sites, including medical waste and e-waste, in ways that do not endanger the lives and health of waste workers.

The foregoing demands are made based on research and SDG positions.

Gender Issues

- * Women workers, being major constituents for care work, should be mainstreamed in all just transition and climate mitigation and adaptation measures.
- * The development of green reskilling and low-carbon job creation efforts should be gender sensitive, especially to the needs of women.

Whole of Society Approach

- * The National Labour Advisory Council should be strengthened through tripartite plus mechanisms to mainstream climate change and just transition

concerns for deliberation and action among government, private employers, trade unions, communities and non-governmental organisations working on climate change.

- * Structured consultation from time to time with stakeholders on key climate decisions, including climate law reviews and amendments.
- * An improved humanitarian policy for Nigerians, particularly workers displaced by climate change-induced conflicts, including the provision of green skills and financial support to those who are affected by climate change-induced displacements.
- * Development of early warning disaster response mechanisms for the country in a way that helps Nigerian workers overcome the challenge of relocation inertia.

Youths

- * Given the high rate of youth unemployment in the country, young people, especially young females, should be prioritised for consideration for green jobs and green re-skilling opportunities.
- * Introduce climate change in primary, secondary and tertiary education curricula to prepare Nigerian youths on the challenges of climate change and the need for a just transition to low-carbon economy.
- * Government should develop policies that enable workers and citizens to access green products at affordable price and single digit interest rate

Sub-National Actions

- * Synergy between the federal, state and local governments on climate change through coherent public policy on adaptation and mitigation responses to climate change.

Just Transition and Climate Finance

- * Recognition that climate change is primarily a workplace issue. Climate financing for just transition should be largely sourced from public and development assistance sources, and at such, should be at zero or a single interest rate.



*Sister Inviolata Chinyangarara at the
NDC Validation*



*Sister Evelyn Astor (ITUC) at the NLC
COP 29 Side Event*



*Brother Bert De Wel leading
the JT Advocacy*



*Comrade Eche Asuzu on
Climate Advocacy at COP 29,
Baku, Azerbaijan*



*Consultant Elijah Iklaga
making a Presentation*



*Guests at the 1st NLC Side Event in Baku,
Azerbaijan, at the ILO Pavilion*



Climate Advocacy at IEA Paris, France

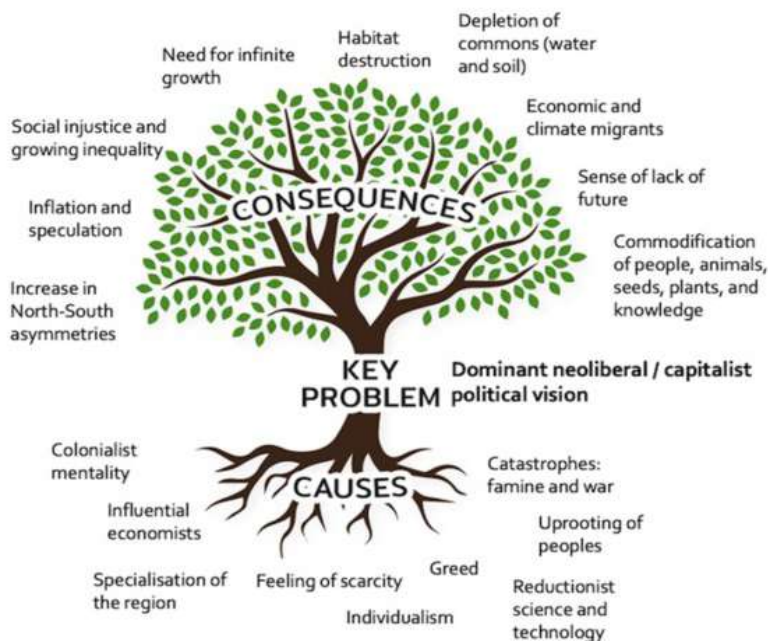


Annexure

A Nigerian Workers' Just Transition Charter of Demands

To overcome identified climate policy gaps and in addition to recommendations already distilled in the NLC Positions on the NDC seven priority sectors, the NLC in the course of three review sessions including a validation meeting has examined Nigeria's NDC 2.0 in light of the concerns of Nigerian working class, and make the following overarching demands on the issues thrown up by the seven priority sectors and the cross-cutting issues identified:

A. Context for Climate Justice – Taking it at the Roots!



Credit: ResearchGate

1. **Climate Change is primarily driven by a neo-liberal agenda of over-production and over-consumption to meet the goals of profit maximisation** at the expense of the environment and short-changing of the workforce. Addressing the impact of climate change, therefore, requires a fundamental shift in societal, organisational and individual attitudes to production and consumption in line with SDG 12 targets.

2. **African and Global South countries have been forced to disproportionately bear the cost of climate change**, for which they are hardly responsible for and are being denied the international support through robust financing, technology transfer and capacity building to adapt to climate change impacts and build resilient socio-economic systems. Given her status as a developing economy with significantly high level of energy poverty, Nigeria's climate ambitions under the NDC should continue to be substantially anchored on the principles of “Polluters Must Pay” and “Common But Differentiated Responsibilities and Respective Capabilities” as enunciated in the Kyoto Protocol and the Paris Climate Change Agreement. In this wise, the NDC 3.0 should maintain or slightly increase Nigeria's conditional commitments to GHG emission reductions at 47% as a response to the increasing dislocations from delayed and withheld international support for climate financing, technology transfer and capacity building.

B. Climate Change is a Workplace Reality – Just Transition Now!



Credit: ODI

3. Compelled by the fact that climate change is largely a workplace phenomenon with workers as frontline victims and in line with international labour standards, **the Nigerian Government should recognize the representative status of trade unions in the industrial relations space** and the role of trade unions including the Nigeria Labour Congress in facilitating a just transition in the milieu of the implementation of national and global climate agreements. The Federal Government through the National Council on Climate Change Secretariat and State Governments should involve trade unions in consultations, framework development and implementation of NDC 3.0 especially through statutory representation of Organised Labour in climate governance spaces such

as the NCCCS to ensure that the transition to a low-carbon economy does not lead to job losses, increased inequality or additional hardship for Nigerian workers.

4. The framing of **national climate change public policies should situate the Decent Work Agenda as a pillar of climate policy prescriptions**. This entails mainstreaming the four pillars of decent work in transition plans. These pillars are fundamental principles and rights at work, full and productive employment, social dialogue, and social protection mechanisms. Aligned with SDG 8, this approach recognises that climate change directly affects workers, their families, and communities. The inclusion of references to relevant international labour standards in Nigeria's NDC 3.0, with the view to ratifying and implementing their provisions, would contribute to a rights-based approach to just transition.
5. The NLC emphasises the importance of reskilling workers in carbon-intensive industries to equip them for new opportunities in the green economy. This is at the heart of just transition. To achieve a robust green skills base for the country, the following should be prioritised: national audit of green skills gap, updating TVETs training curriculum, comprehensive profiling of net job losses and job gains in the proposed NDC 3.0 and a well-structured placement of vulnerable workers in cost-free training programs. Trade unions' capacity

for Monitoring, Reporting and Verification (MRV) should be enhanced.

6. We demand periodic review of the National Health and Occupational Safety and Health Policies to accommodate and address emerging climate change concerns and pollution hazards such as heat stress, exposure of workers and communities to GHG emissions, microplastic toxification and pre-disposition to water-borne diseases occasioned by anthropogenic contamination of surface and underground water sources.
7. For effective mainstreaming of workers and communities concerns as Nigeria transits from fossil fuel-based economy to a greener economic system, **we recommend the establishment of a Just Transition Commission** to serve as an advisory and social dialogue institution on policy and legal measures to achieve a whole of society transition to renewable and clean economy in Nigeria. Membership of the proposed Just Transition Commission should be drawn from trade unions, organisations of private sector employers, relevant government MDAs and representatives of Environmental NGOs with national spread and or reach. This aligns with our demand for increased trade union representation in national, regional and global climate engagements.

8. Just transition includes justice for workers and members of their communities whose health and livelihoods have been impacted by emissions and pollution. We demand an assessment of workers and communities so impacted and adequate measures taken to ensure that those affected receive appropriate compensation and rehabilitation.
9. Pursuit of policies that ensure that the use of Artificial Intelligence and support ICT ecosystems do not destroy decent work pillars or harm the environment. Workers should be protected from identity and personal information infractions. We demand digital sovereignty based on an inclusive green digital industrial policy.
10. Trade unions are not Non-Governmental Organisations and Civil Society Organisations. Trade Unions are Social Partners with the Government. The identity, requirement for registration cum formalization and roles of trade unions in public and industrial governance are distinctively spelt out in international and national instruments. Trade unions should thus be recognised as a distinct occupation by the International Classification of Occupations (ISCO) and should be so recognised in policy spaces and mainstreamed as such by virtual and non-virtual portals of institutions, governments and businesses at global, regional, national and local levels.

C. It is the Survival of the Greenest – Nigeria Go Green!



Credit: BusinessDay

11. Governments at all levels should embrace the opportunity provided by the global transition away from fossil fuel to forge a green growth industrialisation pathway for Nigeria. This should be propelled by a commitment to industrial policy anchored on infant industry protection, transformation of most energy sources to renewables, and value chain development in areas of comparative advantage. This must be guided by the knowledge that **the greatest issue of the 21st century is 'survival of the greenest.'**
12. Strident pursuit of renewable energy ambitions under Nigeria's NDC 3.0 and increased ambition to generate more electricity from renewable sources on a scale that would drastically cut down the high level of

energy poverty in Nigeria and benefit energy consumers with a cleaner, safer, affordable and reliable public energy supply. To achieve an improved and affordable public energy supply in Nigeria, we recommend the prioritisation of public and democratic ownership of energy supply over privatisation.

13. The government should prioritise decent job creation in renewable energy and green industries while ensuring decent work conditions and social protection for all.
14. We demand that efforts to develop carbon market initiatives in Nigeria should strike a balance between the need to sustain livelihoods, especially in rural areas, and the need to preserve the environment. We reject the agenda of forced land appropriation and the recolonisation of Nigeria and Africa through carbon market capture and greenwashing. In this regard, we urge governments at all levels to institutionalize a system of regular audit of Nigeria's Forest Reserves and ecosystem services with consideration for population growth to enable the formulation and or review of relevant public environmental governance laws and policies that would mutually satisfy Nigeria's developmental aspirations, protection of livelihoods and climate justice for all.

D. Coherent and Inclusive Green Growth Policies – An Absolute Necessity!



Credit: Africa Energy Portal

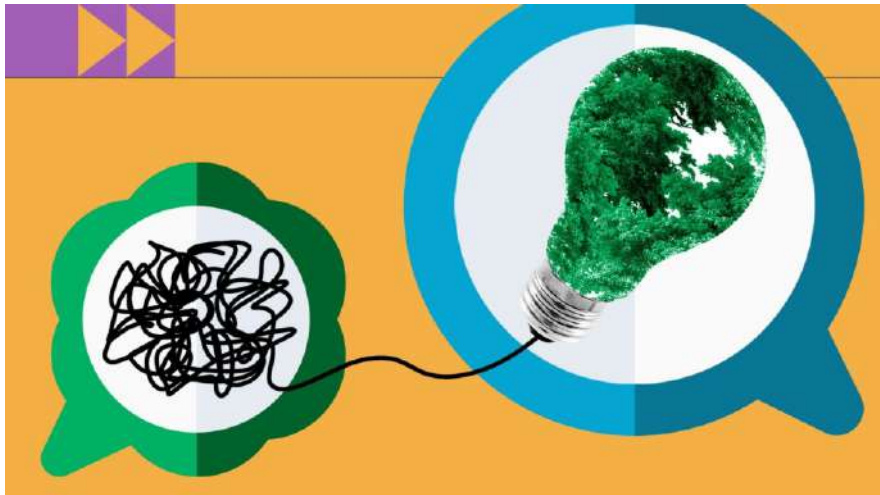
15. The Nigerian Government should ensure an effective and multi-level stakeholders engagement for policy design and the implementation of the NDC, LT-LEDS, NAP, JTWP and other nationally domesticated climate policy instruments.
16. The Nigerian Government should consistently partner with the trade unions and other social partners to promote climate change and environmental governance public awareness activities to prepare citizens for necessary climate actions.

17. NDCs implementation frameworks such as JTWP, LT-LEDS and NAP should integrate just transition, industrial, sectoral and labour policies to promote the sustainability and creation of decent jobs along the entire supply chain of the priority sectors.
18. Given the dominant place of agriculture in Nigeria's economy by GDP and employment, the sector should be transformed from high informality to formality. Investments in technology and agricultural facilities to enable climate-smart agriculture and industries of freshness are critical to give the Nigerian economy a competitive edge.
19. Trade unions should actively monitor and evaluate the implementation of Nigeria's NDCs, ensuring that commitments related to decent job creation and social justice are met.
20. The Nigerian NDCs should develop a comprehensive audit of possible net job losses, net job gains and stranded assets as the country transitions to a low-carbon economy. This policy initiative should also resonate with an audit of skills gaps to ensure that manpower development that can take advantage of green opportunities are exploited.
21. Given the intricate link between climate change, ecosystem services and trade, there is need for

coherence in national climate policies that mainstream **trade regulations which promote action against GHG emissions** including using tariff measures to discourage the importation of fossil fuel vehicles and to encourage the local manufacture and or assembling of affordable electric cum renewable energy powered vehicles, trains and ferries in Nigeria. This would help to increase the green net job gains in Nigeria. We request that the African Continental Free Trade Area Agreement (AfCFTA) promote environmental governance through its protocols in a manner that encourages green growth by utilising green industrialisation pathways. This should leverage Africa's seemingly abundant resources in critical transition minerals.



E. Evidence-Led Advocacy – We Cannot Afford to Fly Blind!



Credit: United Nations

22. Government and the organised private sector should increase their investments in research and innovation activities, especially those that enhance Nigeria's visibility and competitiveness in the green economy, particularly green products such as green cement and the assembling of electric and hydrogen vehicles. Trade unions should be supported to engage in workplace-related climate and just transition research.
23. **The Nigeria Labour Congress demands increased public investment in STEM**, especially in ways that promote climate science education and research, including exploring new leads and breaks in

biomimicry. It is also important to review Nigeria's education curriculum at all levels to accommodate climate science, environmental governance and sustainability practices. It is also crucial that the National Council on Climate Change Secretariat and relevant climate governance institutions in Africa pursue opportunities for Nigerians and Africans to synergise and participate in the research endeavours of the Intergovernmental Panel on Climate Change (IPCC). This is vital as the foundation of global engagements, discussions, negotiations, and decisions on climate change and response to its impacts rest on scientific inquiry and evidence.

24. Trade Unions under the auspices of international and global federations should be supported to invest in climate research for evidence-led advocacy. Trade unions through global federations should also be supported to pursue opportunities that ensure adequate representation of workers and working-class-oriented researchers in the work of the Intergovernmental Panel on Climate Change. This is important as the foundation of global engagements, discussions, negotiations, and decisions on climate change and response to its impacts rests on scientific inquiry and evidence.

F. Climate Accountability – Polluters Must Pay!



Credit: BusinessDay

25. We call for the institutionalisation of a robust multistakeholder national emission and pollution audit system that emplaces standardised accounting and accountability for the contamination of the atmosphere, land, and water sources owing to anthropogenic interventions. The principle of Polluters Must Pay must moderate measures such as the Cross Border Adjustment Mechanism (CBAM). Crimes against the environment should be recognised as Ecocide. **Nigeria should support international measures on Ecocide.**

26. Promote lessons sharing and learning spaces in all workplace shop floors and with all social partners to advance best practices in Environment, Social and Governance (ESG).

G. Climate Finance is Key – Government has Business in Social Business!

27. **Sustainable Financing is critical in achieving a Just Transition in Nigeria.** The Nigeria Labour Congress demands public financing and development partnership grants as the major source of fiscal support for a just transition. Minimal private sector funding should come at a single-digit interest rate. We also demand that a part of the **revenue from the carbon market tax and other green financing mechanisms should go to a Just Transition Work Program Fund** and other adaptation and resilience measures. Green products should be made affordable to workers.
28. We demand increased investment by the government in the social sector – education, healthcare, social green housing and welfare policies. This entails increased budgetary allocation to the social sector and prudent use and effective legislative oversight of budgeted funds to ensure value for money, cross-

cutting impact through multiplier effects, whole of society climate resilience and the sustainability of social projects.

H. Climate Responsibility – Saving the Planet Starts with You and Me!



Credit: Wise Nigeria and Rapid Eye

29. Using a whole of society approach, government, trade unions, private sector employers of labour, environmental NGOs and citizens should partner in promoting the Circular Economy with emphasis on a **shift from over-production and over-consumption to habits that reduce, reuse, repair, and recycle products for as long as possible**. This demands critical re-thinking, re-tooling and re-working of public hygiene, environmental sanitation, waste disposal and sustainable management of landfills.

30. Mainstream gender and youth concerns in all climate and just transition policies, and prioritise affordable clean cooking and sustainable forest and other land use practices. We also demand decent minimum wages for all gender and insist that gender stereotypes in the brown industry should never be replicated in the green economy.
31. Just transition from a whole-of-society approach demands that no relevant and useful knowledge is lost. We demand the accommodation of indigenous knowledge, skills, practices and culture and synergy with modern research to promote mitigation, adaptation and the building of resilience against climate change and its impacts.
32. Prioritise climate proofing, resilience and green infrastructure in national development plans, renewal of urban settlements and development of new urban areas.

I. Climate Governance – Everything Rises and Falls with Governance!



2025 May Day NLC Climate Change March

33. Governance is key and central to both environmental sustainability and natural resource management. There is no gainsaying the fact that Nigeria's abundant natural and environmental resources have been greatly mismanaged over the years. In this wise, **we demand an institutionalised system of audit of Nigeria's Ecological Funds.** The findings of such an audit should be made public. To make a clean break from past habits of mismanagement of resources, the transition to a cleaner and greener economy should demand that public actors and private citizens, including businesses, recommit themselves to accountable, transparent and prudent management and use of public resources. This should be done with the hindsight that it is the mismanagement, overproduction and overconsumption of the things of nature that precipitated the current global crisis of climate change. It is only an intentional reversal of the factors that enable climate change and environmental degradation through coherent public policies designed for the common good that would ensure that Nigeria's transition to a clean and green economy achieves social justice for all.

34. The Nigeria Labour Congress notes the increasing incidence of resource conflicts occasioned by climate change impacts and the scramble for critical transition minerals in Nigeria and all over Africa. We demand an

end to these violent conflicts, which gravely traumatise workers and poor citizens. We demand an end to the bloodletting, displacements and humanitarian disasters enabled by the unconscionable scramble for critical transition minerals and other renewable resources, particularly through sponsored armed conflicts and the undermining of labour standards, especially as marked by child labour and slave wages. We demand an end to the reconstruction of the colonial narratives on the extraction and exploitation of critical minerals and other raw materials in Nigeria and other countries in Africa. We demand labour-intensive beneficiation and value addition to Africa's mineral resources in a manner that fosters green growth and promotes decent work standards in all African countries. We note that these measures can only be achieved through astute international governance.

35. Government at all levels in Nigeria and all employers of labour should put in place measures to guarantee early warning system to enable workers, their families and communities overcome re-location inertia and move away from locations vulnerable to natural disasters and severe climate change impacts. Catchment dams should be built along flooding corridors to mitigate flooding disasters, and for energy and agriculture.

36. Given the fact that climate change is primarily a workplace reality, it is only commonsensical that the solutions to the prevailing global climate emergency must come from the workplace through active cooperation and collaboration between government as sovereignty and the social partners as producers of wealth.

From an African perspective, it is important to approach the crisis of climate injustice from the lenses of the historical burden of the injustices of slave trade, colonialism and a neoliberal agenda that is designed to keep Africa and most countries of the Global South in the lowest rung of the global industrial and development value chains.

To reverse this trend would require deliberate efforts and commitment by governments and social partners in Africa and the Global South to rejig and expand their approach to global climate change negotiations from just a climate justice agenda to an agenda for the de-colonisation, decarbonisation and de-construction of a global economic order that is designed to keep Africa and many countries of the Global South as perpetual consumers of manufactured goods, sovereign debt and second rate technology. This demands a rejig of multilateral rule-making, rule-taking, cooperation for technology transfer, and workforce capacity building for green skills acquisition.

The Nigeria Labour Congress demands that governments and social partners all over the world should use the instrumentality of international labour standards,

UNFCCC policy negotiation cum implementation spaces and collective bargaining agreements to address the crises of emissions, associated workplaces and communities impacts and save the planet from climate tipping points – **THERE ARE NO JOBS ON A DEAD PLANET.**



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**NLC Focal Persons Singing Solidarity Songs
at the end Post COP Meeting**



**Comrade Suleiman Pema making his input
at the Post COP 29 Meeting.**



**Ecocide is a Crime Against Nature and
Human Beings – Stop Ecocide Now!**



Climate Finance is No Charity... Polluters Pay Up Now!



Climate Change – A Workplace Issue and Workers and Families are Frontline Victims



Group Picture on Day One of Post COP 29 Meeting



NLC Climate Change Awareness March at 2025 May Day Commemoration



Nigeria Go Green! 2025 NLC May Day March



L-R: Comrades Ayegba Ojonugwa, Marwan Adamu and Deborah Yusuf at Post COP 29 Meet



Engaging Workers for Climate Action



Comrade Chinyere Amogu Moderating a Session of the Post COP 29 Meeting



Group Photo on Day 2 of Post COP 29 Meeting



In case of difficulties in your workplace or you need further information,
you can call the following NLC help lines

+234 811 7077 418 and +234 811 7077 419

