



Just Transition and Workforce Pathways in Nigeria's Energy Sector: Managing Workforce Transitions and Economic Diversification in Oil-Dependent Communities

1. Name of proposing Party or organization.

Clean Climate and Environment Campaign Initiative

2. Brief description of the proposed study:

This case study, led by the Clean Climate and Environment Campaign Initiative (CCECI), investigates workforce transitions and economic diversification in Nigeria as the nation navigates its Net Zero 2060 target and Energy Transition Plan (ETP). Focusing on the Niger Delta and major industrial hubs, the study examines key challenges and scalable solutions for protecting fossil-fuel workers and vulnerable communities during the low-carbon transition. The study centers on two core objectives: 1. Managing Workforce Transitions: Assessing the impact of shifting from traditional oil, gas, and heavy industry toward renewable energy and green technology. It details local institutional frameworks, re-skilling programs, social safety nets, and labor union engagement designed to retool workers for decent work and quality jobs in solar installation, mini-grids, sustainable agriculture, and climate-smart manufacturing. 2. Economic Diversification Strategies: Evaluating pathways to reduce economic reliance on petroleum exports by fostering green micro-, small-, and medium-sized enterprises (MSMEs). The research examines how local climate policy, public-private partnerships, and green finance mechanisms can drive sustainable growth in off-grid energy, waste-to-value systems, and sustainable land management. Using a mixed-methods approach, CCECI will conduct field interviews, focus group discussions with labor unions and informal sector workers, and policy reviews of national plans (e.g., Nigeria's Climate Change Act and ETP). The study highlights actionable lessons, gender-inclusive transition models, and policy mechanisms that other oil-dependent developing nations in Africa can replicate to ensure a just, equitable transition without leaving workers behind.

3. United Nations region to be covered by the case study:

Africa;



4. Country or countries to be covered by the case study

Nigeria

5. Area of the case study:

Managing workforce transitions ;The design and implementation of economic diversification strategies ;

6. Expected duration for completion of the case study (in months):

6 months

7. Contribution of the submitting organization

Technical inputs;Data;Authorship;

8. Can the study be developed without financial support from the UNFCCC?

No

9. If no, please provide the estimated range of required financial support in USD (Please note that the UNFCCC is not a donor organization and has limited funding):

25000

10. Please provide the status of any preliminary work undertaken that could serve as a basis for the study, including a link to any available reports, if available.

CCECI has conducted baseline stakeholder mapping across target communities and labor unions within Nigeria's energy and agricultural sectors. Preliminary consultations with local civil society organizations, youth groups, and green MSMEs have laid the groundwork for qualitative research on skills gaps and transitional bottlenecks. Additionally, CCECI has synthesized national policy frameworks—including Nigeria's Climate Change Act (2021) and Energy Transition Plan—to establish key indicators for workforce shifts and economic diversification.



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