

Workers' Charter of Demand on Just Transition for Trade Unions in Nigeria:

Preamble

Just Transition represents a transformation from carbon-based economic activities to low or zero carbon economy but in a manner that limits the negative impacts on workers, their families and communities. A just transition acknowledges the links between climate action and sustainable development. Therefore, we, the workers of Nigeria, represented by our trade unions, recognize the urgent need for a just transition to a low-carbon economy. However, we demand that this transition prioritizes the rights, interests, and well-being of workers, our families and communities.

Article 1: Job Security and Creation

- 1.1 Protect existing jobs and create new green jobs within the transition process
- 1.2 Provide career counseling and transition support services to assist workers in exploring new job opportunities in green sectors.
- 1.3 Incorporate just transition demands into collective bargaining agreements, including provisions for job placement, and or options for redeployment within the company and new business ventures in green sectors.

Article 2: Right to Decent Work

- 2.1. Ensure that all workers have access to decent work, with fair wages, safe working conditions, and social protection.
- 2.2. Implement policies to promote full employment and reduce unemployment.

Article 3: Social Protection and Welfare

- 3.1. Establish a comprehensive social protection system, including unemployment benefits, and income support during the transition.
- 3.2. Ensure that all workers have access to affordable healthcare and education.

Article 4: Workers' Participation and Representation

- 4.1. Recognize the right of workers to participate in decision-making processes related to the just transition.
- 4.2. Ensure that workers' representatives are included in all relevant policy-making bodies.

Article 5: Skills Development and Training

- 5.1. Provide training and skills development programs to enable workers to adapt to changing job requirements.
- 5.2. Ensure that workers have access to education and training opportunities.
- 5.3. Facilitate distributive benefits of just transition across sectors and sub-sectors.

Article 6: Environmental Sustainability

- 6.1. Promote sustainable production and consumption patterns.

6.2. Ensure that all industries adopt environmentally friendly practices.

Article 7: Just Transition Fund

7.1. Establish a Just Transition Fund to support workers and communities affected by the transition.

7.2. Ensure that the fund is managed transparently and accountably.

Article 8: Tripartite Commission for Social Dialogue on Just Transition

8.1. Establish Tripartite Commission as an institutionalized platform between the government, employers and workers organizations for social dialogue dedicated to mitigate the negative socioeconomic impacts of de-carbonization process on workers, their families and communities.

8.2. Create an enabling environment for tripartite social dialogue on just transition for the workforce;

8.3. Build synergy with expertise from academia, civil society, and the media through partnership and collaboration

Article 9: Gender Mainstreaming and Social Inclusion

9.1. Mainstream workplace gender perspectives on just transition and women economic empowerment.

9.2. Ensure inclusivity, participation, diversity, and collective ownership of the de-carbonization process to promote social justice, fairness and helps reducing vulnerability in the transition process.

Article 10: Implementation, Monitoring and Documentation

10.1. Ensure that all stakeholders, including government, employers, and workers, are involved in the implementation and monitoring of the just transition.

10.2. Develop key performance indicators on just transition goals for the workforces (such as the number of workers retrained, numbers of new green jobs created, and impact on the community wellbeing)

10.3. Establish a monitoring mechanism to track progress, address challenges and document industries specific lessons learned and data on just transition for the workforce.

10.4. Facilitate periodic review and evaluation to assess the effectiveness of the just transition and make adjustment as needed.

Conclusion

A just transition for the workforce builds on the creation of decent work and quality jobs as well as social protection to mitigate the negative impacts of climate policies on workers, their families and communities when transitioning to a low carbon economy is crucial. We, the workers of Nigeria, will continue to advocate for our rights and interests throughout this transitory process; and demand that our government, employers, and other social partners work with us to ensure a just transition to a low-carbon economy.

Adopted by

1. Nigeria Union of Petroleum and Natural Gas Workers [NUPENG]



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National President


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Comrade Afolabi Olawale
General Secretary

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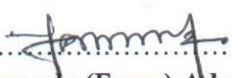
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