

► **Green jobs and skills**

Measurement of green jobs and skills in G7 members' ODA and proposed framework

Richard Horne, ILO Consultant

Drew Gardiner, ILO Employment Policy Specialist

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▶ Outline

- ▶ Objectives
- ▶ Key terminology

Part I: Mapping of measurement of green jobs and skills

- ▶ Methodology
- ▶ Main findings and common challenges

Part II: Proposed measurement approach

- ▶ Key criteria for common measurement approach
- ▶ Proposed framework

Way forward



Objectives

G7 commitment context

- ▶ “by 2025, increase the share of ODA on employment and skills promotion programmes that is directed specifically towards ‘green sectors and greening traditional sectors”
- ▶ “We further welcome the initiative of [...] a harmonized, lean approach for the monitoring and evaluation of our respective programmes’ impacts by 2030”

Assignment

- ▶ Identify common challenges G7 members face in measuring jobs and skills outcomes
- ▶ Propose areas of convergence for the measurement of green jobs and skills in the context of monitoring and evaluation (M&E) in G7 members’ ODA-financed projects that support green jobs and skills outcomes
- ▶ Emphasis on measurement of green jobs (system for monitoring and evaluation in next phase)

► Terminology

Jobs / employment programmes

- All programmes with labour market outcomes: could be supporting livelihoods, improving jobs, creating jobs
- Different concepts and definitions used by different agencies: including for jobs and employment

Technical cooperation

- Private sector development programmes / interventions: labour demand outcomes (e.g. enterprise hires more workers)
- Human capital development programmes / interventions: labour supply outcomes (e.g. skilling, employability)

Financial cooperation

- All activities of DFIs and development banks, recognising that these differ in approach and activities

► Terminology (cont'd)

Types of jobs impact

- Direct impacts: Refers to impacts on immediate beneficiaries (firms or individuals). Usually can obtain direct contact
- Indirect impacts: Refers to impacts upstream or downstream. Usually cannot obtain direct contact. Rely on estimates or models
- Induced impacts: Refers to jobs impacts as a result of spending from direct and indirect beneficiaries. Cannot directly contact. Relies on modelling
- Enabled impacts: Refers to jobs created as a result of enabling impacts (e.g. from access to finance or energy)

► Terminology (cont'd)

Green jobs

- 'ILO definition' refers to the definition and concept of green jobs outlined in the ICLS guidelines concerning a statistical definition of employment in the environmental sector
- Two criteria: i) employment in the environmental sector and ii) decent work

Employment in the environmental sector

- Based on System of Environmental Economic Accounts (SEEA) classes
- **Component 1: Environmental outputs:** Production of environmental goods and services
- **Component 2: Environmental processes:** Methods, procedures, practices, or technologies that make an economic unit's production processes more environmentally sustainable

Decent work

- Subset of employment in the environmental sector that meets the requirements of decent work

Terminology (cont'd)

Green sectors and greening traditional sectors

- ▶ G7 commitment language
- ▶ Consistent with green jobs definition

Green jobs criteria

Employment in the production of environmental goods and services (for consumption outside the economic unit, i.e. for the market)

or

Employment in environmental processes (for consumption within the economic unit)

and

Employment that meets the requirements of decent work

Alignment with G7
communique terms

Green sectors (e.g. renewable energy enterprise)

Greening traditional sectors
(e.g. making manufacturing enterprise more sustainable)

Employment outcomes from investment in green sectors

- ▶ Not synonymous with green jobs in this context. Green jobs is a subset
- ▶ Jobs created as a result of greening, also a separate concept

► Part I: Mapping of green jobs and skills

- Methodology
- Main findings and common challenges

► Methodology

Interviews with G7 members

- Development agencies, DFIs and development banks
- Attempted to map the employment and jobs measurement approaches used including measurement of 'green jobs and skills' (however defined)
- Not an exhaustive mapping exercise

Literature review

- National level material (e.g. jobs measurement handbooks and guidance)
- Academic and other material, including those of the ILO, such as the Green Jobs Assessment Model

► Measuring employment and jobs

Main findings and common challenges

- All G7 members measure jobs outcomes from programmes, but not necessarily all report on these impacts
- Different ways of measuring jobs and employment impacts result in inconsistent and incomparable results
- Different types of data per intervention and implications for measuring job and employment impacts
- Major difference in modelling jobs impacts and measuring jobs impacts
- Significant difference in approach between financial cooperation and technical cooperation
- Challenges in estimating or measuring decent work or job quality

► Measuring employment in the environmental sector and green jobs

Main findings and common challenges

- Few programmes measure any concept of green jobs, but some do
- Different policy definitions of green jobs in different national contexts
- Lack of guidance on measuring green jobs
- More information and explanations are needed on the ILO definition of green jobs
- Difficulties in categorising to SEEA categories with existing data
- Limited options for measuring green jobs using macro-models (particularly for financial cooperation)

► Measuring skills outcomes (incl. for green jobs)

Main findings and common challenges

- Requires occupation data for skills
- Different taxonomies exist for mapping green activities and tasks to occupations

Monitoring and evaluation capacity

Main findings and common challenges

- Limited M&E capacity, including technical expertise on jobs and environment
- Any new approach needs to be non-intrusive to current M&E systems

► Part II. Proposed framework

- Key criteria for a common measurement approach
- Proposed framework

► Key criteria for common measurement approach

Definitions

- Need for a statistical definition
- Use ILO green jobs definition
- Effectively communicate the ILO green jobs definition
- Job quality dimension needs further consultation

▶ Key criteria for common measurement approach

Approach

- ▶ Framework needs to include a decision tree to specify the different types of ODA, programme types and beneficiary levels
- ▶ Framework needs to collect primary data (i.e. for SEEA categories and occupation)
- ▶ Green jobs data can only be collected for direct jobs and employment impacts (individuals and firms)
- ▶ Skills for green jobs can only be collected for direct and individual jobs and employment impacts (i.e. not firm beneficiaries)
- ▶ Process needs to be straightforward and easy to understand and apply

Criteria for measuring green jobs

Intervention type	Type of impact	Target beneficiary	Job quality	SEEA	Employment in environmental sector	Green job	Jobs created as a result of greening
Private sector development (TC)	Direct	Individual	Worker-perspective	Yes	Yes	Yes	N/A
		Firm	Firm-compliance	Yes	Yes	Yes	N/A
	Indirect	N/A	N/A	No	No	No	Yes
	Induced	N/A	N/A	No	No	No	Yes
Human capital development (TC)	Direct	Individual	Worker-perspective	Yes	Yes	Yes	N/A
Financial cooperation	Direct	Firm	Firm-compliance	Yes	Yes	Yes	N/A
	Indirect	N/A	N/A	No	No	No	Yes
	Induced	N/A	N/A	No	No	No	Yes
	Enabled	N/A	N/A	No	No	No	Yes

Criteria for measuring skills for green jobs

Intervention type	Type of impact	Target beneficiary	Individual data	Occupation data	Skills for green jobs	Skills for transition to green economy	Skills for just transition	Skills for climate change
Private sector development (TC)	Direct	Individual	Yes	Yes	Yes	Yes	Yes	Yes
		Firm	No	No	No	No	No	No
	Indirect	N/A	No	No	No	No	No	No
	Induced	N/A	No	No	No	No	No	No
Human capital development (TC)	Direct	Individual	Yes	Yes	Yes	Yes	Yes	Yes
Financial cooperation	Direct	Firm	No	No	No	No	No	No
	Indirect	N/A	No	No	No	No	No	No
	Induced	N/A	No	No	No	No	No	No
	Enabled	N/A	No	No	No	No	No	No

▶ Questionnaire content

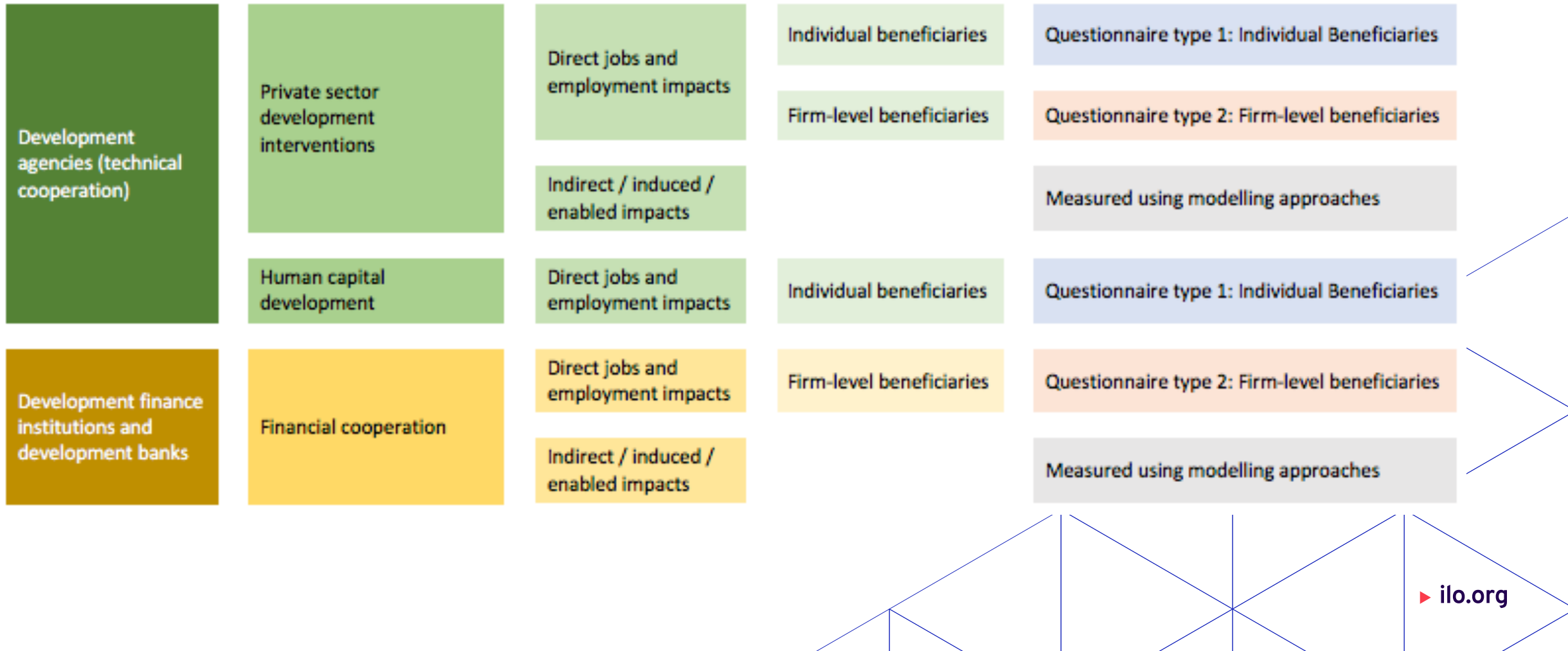
Questionnaire type 1: Individual beneficiary

- ▶ SEEA class or category
- ▶ Job quality metric based on worker-perspective
- ▶ Occupation/Skills

Questionnaire type 1: Enterprise-level beneficiary

- ▶ SEEA class or category
- ▶ Job quality metric based on firm-level compliance

Proposed framework / decision tree



► Strengths and weaknesses

Strengths

- Consistent approach based on an international definition
- Can take inspiration from Washington Group for Disability Statistics' approach to measuring disability
- Rigorous approach based on actual numbers that can be used for M&E

Weaknesses

- Applicable mostly to technical cooperation
- Employment outcomes from green investments might be more appropriate for financial cooperation

► Way forward

Way forward

Agree on consistent measurement approach

- ▶ This workshop: Feedback on proposal
- ▶ November 16th: Proposal to G7

Following steps (2023-2024):

- ▶ Develop more specific measurement approach
- ▶ Develop guidance for M&E of green jobs and skills in ODA-financed projects
- ▶ Test through country-level piloting of the M&E guidance tools
- ▶ Continue knowledge sharing on green jobs policy and programming



► **Thank you**