International Labour Organization

STRENGTHEN2

Co-funded by the European Union

Report on the Workshop "Measuring the impact of investments on job creation and skills in the context of a green and just transition: Challenges and actions in practice"

4th December 2024, Online

Executive summary

The STRENGTHEN2 project and the G7 Green Jobs and Skills Initiative, run by the ILO's Employment Policy, Job Creation and Livelihoods department, jointly hosted an online workshop to explore the role of Development Finance Institutions (DFIs) in driving a green and just transition. The event, held on December 4, 2024, gathered around 60 representatives from institutions engaged in financing the green and energy transition, including development partner agencies, multilateral and bilateral development banks, national DFIs, as well as the European Commission. This workshop was the fifth in a series of events hosted by the ILO to exchange best practices and improve methodologies for measuring the employment impacts of financial institutions.

The main objective of the workshop was to improve the understanding of how to measure the impact of investments on job creation and skill development within the framework of a green and just transition. Discussions revolved around key themes central to fostering a sustainable and inclusive economic transition, such as advancing green economic transformations and their related employment opportunities, refining the understanding and definitions of green jobs and just transitions, and examining financing mechanisms to support job creation and environmental goals.

The workshop underscored the importance of broadening the focus of green job initiatives beyond the energy sector, highlighting the need for similar efforts across diverse industries. Participants emphasized the critical role of workforce skills, particularly in implementing large-scale projects, where technical capabilities remain a key challenge. Discussions also explored approaches to defining the "green" nature of jobs, with a task-based methodology emerging as a practical option, albeit one that requires further refinement and debate. A more focused exchange on comparing the task-based and the sector-based approaches of identifying the "green" nature of jobs should be considered. The session concluded with a call for action for continued engagement and collaboration to develop investment strategies that not only create jobs but also advance environmental objectives, ensuring these efforts are comprehensive and impactful across sectors.

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List of Acronyms and Abbreviations

ADB	Asian Development Bank
AIMM	Anticipated Impact Measurement and Monitoring
BII	British International Investment
BMZ	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (German Federal Ministry for Economic Cooperation and Development)
CAF	Banco de Desarrollo de America latina y el caribe
CEB	Council of Europe Development Bank
COFIDES	Compania Espanola de Financiacion del Desarrollo
COP	Conference of the Parties
DAC	Development Assistance Committee
DFC	U.S. International Development Finance Corporation
DFI	Development Finance Institution
DG INTPA	European Commission Directorate-General for International Partnerships
EBRD	European Bank for Reconstruction and Development
EC	European Commission
EIB	European Investment Bank
EmpIA	Employment Impact Assessment
EU	European Union
FI	Financial Institution
FMO	Netherlands Development Finance Company
GIZ	Gesellschaft für Internationale Zusammenarbeit
IDB	Inter-American Development Bank
IFC	International Finance Corporation
IFU	Investment Fund for Developing Countries
ILO	International Labour Organization
ISCO	International Standard Classification of Occupations
JIM	Joint Impact Model
KfW	Kreditanstalt für Wiederaufbau (German Development Bank)
MDB	Multilateral Development Bank
MFMOD	Macro-Fiscal Model
MRIO	Multiregional Input-Output
ODA	Official Development Assistance
PROPARCO	Societé de Promotion et de Participation pour la Coopération Economique
TVET	Technical Vocational Education and Training
WB	World Bank

Introduction

The International Labour Organization held this workshop for Development Finance Institutions (DFIs) on "Measuring the impact of investments on job creation and skills in the context of a green and just transition: Challenges and actions in practice". The event took place as part as a joint initiative from ILO's Employment Policy, Job Creation and Livelihoods department through the STRENGTHEN2 project and the G7 Green Jobs and Skills Initiative, funded and supported by the European Union and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

Exchange and discussion with and amongst DFIs are one of the streams of the STRENGTHEN2 project's work as the project aims to assist the European Commission and DFIs to better measure the employment impact of investment projects to promote the creation of more and better jobs in sub-Saharan African countries. Therefore, the organization of a series of events on EmpIAs and its nuances is part of the project's outcomes. The events provide a place for alignment, coordination and learning among Financial Institutions (FIs) engaged with the ILO's Decent Work Agenda. The ILO contributes by providing relevant inputs and facilitating exchanges among participants. This event was the fifth event with FIs in this series. Other main areas of focus for the STRENGTHEN2 project are mostly related to strengthening the capacity of national stakeholders in countries to use employment impact assessment methods to inform decisions on public investments with the goal of creating more and better jobs.

The ILO G7 Green jobs & skills initiative aims to facilitate cooperation and technical exchanges among G7 countries' technical and financial cooperation establishments, and their development partners, on green jobs and skills promotion, including on measurement issues. In particular, the project supports the development of guidance and tools to support development partners in assessing and analysing opportunities for green job creation in developing countries, in particular through the roll-out of the Green Employment Diagnostics tool, and to enhance the quality of assessments and reporting on the impact of development interventions with regards to their impact on green jobs and skills for green jobs.

The event took place on December 4, 2024, in an online format to explore the role of DFIs in driving a green and just transition. The event gathered around 60 representatives from institutions engaged in financing the green and energy transition, including development partner agencies, multilateral and bilateral development banks, national DFIs, as well as the European Commission.

The 2.5-hour online workshop focused on the different approaches to planning and measuring the impact of investments by DFIs on the creation of green jobs and the required skills for the transition towards green and low-carbon economies. Institutions such as the KfW Development Bank, the Asian Development Bank (ADB), the World Bank (WB), the Inter-American Development Bank (IDB), and the International Finance Corporation (IFC) among others, discussed their perspectives on investing in the green economy and just transition, modelling approaches to impact assessment of investments on the creation of green jobs and implications for decision-making and operations.

Measuring the impact of investments on job creation and skills in the context of a green and just transition

The event was jointly facilitated by Ralf Krueger, Chief Technical Adviser of the ILO's STRENGTHEN2 project, and Gaëla Roudy Fraser, Project Manager overseeing the G7 green jobs & skills initiative.

The event started with a keynote address by Sangheon Lee, the Director of the ILO's Employment Policy, Job Creation and Livelihoods Department. In his remarks, Mr Lee emphasized the need for green transition investments to deliver maximum environmental and social benefits, including job creation and social inclusion, and noted the rising interest in measuring green jobs and skills. He outlined three focal points for the discussion: leveraging investment for job creation and skills development, applying the just transition framework to ensure inclusivity and workforce resilience, and developing robust measurement tools for impact assessment. Mr Lee identified two major challenges: scaling investments to support green transitions and ensuring they translate into meaningful employment and skill development. He emphasized the critical role of development institutions in reshaping economies and labour markets through green technologies and nature-based solutions. The just transition framework is key to providing new opportunities for workers in carbon-intensive industries, while advanced measurement tools are essential for scaling impacts and making informed, data-driven decisions.

Following Mr Lee's address, Mr Krueger introduced the agenda, which included institutional perspectives on green transitions, methodologies for measuring impacts, and practical applications in DFI operations. He introduced Gaëla Roudy Fraser, the project manager for the G7 green jobs and skills project and underscored the workshop's role in fostering collaboration and innovation to meet environmental and employment challenges.

Session I: Tour de table by institution

Introduction: Gaëla Roudy Fraser, ILO

Ms Roudy Fraser introduced the session and provided panellists with the following indicative questions:

- What are respective DFI perspectives on investing in the green economy and just transition?
- Whether and how the green economy and related jobs feature in DFI operations and strategies, and what data lies behind these?
- What Just Transition might mean for the institution?

Speaker: Philipp Lassig, KfW

Key takeaways

- Philipp Lassig from the KfW Development Bank discussed the importance of considering just transition and green skills and jobs at the KfW.
- The KfW supports the creation of green jobs by investing largely in green energy infrastructure in line with the BMZ's (Ministry for Economic Cooperation and Development of Germany) strategy for a social ecological transformation of the economy.
- Lassig highlighted the challenges of data collection and the need for more evidence on the social impact of investments.
- Finally, Mr Lassig emphasized the importance of strategically combining infrastructure investments with investments in human capital and skills and measuring the employment effects of these investments.

Speaker: Yesim Elhan-Kayalar, Asian Development Bank

Key takeaways

- Yesim Elhan-Kayalar from the Asian Development Bank (ADB) emphasized the importance of green economy investments and just transition as key strategies for sustainable development in the Asia-Pacific region, aiming to integrate climate action, economic resilience, and social inclusivity.
- Under its operational framework on climate change, the ADB targets 75 per cent of operations for climate mitigation and adaptation by 2030, aiming to mobilize US$100 billion, with investments in renewable energy, clean transportation, energy transition, sustainable urban development, and climate-resilient agriculture. Initiatives include early retirement of coal plants and expanding green job opportunities.
- The just transition strategy of the ADB prioritizes workers and communities vulnerable to economic transformation, sector-specific workforce planning with skills development, social protection mechanisms, inclusive policy frameworks, and tailored support for carbon-dependent communities.
- The ADB has committed US$8.6 billion in climate finance (a 30 per cent increase from 2022), supported 52 renewable energy projects, created 35,000 green jobs, and developed transition plans for high-emission sectors in nine countries. Data is collected on an operational level.
- Ms Elhan-Kayalar highlights challenges such as balancing economic needs with sustainability, workforce planning, and the need for country-specific green labour market forecasts and technical education capacity to meet demand in increasingly technical skills. Future efforts include increased investments in green technologies, upskilling, innovative financing, and fostering collaboration with governments, private sectors, and local communities.

Speaker: Elizabeth N. Ruppert Bulmer, World Bank.

Key takeaways

- Elizabeth N. Ruppert Bulmer from the World Bank shared insights on the Bank's approach to measuring the impact of climate change on jobs and the importance of people-focused, evidence-based policies, and informed fellow participants about the synthesized report of their country climate and development reports (recently launched at the COP).
- With reference to the Bank's attention to embedding job impacts in project design and policies, Ms Ruppert Bulmer discussed the challenges of measuring indirect job impacts, the impact of climate change on jobs as well as general labour market dynamics.
- The World Bank is working on generating evidence by analyzing the household profiles of people most affected by climate change as well as developing a household survey instruments to profile skills and preferences aimed to inform social protection interventions and targeted active labour market policies.
- Other interventions of the World Bank include corporate scorecard indicators (which will be launched in 2025), which include an indicator on more and/or better jobs, and a macroeconomic modelling approach to analyze labour market dynamics.

Speaker: Brendan Curran, European Bank for Reconstruction and Development

Key takeaways

- The European Bank for Reconstruction and Development (EBRD) is focused on supporting clients and countries in moving away from high-carbon assets, with the target to increase green financing to more than 50 per cent of its annual business volume by 2025.
- Their approach integrates environmental goals with inclusive development, emphasizing mitigation and addressing both green investments and social costs of decarbonization.

- The transition will impact jobs significantly, especially in coal-dependent regions where 1.1 million jobs are linked to coal-fired plants and mines. Addressing unemployment and social risks requires policy responses, investment in communities, and reskilling efforts.
- The "just transition initiative" of the EBRD, launched in 2020, focuses on three pillars: green economic transition, human capital development (e.g., promoting alternative livelihoods including through reskilling to reduce inequalities), and regional economic diversification (e.g., support for state-owned enterprises, SMEs, and sustainable infrastructure).
- The EBRD also works on policy interventions and investments, such as helping governments incorporate social considerations into climate policies. Just transition diagnostics are used to assess social impacts and inform government transition plans.

Speaker: Hubert Strauss, European Investment Bank

Key takeaways

- Mr Strauss discussed the European Investment Banks' (EIB) climate bank roadmap and the importance of ensuring a just transition for all.
- The EIB focuses on climate mitigation as the central pillar of its Just Transition strategy, aiming for net-zero emissions by 2050 and addressing socio-economic impacts, particularly in vulnerable regions and sectors such as energy (coal mining in particular), heavy industry, and infrastructure.
- The EIB commits over 50 per cent of new lending to climate action and environmental sustainability, with all projects since the end of 2020 being aligned with the principles of the Paris agreement.
- The institution uses three filters to identify Just Transition projects: national or subnational commitment to climate goals, vulnerability of regions and groups, and relevant of sectors. Project features emphasize energy transition, environmental rehabilitation, and economic diversification.
- Employment impact measurement at EIB focuses on labour inputs during implementation and job creation during operational phases (construction, operation, maintenance) but does not disaggregate further by job type, contract form, or "green" categorization.
- In 2023, the EIB signed 18 Just Transition lending operations within the EU, generating an estimated 45,000 person-years of employment during implementation and 4,300 permanent jobs during operations.

Speaker: Ekaterina Chubarova, ILO

Key takeaways

- Ekaterina Chubarova from the ILO Social Finance unit discussed the ILO's work on just transition finance, including collaboration with financial institutions to embed just transition considerations into their operations.
- Ms Chubarova highlighted the importance of measuring and understanding the impacts of green investments on employment and the challenges of accessing granular data on labour and green jobs.
- The ILO Social Finance unit collaborates with the financial sector to leverage its role in advancing decent work, focusing on three streams: financial inclusion, impact insurance, and sustainable investing, with Just Transition work falling under sustainable investing.
- Just Transition efforts align with the ILO's guidelines to maximize social and economic opportunities while minimizing challenges from climate and environmental actions, emphasizing stakeholder engagement, respect for labour rights, and tailoring approaches to specific country conditions.
- To make the Just Transition concept actionable for financial institutions, the ILO developed tools and guidance with academia, financial networks, and DFIs, focusing on integrating Just Transition into risk management, client practices, and tailored financial products.
- Among country level activities, the ILO is engaging with financial sector actors in the Philippines, aiming to align projects with green economy goals, ensuring social equity through new indicators and explicit social considerations in financing decisions.

- Partnerships with FIs aim to amplify impacts, foster capacity building, knowledge sharing, and adopting practices that influence stakeholders across supply chains, with improved employment and green job impact measurement remaining at the center.

Session II: Modelling Methodologies

Speaker: Drew Gardiner, ILO

Key takeaways

- Mr Gardiner provided an overview of the ILO's approach to measuring green jobs, including the statistical and policy-level definitions of green jobs. He outlined three types of employment impacts and the different measurement approaches used by institutions.
- Green jobs are defined both statistically and at a policy level The statistical definition was adopted by the International Conference of Labour Statisticians (2013). It requires that jobs meet two criteria: involvement in environmental goods/services or processes, and compliance with decent work standards (though criteria for "decent work" are not explicitly defined).
- Employment impacts are categorized into direct, indirect, and induced effects. Direct employment is typically measured with micro-level methods, while indirect and induced effects often involve macroeconomic modelling approaches. The later involve either sector-based or task-based approaches.
- The starting point for sector-based approaches is to identify jobs in environmental goods and services in specific economic sectors (e.g., waste management, renewable energy) classified under international standards like ISIC, representing a narrow perspective.
- The task-based approach evaluates tasks classified as “green” within occupations. Examples of classifications include the U.S. O*NET system, that scores jobs based on their "green intensity", or other national classifications that categorize occupations into specific green job categories.
- Macroeconomic modelling uses input-output or equilibrium models to project employment changes across sectors under different policy and economic scenarios, and can be applied either ex-ante, to inform planning, or ex-post, for impact assessment purposes.
- Green job definitions and measurement approaches vary, making cross-comparison and data collection complex. These approaches depend on clear assumptions and methodologies, highlighting the importance of transparency in modelling.
- The ILO’s Green Jobs Assessment Model (renamed to Just Transition Jobs Model) will be further explored to address gaps in planning and monitoring green job impacts across projects and programs.

Speaker: Ulrike Lehr, World Bank

Key takeaways

- Ulrike Lehr from the World Bank discussed the use of macroeconomic models and micro simulation tools to measure the jobs impact from greening investments, emphasizing the importance of tailoring models to client countries' needs.
- The World Bank prioritizes job creation as central to poverty reduction and human dignity, emphasizing the value of jobs in offering, beyond income, purpose and societal benefits. Various teams at the Bank work on jobs through financial support, knowledge generation, and private sector engagement.
- The Bank employs diverse tools, including jobs diagnostics, evaluations, and impact assessments. Key resources, such as the Jobs Diagnostics Toolkit and Evaluation Toolkit, provide frameworks for analysing job-related outcomes.
- Modelling Approaches:
    - MFMOD: A macro-structural model for analysing green policies within economic and development reports.

  - General Equilibrium Models with Micro-Simulation: Used in country-level studies to examine job impacts.
  - MRIO (Multiregional Input-Output) with Price Endogenous Technology: Applied for short-to-midterm analysis, integrating trade and price dynamics to study early pathways for green transitions.
- The Bank uses broader definitions of green jobs, analysing job quantity and quality improvements under policies like carbon taxes. Revenue recycling strategies (e.g., payroll tax cuts, government spending) are examined for their varied impacts on employment by sector, gender, and skill levels, as demonstrated in country-specific scenarios for Egypt and Thailand.
- The application of tools depends on client countries' capacities and priorities, with tailored solutions addressing diverse levels of readiness for modelling and green jobs awareness. This approach aims to integrate jobs considerations into flagship projects and climate change interventions.

Speaker: Marek Harsdorff, ILO

Key takeaways

- Marek Harsdorff from the ILO introduced the Just Transition Jobs Model (previously: Green Jobs Assessment Model), which aims to inform policy design by assessing the aggregate effect of climate policies on economic development, income distribution, and employment across sectors. The model is open-source and available for download.
- The model is described as an econometric, structural, and simulation model, projecting past growth into the future with exogenous demand from sources like the World Bank or IMF. It assesses employment effects by industry, distinguishing for instance between conventional energy and renewable energies.
- The model is used to inform policy decisions by governments, with an emphasis on creating policies that maximize the positive effects of the green transition while minimizing the negative impacts on labour markets.
- Examples from the MENA region and Mauritius show how the model can guide skills planning and assess sectoral shifts, such as the impact of green investments on hydrogen versus fossil fuels or workforce needs in agriculture and tourism.
- The application of the model highlights the importance of social protection, skills training, and equitable resource distribution, ensuring that the green transition is inclusive and helps mitigate the negative impacts on vulnerable populations.
- Mr Harsdorff concludes by emphasizing the need for policies to help accelerate the transition, addressing social protection and skills training to inform TVET institutions and ministries of education.

Speaker: Alex MacGillivray & Richard Horne, Joint Impact Model Foundation

Key takeaways

- The Joint Impact Model (JIM) focuses on estimating the employment and economic outcomes of investments, particularly in developing economies, with an emphasis on green occupations and jobs.
- The JIM builds on the experiences of existing models like the Green Jobs Model, but aims to provide more accessible, practical results for financial institutions in emerging markets, such as estimating green job shares in different sectors.
- The model uses a task-based approach to assess the greenness of occupations and applies a taxonomy to the International Standard Classification of Occupations (ISCO) data, providing an estimate of green versus non-green jobs at a national level.
- Microdata from 78 countries is used in the model which can estimate the proportion of green jobs by sector, with detailed data for regions like sub-Saharan Africa and Southeast Asia, and sector-specific breakdowns, such as in mining, construction, and agriculture.

- A recent simulation for Indonesia's financial sector showed the model's ability to estimate total and green job shares, broken down by sector and gender, providing actionable insights for financial institutions and policy makers.

Q&A Session

Questions raised by Sangheon Lee (ILO)

- *Combining Job Quantity and Quality:* How can the World Bank reconcile the quantity and quality aspects of job creation, particularly in the context of green transition policies? Specifically, how to address issues like wage taxes and social protection while considering their impact on both income security and the quality of jobs created in the transition?
- *Reconciliation of Social Protection and Payroll Taxes:* How can social protection, often considered part of payroll taxes, be reconciled with the broader goals of green job creation and economic transition? How can factors such as income and overall job quality be integrated adequately in the assessment process?
- *Interpretation of JIM Model Findings:* Regarding the JIM model's Indonesia loan simulation, how should findings like the impact on green jobs be interpreted, especially when comparing different policy or investment scenarios? How can these findings effectively inform policymakers in making investment or policy decisions related to green job creation?

Speaker: Ulrike Lehr, World Bank

- Ms Lehr emphasized the challenge of integrating job quantity and quality in macroeconomic modelling.
- The modelling is highly aggregated, and it is important to conduct country-specific analyses to address unique national issues.
- The global models are more of a starting point to highlight potential trends, after which country-specific, detailed analyses are needed to adapt to local conditions.

Speaker: Alex MacGillivray, JIM Foundation

- The US$200 million investment in Indonesia is a typical large-scale investment from DFIs or Multilateral Development Banks (MDBs) into a financial sector, often with climate and gender-related conditions attached.
- While DFIs generally do not compare investment options (due to the time spent cultivating relationships in specific countries), they still aim to understand the expected impacts of their investments ex-ante.
- DFIs and MDBs can track whether investments meet their impact expectations through monitoring and measurement.
- The model used in the case could also be applied to larger climate finance packages or other sectors by differentiating the financial flows, though the Indonesian case was chosen as a familiar, typical example for DFIs and MDBs.

Session III: Application in DFI Operations

Speaker: Oliver Azuara, Inter-American Development Bank

Key takeaways

- IDB is supporting Latin American countries' green transition through five main actions: generating green labour market intelligence, creating governance mechanisms, developing training programmes, enhancing public employment services, and implementing social protection policies for workers affected by the transition.
- The bank analyses the impact of green transition on unemployment by categorizing jobs into three groups: green increased demand, green enhanced skills, and new emerging green jobs.
- The IDB's estimates show that 13 per cent of workers in Latin America could be part of the green economy, with variation across countries (e.g., 19 per cent in Colombia and 9 per cent in Ecuador).
- The bank used a machine learning tool to assess job market flows, revealing that the flow of green jobs is similar to the existing stock, indicating an opportunity to increase green job participation.
- Examples of IDB support include helping countries like Ecuador develop green jobs strategies, supporting skill development in renewable energy and water sectors in various countries, and assisting Mexico with its green transition under the new administration.

Speaker: Jan Imhof, International Financial Corporation

Key takeaways

- The IFC's decision-making and reporting on the green transition focuses on job creation, environmental aspects, and compliance with performance standards, including a commitment to align 100 per cent of projects with the Paris Agreement by 2025.
- IFC measures job creation using its own economic methodologies. Results can enter its impact assessments (AIMM) besides other aspects of impact. The analysis looks at the number of jobs generated and their quality but does not focus on green jobs specifically.
- For reporting, IFC uses indicators related to job creation, climate mitigation, adaptation, and environmental impact, but does not currently measure green jobs as a specific indicator.
- While green jobs are important, the IFC prioritizes direct measures of impacts on climate mitigation and adaptation (and job creation, whether green or not) and believes that focusing solely on green jobs may not be the most effective approach for decision-making.
- IFC emphasizes the need to study green jobs, and the skills required for the green transition but considers quantifying green jobs to be secondary to measuring direct development impacts.

Speaker: Jean-Paul Heerschap, European Commission

Key takeaways

- The European Commission emphasizes the need for an economy that works for people, focusing on jobs, including decent work, in developing countries.
- There is a significant gap between the number of young people reaching working age and the number of decent jobs being created in developing economies, presenting a major challenge.
- The Commission does not distinguish strongly between green and non-green jobs but has targets for investing in climate-related sectors, where many jobs will naturally be green.
- Many partner countries seek support in understanding the job impacts of investments, with a focus on capacity building and employment impact assessments.
- The Commission is currently working on the new phase of the STRENGTHEN project, expanding beyond Africa, focusing on skills development, evidence-based policymaking, and collaborating with partners to address the skills dimension in job creation.

Discussion

Speaker: Hubert Strauss (EIB)

- At the EIB, employment impact is estimated only at the project level, focusing on direct employment without considering indirect or induced effects.
- The sector-based approach to measuring green jobs is seen as more practical and easier to implement, compared to the task-based approach, and a detailed list of green and non-green sectors would be useful for mapping and making statements on green jobs.

Speaker: Alex MacGillivray (JIM Foundation)

- The sector-based approach to measuring green jobs is challenging, so the focus must shift to occupations, as it's difficult to categorize sectors as green or non-green.
- A beta version of the occupation-based approach is already working for 78 countries, and with resources like those from EIB, it may be feasible to develop a similar solution quickly, potentially within initiatives like STRENGTHEN3.

Speaker: Oliver Azuara (IADB)

- The general equilibrium models presented by Mr Gardiner shows trends, but to measure green jobs accurately, a task-based approach is necessary.
- It's crucial to assess the private sector's demand for skills, particularly to guide educational sector strategies, which is the focus of the ongoing work.

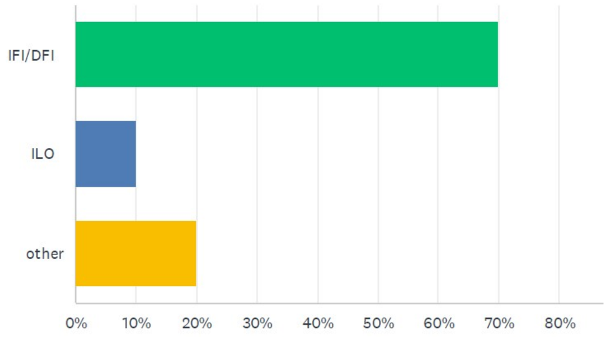
Concluding Remarks

Gaëla Roudy Fraser (ILO) presented an upcoming report analyzing trends in official development assistance (ODA) for green jobs and skills, coordinated by the ILO and conducted by academic research partners following the G7's June 2022 commitment to increase green employment and skills promotion ODA by 2025. The report employs two methodologies: one based on OECD DAC's creditor reporting system codes and another using AI for trend analysis, which corroborated findings. While overall green-related employment aid declined globally between 2018 and 2022 (from 19 per cent to 12 per cent), G7 and EU commitments showed a notable increase of over 10 percentage points post-pandemic, reflecting a strategic focus on integrating green transitions with employment promotion. The report underscores differing donor approaches and will be made available for further review and inquiries.

In his concluding remarks, Ralf Krueger (ILO) highlighted three key points from the session. First, while energy is a prominent focus in green job initiatives, there is significant work remaining in other sectors to also explore their green jobs potential. Second, whereas the critical importance of skills was repeatedly underscored, particularly in large-scale projects like hydrogen, where workforce capabilities are a major implementation challenge, the subject of job creation of ensuring decent work in such jobs is complex and requires attention. Third, he touched on the debate between task-based and sector-based approaches to defining the green nature of jobs, noting that while task-based methods seem practical for now, they are not without criticism and merit further discussion. Mr Krueger concluded by thanking the organizing team and participants, emphasizing the willingness to engage further to improve investment strategies that enhance both job creation and environmental outcomes.

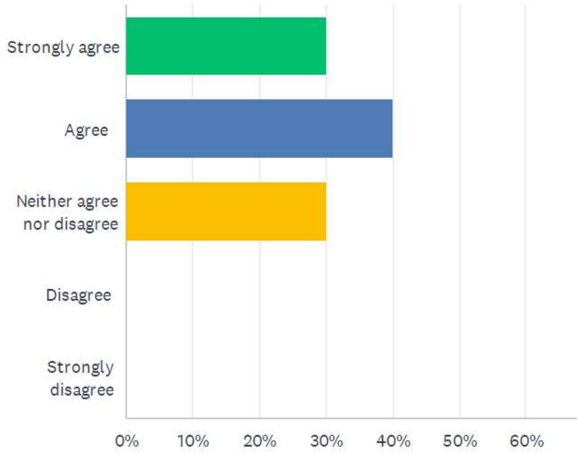
Annex I: Survey Results

The questionnaire received responses from 10 individuals who participated in the workshop. The majority of respondents (70 per cent) are affiliated with IFIs or DFIs.



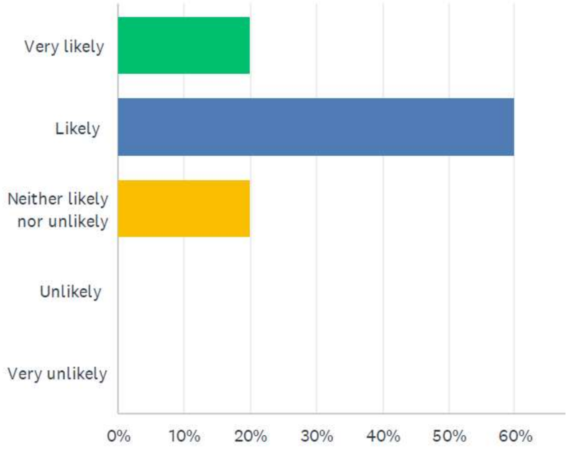
The following survey results are a partial picture of the opinions of the participants.

1. Did the speakers contribute to your learning?



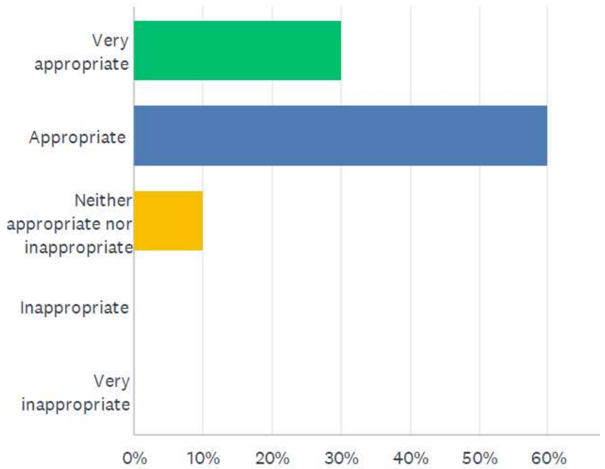
The majority of participants (70 per cent) indicated that the online workshop on measuring the impact of investments on job creation in the context of a green and just transition has contributed to their learning on this topic.

2. How likely is it that your institution will benefit from your participation in the workshop?



Most participants (80 per cent) expressed that their institution will (very) likely benefit from the participants' attendance at the workshop.

3. Were the materials (presentations) used during the session appropriate?



The presentations during the workshop were considered (very) appropriate by 90 per cent of the attendees.

4. What topic(s) would you be interested to discuss in another workshop?

Respondents expressed interest in delving deeper into measurement approaches in future workshops, including an exploration of the gap and overlap between measurement and simulation. Additionally, the challenges of measuring the impact of investments on job creation and skills were emphasized as area for further investigation.

Annex II: Workshop agenda

Welcome & introduction (13:00-13:15)

i. Opening remarks by Sangheon Lee (Director Employment Policy, Job Creation and Livelihoods Department)

ii. Introduction and outline of the agenda by Ralf Krueger

Session 1: Tour de table by institution (13:15-13:45)

i. KfW Development Bank: Philipp Lassig (Sector Economist for Education and Employment)
ii. Asian Development Bank: Yesim Elhan-Kayalar (Advisor, Office of the Chief Economist)
iii. World Bank: Elizabeth N. Ruppert Bulmer (Lead economist for Jobs and Growth)
iv. EBRD: Brendan Curran (Principal for Just Transition, focus on gender and economic inclusion)
v. EIB: Hubert Strauss (Lead Economist, Projects directorate)
vi. ILO Social Finance: Ekaterina Chubarova (Sustainable Finance and Just Transition Specialist)

Session 2: Modelling methodologies (Followed by Q&A, 13:45-14:45)

i. Framing and definitions for measurement / impact assessment (Drew Gardiner, ILO)
ii. Modelling approach of the WB group (Ulrike Lehr, WB)
iii. Just Transition Jobs Model (Marek Harsdorff, ILO)
iv. Joint Impact Model – modelling green occupations (Alex MacGillivray and Richard Horne, JIM Foundation)

Session 3: Applications in DFI operations (15:00-15:20)

i. IADB: Oliver Azuara (Lead Economist)
ii. IFC: Jan Imhof (Research Economist)
iii. EC: Jean-Paul Heerschap (Head of Sector Employment, DG INTPA Discussion

Briefing & Closing (15:15-15:30)

i. Gaëla Roudy Fraser (ILO): ILO analysis of trends in ODA directed towards green jobs and skills

ii. Ralf Krueger (ILO): Summary of main points and closing remarks

Annex III: List of participants

Name	Organisation
Adam Trowbridge	DFC
Alex Ivaschenko	ADB
Alex MacGillivray	JIM Foundation
Alina Game	ILO
Alya Benhajali	PROPARCO
Andreas Fiebelkorn	ILO
Aneese Lelijveld	BII
Anna Brachtendorf	ILO
Anna Roeland	ILO
Andrea Tuzzolo	BII
Audrey Goetz	ILO
Barbara Kong	PROPARCO
Bertrand Foucault	AFD
Brendan Curran	EBRD
Camilo Mondragon Velez	IFC
Chukwudi Iwuozor	BII
Drew Gardiner	ILO
Dulce Baptista	IDB
Edson Mpyisi	AfDB
Ekaterina Chubarova	ILO
Elizabeth N. Ruppert Bulmer	World Bank
Elly Nicolson	UK Export Finance
Gabriel Michelena	ILO
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