Measuring What Matters: Building a Green Jobs Baseline Framework for Nigeria

POLICY BRIEF

Executive Summary

A robust measurement framework for green jobs in Nigeria is crucial to support the implementation and accountability of the proposed National Inclusive Green Jobs Act (NIGJA). This policy brief proposes a nationally tailored framework for defining, classifying, and monitoring green jobs across sectors. It builds on global standards while responding to Nigeria's data limitations and institutional realities. Recommendations include a harmonised definition, institutional coordination mechanisms, and a proposed Green Jobs Baseline Survey (GJBS) to inform legislation and long-term implementation.

1.0 Introduction: Why Measurement Matters

Green jobs are increasingly seen as a key vehicle for climate resilience, inclusive growth, and economic diversification[1] in Nigeria. Yet without a data framework, policies risk becoming aspirational rather than actionable. Clear definitions and tracking tools are essential to[2]:

- Establish clear baselines for tracking progress over time
- Guide resource allocation and performance evaluation
- Align job creation efforts with Nigeria's climate and development goals
- Verify employment outcomes
- Support evidence-based policymaking and cross-sectoral collaboration
- Make budgetary allocations accountable
- Ensure compliance by public and private actors

Therefore, a framework that can support evaluation of the National Inclusive **Green Jobs Act (NIGJA)** is relevant for measuring its effectiveness. Yet, "what is not defined cannot be measured and what is not measured cannot be improved."[3] This is why a Green Jobs Baseline Survey (GJBS) is crucial, and can serve as the cornerstone for the implementation and monitoring of NIGJA.

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> *what is not defined cannot be measured and what is not measured cannot be improved -William Thomson Kelvin*

[1]Jaeger, Joel, et al. (2021) "The Green Jobs Advantage: How Climate-Friendly Investments Are Better Job Creators." World Resources Institute. https://doi.org/10.46830/wriwp.20.00142.

[2]Stoevska, Valentina, and David Hunter (2012). Proposals for the Statistical Definition and Measurement of Green Jobs. International Labour Office. https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@stat/documents/event/wcms_195698.pdf

[3]Morales Jose (2022). What is not measured, cannot be improved. Data analysis use cases. Biuwer. https://biuwer.com/en/blog/what-is-not-measured-cannot-be-improved-data-analysis-use-cases/#:~:text=The%20British%20physicist%20and%20mathematician,not%20measured%2C%20cannot%20be%20improved.

2.0 Measuring Green Jobs: Key Considerations for a Green Jobs Baseline Framework for Nigeria

- **Definition-Define What Counts as a Green Job:** According to the International Labour Organisation (ILO), "green jobs are decent jobs that contribute to preserving or restoring the environment, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency."[4] However, regional and sectoral differences mean that context matters. For example, in Nigeria, informal roles like waste pickers may qualify as green jobs whereas they may be excluded in industralised countries.[5] It is therefore important to agree on a flexible and inclusive definition of what green jobs mean in the Nigerian context.

- **Sectors and Activities:** It is crucial to identify sectors where green jobs exist or are likely to exist, from the renewable energy sector, to agriculture, waste management, and construction.[6]

- **The Role of Data:** Data is crucial in mapping out a baseline framework. This involves using survey instruments, administrative data and research[7] to track and analyse jobs with environmental contributions to decide whether they come within the scope of green jobs.

3.0 Building a Nigerian Definition of Green Jobs

Relevant for evaluating and tracking progress of NIGJA

Supports a contextual definition and scope for green jobs

Supports nationally representative data on the quantity, quality, and distribution of green jobs

Supports evidence-based policy decision making

Image: *Why Measurement Matters*[8]

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[4]International Labour Organisation (ILO). What is a Green Job?
https://www.ilo.org/topics-and-sectors/just-transition-towards-environmentally-sustainable-economies-and-societies/what-green-job
[5]Ochogwu et al (2025). Formalizing the Informal Waste Picker Economy for Sustainable Development in Nigeria. INCLUDE Knowledge Platform.
https://includeplatform.net/publications/formalizing-the-informal-waste-picker-economy-for-sustainable-development-in-nigeria/
[6]Broughton, Andrea, et al. (2024) Literature Review on a Measurable Definition of Green Jobs and on the Impact on Jobs and Skills in the Green Transition.www.researchgate.net/publication/382365911_Literature_review_on_a_measurable_definition_of_green_jobs_and_on_the_impact_on_jobs_and_skills_in_the_green_transition.
[7]PAGE (2024), Green Jobs Assessment Model
Ghana.https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40ed_emp/%40emp_ent/documents/publication/wcms_921324.pdf

Current gaps in the Nigerian green jobs landscape include lack of a legal or statistical definition of "green jobs." While a specific definition may not be ideal because sectors evolve and a static definition may be limiting, a baseline definition is important to support an understanding of the NIGJA scope and coverage. There is also inconsistent usage of the concept across MDAs and limited green jobs[9] data collection. Key considerations for arriving at a contextual relevant definition include:[10]

1. Review of Global Standards: This involves considering models like the ILO (2015) definition, and others from the United Nations Environment Programme (UNEP) and the European Union (EU)
2. A Nigeria-Specific Definition: The definition has to be contextual and relevant to the Nigerian reality.
3. Inclusive Language: A definition needs to be technology-neutral (limited to solar jobs)

4.0 Proposed Framework for a Green Jobs Baseline Survey (GJBS)

A framework for Green Jobs Baseline Survey (GJBS) aims to provide reliable, disaggregated, and nationally representative data on the quantity, quality, and distribution of green jobs. As such, key components should include:[11]

What to Measure	**Indicator** • **Job Characteristics**: Role, wage level, skill requirement • **Environmental Impact/Contribution**: CO_2 mitigation, waste reduction • **Sector**: Energy, agriculture, construction, waste • **Demographics**: Gender, age, geographic distribution • **Skills and Training**: Level of green skills, participation in training programs
How to Measure	**Methodology** • Integrate green job modules into the Nigeria Labour Force Survey (NLFS) • Use enterprise-level surveys and sectoral data from MDAs and private firms • Collect both quantitative and qualitative data (e.g. job counts and perceptions of job quality)
Institutional Coordination	Partner with relevant agencies like the National Bureau of Statistics (NBS), Ministry of Labour, state Ministries of Environment and Labour

[8]Stoevska, Valentina, and David Hunter (2012). Proposals for the Statistical Definition and Measurement of Green Jobs. International Labour Office. https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@stat/documents/event/wcms_195698.pdf
[9]Harris, Leah. (2021). "The Challenges of Defining a "Green Job" - Office for National Statistics." Www.ons.gov.uk www.ons.gov.uk/economy/environmentalaccounts/methodologies/thechallengesofdefiningagreenjob.
[10]NBS (2022). Nigeria Labour Force Survey (NLFS) Instruction Manual.
[11]Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH (2022) Technical Report of the Green Jobs Assessment in selected Economic Sectors in Jordan. https://www.giz.de/en/downloads/giz2023-en-jordan-selected-green-job-assessment.pdf

5.0 Recommendations

1. Mandate Green Jobs Baseline Survey (GJBS) as a recurring national instrument under NIGJA.
2. Adopt a Harmonised, Inclusive Legal Definition of green jobs rooted in Nigeria's climate and labour realities.
3. Integrate High-Quality Indicators into the Monitoring & Evaluation (M&E) annex of NIGJA
4. Require Private Sector Reporting of sustainability roles through existing digital platforms.

6.0 Conclusion

Measurement is foundational to effective policy delivery. A Green Jobs Baseline Survey (GJBS) provides the evidence base needed to operationalise the National Inclusive Green Jobs Act (NIGJA). By embedding data, definitions, and coordination mechanisms into law, green job creation can be tracked, improved, and sustained.