

List of Definitions

Term	Definition
Adapted training measure	Any type of training intervention either developed/informed by an already existing training measure
Decent employment	Employed for 20 hours a week for a period of 26 weeks a year or any combination that results to 520hrs of employment a year. This criterion is deemed to have been met if the employee voluntarily terminates their employment relationship early. One must also be paid an appropriate wage (the minimum wage or sector minimum wage should not be below the poverty line).
Employment	A person is employed if they are: -15 years or older - Working informally and/or formally, as an employee, self-employed or in a family business -Producing goods and/or services (also for own use) Generating income and/or receiving benefits in kind through their employment
Entrepreneur/owner	A person who sets a formal/informal business with the aim to make a profit. They may be the only employee or have other employees. Must have a bank account.
Female-led enterprise	50% of the executive management are women
Female owned	Majority owned by female individuals
Gender sensitive	Intervention drives a positive change towards gender equality and the empowerment of women and girls. The intervention is delivered through processes that integrate the specific needs of genders. For CPD4E interventions do not need to be gender transformative but aim to be.
Green jobs	<p>Green jobs are decent jobs that contribute to preserve or restore a sustainable environment, be they in traditional sectors, such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency.</p> <p>Green jobs are those considered that:</p> <ol style="list-style-type: none"> 1. To improve energy and raw material efficiency 2. Limit greenhouse gas emissions, 3. Minimise waste and pollution, 4. Protect and restore ecosystems 5. Support adaptation to the effects of climate change <p>It is important to note that green jobs may have a different level of impact on the environment all of which are positive in comparison with the <i>business as usual</i>.</p>
In-company trainers	Supervisor/mentor/coach in the workplace whose job is to train and /or oversee the work done by employees especially those who are in a workplace learning programme.

Improved employment situation	Improved employment situation is where a participant six months after the employment promotion measure starts a new job in an employed capacity, starts self-employment or there is improvement in income or working conditions in an existing employment relationship.
Improved working conditions	<p>Improved working conditions that make work safer and more bearable for people. Only employed people can benefit from improved working conditions. The following areas are considered:</p> <ol style="list-style-type: none"> 1. Work standards have improved or are better adhered to 2. Employment contracts have been concluded 3. Social security (e.g. contribution to pension or health insurance, maternity protection) 4. Workplace safety/security has improved e.g. wearing protective clothing, improved fire safety, improved protection against violence and harassment 5. Equality for women has been improved 6. Access to workplace health programmes 7. Access to financial services for employees e.g. salary paid into bank accounts instead of cash 8. Stable and regular income through access to appropriate financial services 9. No discrimination regarding career opportunities e.g. LGBTI rights, sexual harassment regulations, rights for people with disabilities, workplace diversity regulations 10. Access to personal development programmes e.g. training or further education within the enterprise 11. Workplace representation has improved
Jobs created	A job is regarded as being created if an organisation supported by CPD4E employs an additional worker as a result of the intervention or if, as a result of the intervention, an individual enters employment that they were not previously involved in. A change from one place of employment to another is also taken into account, as is the start of employment following previous unemployment. A job created must be occupied/advertised formal/informal activity that generates income or is compensated in kind.
Just transition (based on PCC framework and GIZ Just Transition to a green economy)	<p>A just transition takes a participatory and representative process of social dialogue involving all social partners to promote high employment rates, adequate social protection, labour standards and wellbeing of workers and their communities, when developing nationally determined contributions [to the Paris Agreement on Climate Change], long-term low greenhouse gas emission development strategies and adaptation planning processes.</p> <p>A just transition builds the resilience of the economy and people through affordable, decentralised, diversely owned</p>

	<p>renewable energy systems, conservation of natural resources, equitable access of water resources, an environment that is not harmful to one's health and well-being and sustainable equitable, inclusive land-use for all, especially for the most vulnerable.</p> <p>For CPD4E the interventions should be designed in a way that is as fair and inclusive as possible to everyone concerned especially young South Africans, improving work opportunities, and leaving no one behind. as well as access to social security and avoids negative effects in these areas.</p>
Matching of employers to candidates	Process of skills profiling, alignment and placement service (step by step approach) with or without internship/training e.g. under consideration of gender requirements, geographic location
Micro, small and medium-sized enterprise (business)	Micro enterprises can have a minimum of 1 and a maximum of 10 employees. Small businesses have between 10 and 50 employees. Medium sized businesses can have up to 250 employees.
Mentorship	Support or guidance provided by a more experienced person with the intention to share knowledge and experience. It should be intentional (planned and structured) and should achieve the intended results.
Outcome-based funding model	Outcome-based funding models are, for example, TVET programmes in which the implementer is remunerated based on the employment impact achieved. Implementers might include state or civil society support organisations.
Participants	List of participants will differ per implementation measure, see reference sheets. Participants refers to everyone who started the intervention and not just the ones who completed (i.e. it includes drop offs).
Self-employment	The individual is an owner or employer. The individual works for themselves. Earning is unlimited and depends on the capability and contribution of the individual. The work tends to be flexible and the individual controls and supervises his own work
Support activities for MSMEs	Business support services designed according to the needs of the beneficiary. These include access to markets, access to funding, business start-up training, business consulting, the provision of support to business networks and integration into value chains.
Young South Africans	Young people in South Africa between the ages of 14-35