

## EMPLOYMENT OF VULNERABLE PERSONS

Outcome indicator

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### Indicator Phrasing

**English:** number of supported persons from vulnerable group(s) that gained and retained their new employment for at least [specify the number] months

**French:** nombre de personnes soutenues provenant de groupe(s) vulnérable(s) qui ont acquis et conservé leur nouvel emploi pendant au moins [précisez le nombre] mois

**Spanish:** número de personas apoyadas pertenecientes a grupos vulnerables que obtuvieron y mantuvieron su nuevo empleo durante al menos [especificar el número] meses

**Portuguese:** número de pessoas apoiadas do(s) grupo(s) vulnerável(eis) que obtiveram e mantiveram o seu novo emprego por pelo menos [especifique o número] meses

**Czech:** počet podpořených osob pocházejících ze zranitelných skupin, které získaly a udržely si nové zaměstnání po dobu alespoň [určete počet] měsíců

### What is its purpose?

The indicator assesses the number of people from vulnerable groups that, thanks to the provided support, were newly employed (full-time or part-time) and retained their employment for a pre-defined minimum period of time. It can be used for any types of vulnerable groups, such as people with disabilities, migrants, minorities or economically vulnerable persons.

### How to Collect and Analyse the Required Data

Collect the required data by reviewing relevant documentation and conducting interviews with the persons whom your intervention supported in gaining longer-term employment:

#### **RECOMMENDED SURVEY QUESTIONS (Q) AND POSSIBLE ANSWERS (A)**

**Q1:** *Did the support provided by [specify the organization, institution or company] enable you to get a job?*

**A1:** yes / no

(ask the following questions only if the previous answer is YES)

**Q2:** *From which date were you employed?*

**A2:** ..... (record the date)

**Q3:** *Do you still have this job or has it finished?*

**A3:** yes, the respondent remains employed; no, the respondent is not employed

(ask the following question only if the previous answer was NO)

**Q4:** *Which was the last day you went to this job?*

**Q4:** ..... (record the date)

**Verify the provided information** by interviewing the respondent's employer and colleagues and reviewing the supporting documentation, such as contract, payroll, and other evidence.

**Calculate the indicator's value** by counting the number of supported persons who gained a job and retained it for the pre-defined minimum period of time.

## Important Comments

1) **Consider collecting and analyzing also the following data:**

- > Is the job full-time or part-time?
- > What type of job is it?
- > What is the employees' [Average Monthly Salary](#)?
- > If the supported person lost her/his job, what was the reason?
- > If the supported person lost her/his job, did s/he manage to find a new one related to the qualification your project supported?

2) The employment period should not be less than 6 months. If your project duration allows, consider assessing and comparing the data for a **6-month as well as 12-month period** (always from the same persons).

## E-Questionnaire

- [XLS form for electronic data collection - indicator Employment of Vulnerable Persons](#)