



MODULE 2 WORK METHODOLOGY (2)

URCS Activation Points

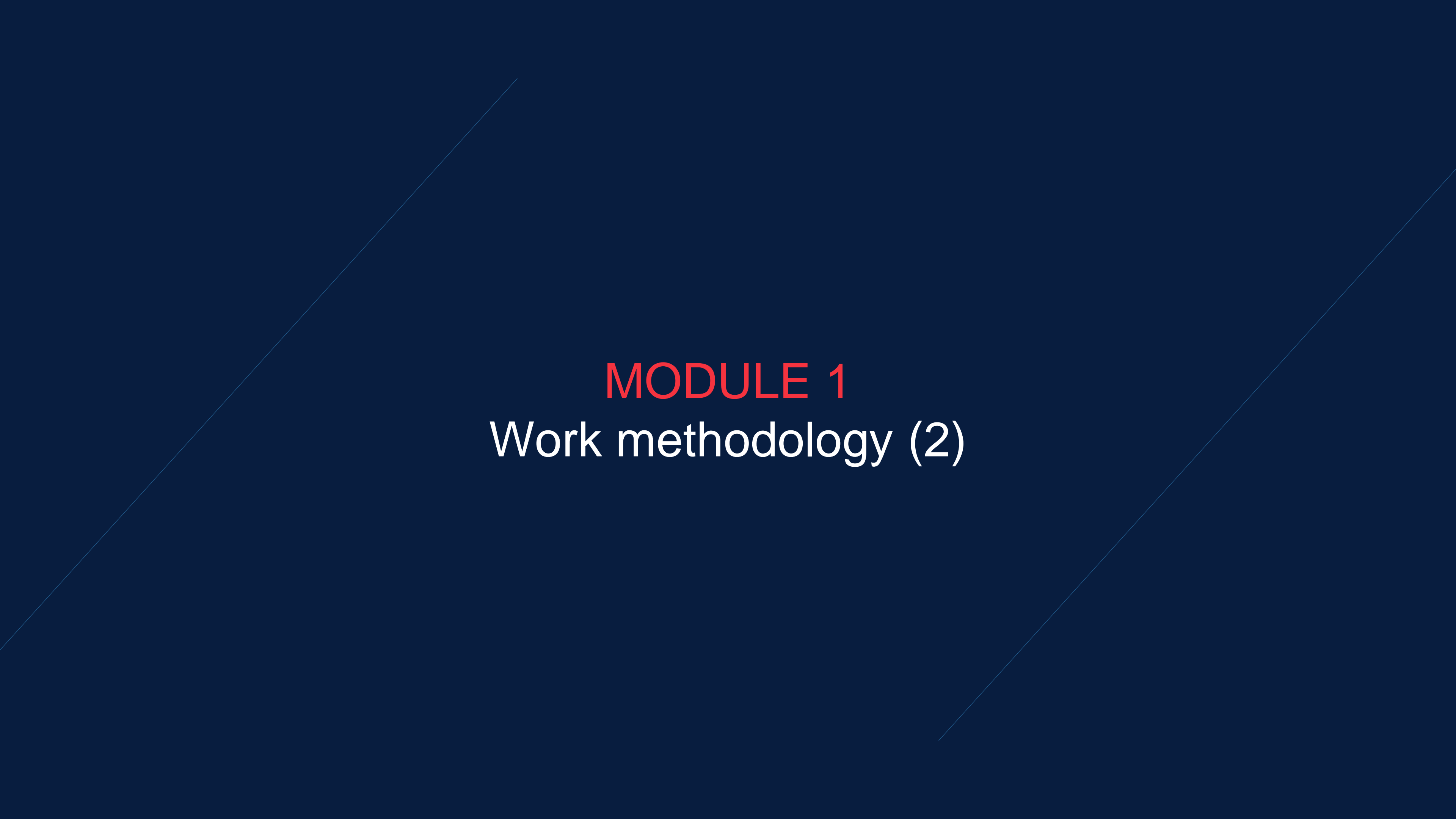
*Support to protection, recovery
and restoring livelihoods*

Training Employment

2 November 2023

PROGRAMME

DAY 1. Tuesday 24 October	DAY 3. Tuesday 31 October	DAY 5. Tuesday 7 November
INTRODUCTION <ul style="list-style-type: none"> Expectations Training's goal and programme Introduction to Livelihoods Why an Employment intervention with vulnerable groups is needed Activation Points. Intervention proposals 	MODULE 2. Work methodology <ul style="list-style-type: none"> Fundamentals of the intervention Activities <ol style="list-style-type: none"> Information Labor orientation 	MODULE 3. Promoting an inclusive labour market <ul style="list-style-type: none"> Changing mindsets for the socioeconomic integration of vulnerable groups Collaboration with local companies Diversity on the workplace and Corporate Social Responsibility (CSR)
DAY 2. Wednesday 25 October	DAY 4. Thursday 2 November	DAY 6. Thursday 9 November
MODULE 1. Context of the intervention Adaptation of the project proposal to the region's needs and the local labour market	MODULE 2. Work methodology (cont.) <ul style="list-style-type: none"> Activities <ol style="list-style-type: none"> Professional/Skills training Micro business initiatives 	MODULE 4. Implementation tools <ul style="list-style-type: none"> Data recording Follow up of participants Monitoring and reporting tools Tool Kit



MODULE 1

Work methodology (2)



MICRO-ENTREPRENEUSHIP INITIATIVES

MICRO BUSINESS	<ul style="list-style-type: none">▪ Liquid and fixed assets ranging in value from several hundreds to several thousands USD.▪ 1 – 10 employees▪ Often with fixed location and hours▪ Self-employment
INCOME GENERATING ACTIVITY	<ul style="list-style-type: none">• Little or no fixed assets, total asets ranging in value from 30 to 1,000 USD.• Work may be part-time or sporadic• Self-employment



FEASIBILITY OF A MICRO BUSINESS SUPPORT PROGRAMME

- Functioning markets
- Basic needs of target group are covered
- Alignment with government policies
- Beneficiaries' preferences
- Certain level of stability
- Duration: re-establishment/creation + accompaniment/coaching
- In line with traditional (community) dynamics
- National Society and its partner's capacity to implement the programme

Micro business support programmes are relevant in the **early recovery**, **recovery** and **development** phases

URCS Livelihoods Plan 2023-2025

Target groups

1st vulnerability criteria

IDPS

vulnerable groups

Target: 80%

Non-displaced and returnees

vulnerable groups

Target: 20%

Persons with disabilities
as a result of war

- ☐ **socio-economic vulnerability**
- ☐ **impact of crisis on their livelihoods**
- ☐ **capacity**



2nd vulnerability criteria

Single-headed households with dependants

headed by:

- women
- elder
- young

household includes:

- children
- member(s) with a chronic ill
- person(s) with disability



TARGETING

- **Vulnerability** (e.g. households with all its adult members unemployed).
- **Motivation**. (based on a personal interview).
- **Skills and knowledge**
- **Experience** working on the proposed activity.
- **Individuals** or **group** entrepreneurship
- **Preconditions** (e.g. market assessment, allocated budget, energy source, space required, legalisation of the business, homologation of degrees/certificates).

Selection criteria must be well defined and measurable.

All relevant stakeholders must be involved in defining the criteria.

It may focus on **households** or **individuals**.



TARGETING - STEP 1

WITH PREVIOUS EXPERIENCE

IMPACT

- Business affected by the crisis
- Entrepreneurs' capacity to recover by themselves
- Use (or have used) negative coping strategies (at household level)

CAPACITY

- Skills & experience level
- Business assets
- Own investment, access to credit
- Space to set up a business and/or are able to pay rent
- Business licence (context specific)
- Job creation opportunities
- Context feasibility to restart the business, similar business in the area

WITHOUT PREVIOUS EXPERIENCE

IMPACT

- Household directly affected by war
- Loss of their main source of income
- Lack of savings or access to credit
- Use of negative coping strategies

CAPACITY

- Skills & other experiences
- Availability or lack of own investment, access to credit, etc.
- Space to set up a business
- Job creation opportunities
- Context feasibility to start the business, similar business in the area, etc.



TARGETING - STEP 2

CONDITIONAL FACTORS/CONSTRAINTS

Characteristics of each person that cannot be improved through literacy;

Related to personal aspects that are not considered easy or quickly solvable

Require parallel social action

Barriers

- Basic needs coverage
- Mental health, level of self-esteem (additions)
- Administrative situation (legal status)
- Need of soft skills

ENTREPRENEURIAL SKILLS

Minimum skills that any entrepreneur must possess, regardless of the activity to be carried out.

Basic skills: self-confidence, communication abilities, compliance with standards and tasks.

Transversal skills: relationship capacity, flexibility, frustration tolerance, etc.

TECHNICAL SKILLS

Own skills to manage any type of business.

Can be acquired and/or optimized through:

- Training
- Advice
- Mentoring
- Networking

Importance of **individual interviews to assess the capacities** of the target persons



TYPES OF SUPPORT

TRAINING / ADVICE /

- ✓ Training:
 - develop their business idea and business plan
 - basic aspects of business management
 - reinforcing or upgrading technical competencies.
- ✓ Coach beneficiaries in business plan development.
- ✓ Provide advice on legal requirements to establish the micro business

FINANCIAL SUPPORT

- ✓ Viable micro business invited to apply to receive a start-up grant, which may be in cash or in-kind.

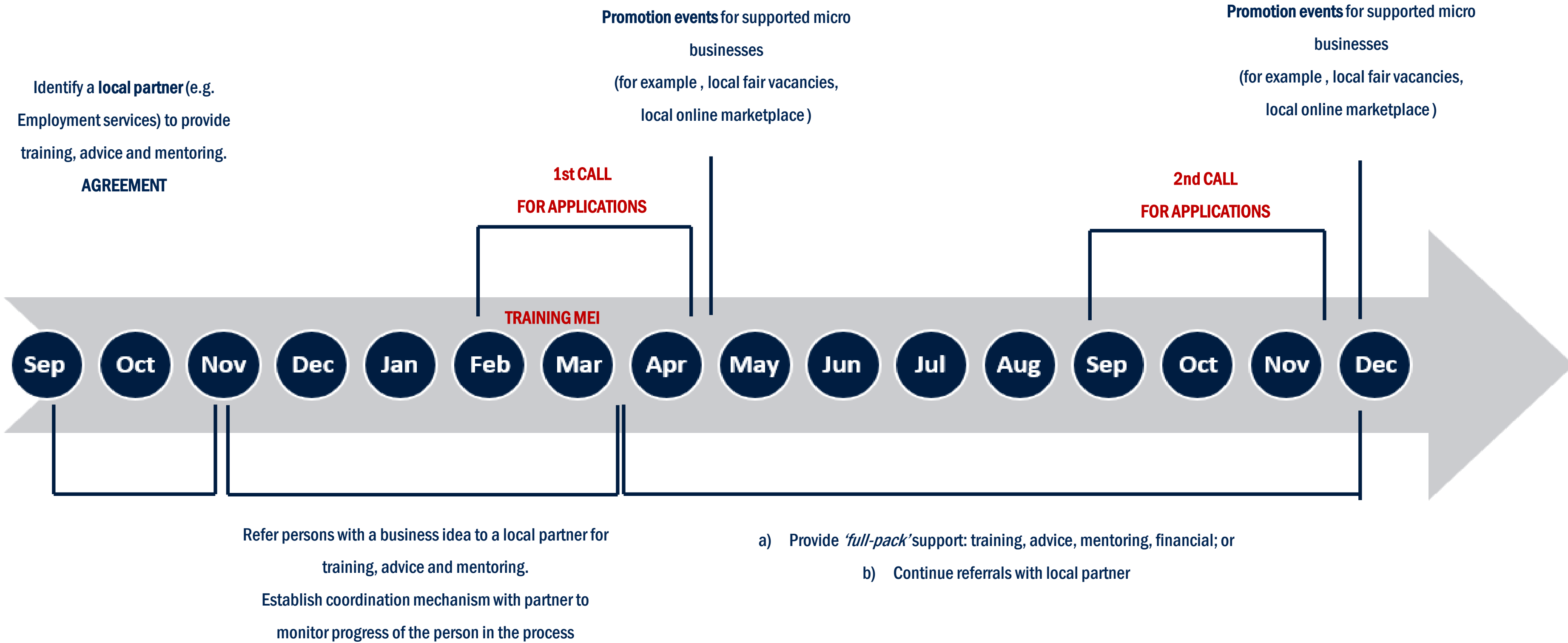
COMPLEMENTARY SUPPORT

- ✓ Relationship of new micro business with the market, both with customers and the competition.
- ✓ Help them create market linkages and promote networking activities.
- ✓ Support microentrepreneurs on their journey to resilience, including contingency planning

Work methodology | Micro business initiatives



TIMELINE

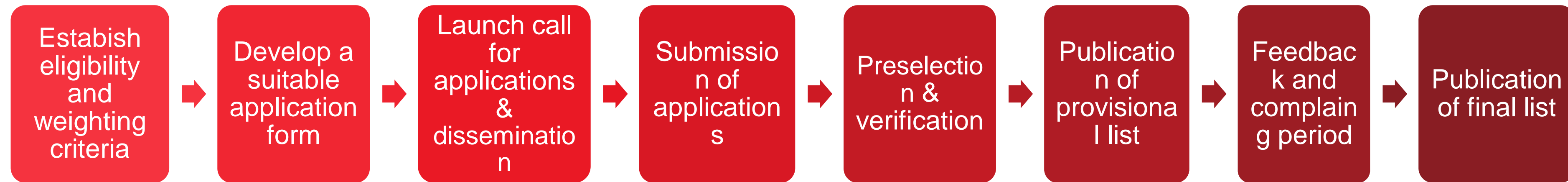


Work methodology | Micro business initiatives



Self-targeting selection mechanism: CALL FOR

APPLICATIONS



The target population **voluntarily applies** to receive the support based on **specific eligibility and weighting criteria** set in a **call for applications**.

After selection, a **baseline survey** should be conducted



Activity 4.2. TRAINING FOR (RE)STARTING A MICRO BUSINESS

List on the Training chat:

1. Two trainings (or informative sessions) that could be useful for a **person without entrepreneur experience** who wants to create a business and
2. Two trainings (or informative sessions) that could be useful for a **person with entrepreneur experience** who wants to restart the business he/she run in their oblast of origin.