

## Doc 3.1 Factors to be considered for wage employment

### **1. Potential wage employment options**

Interview entrepreneurs and business associations to assess the scope for wage employment opportunities and identify specific job openings

### **2. Logistics of potential wage employment**

Distance to the participants' residences/houses

Mode of travel and transport, cost and time required for transport

### **3. Skills and other requirements**

Skills required for the occupation(s)/trade(s)/job(s)

Qualifications required for the occupation(s) /trade(s)/job(s)

Tools or equipment an employee is required to provide

Application process for employment

### **4. Enterprise characteristics**

Government or private sector or NGO

Number of men and women workers employed in the enterprise

Childcare facilities

### **5. Employment conditions**

Wages and benefits

Trade union membership

Service rules and entitlements

### **6. Social factors**

Are beneficiaries interested in employment and in the specific opportunities?

Family and community support (in particular, for women's training and wage employment)

Other potential barriers identified by local stakeholders

### **7. Risks**

What risks might be associated with preparing for or entering into wage employment for the beneficiaries?

## **8. Post-training support**

Will beneficiaries require:

- Assistance in securing employment after training?
- Additional training/support for successful employment? (work attitudes, rights and responsibilities on the job, specific skill training)
- Work place follow up