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