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