

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