



*INTERNATIONAL CONFERENCE AND
EUROPEAN EXHIBITION OF PRODUCTS
AND EXPERIENCES FOR THE
INTERCULTURAL DIALOGUE
Firenze, 18 January 2008*

The best practices for social
inclusion in **ROMANIA**

Workshop 2: Tools for welcome and inclusion in the workplace for foreigners in relation to management of intercultural relations among (immigrant) workers



TRAINING MODULES FOR GYPSY WOMEN



Professional Training Program for Young Gypsy Women

- ★ *Gypsy Women open roads.*
- ★ *Leonardo da Vinci Project 1999 - 2000
Professional Training Program for Young Gypsy
Women, (E/99/1/061305/PI/I.1.1 d/FPI)*
- ★ *<http://surt.org/gac/>*
- ★ *Partnership: Spain Portugal, Romania, United
Kingdom.*



***Promoter: SPAIN, SURT, Women's
Association for Labor Insertion***

- ★ **Secretariado Diocesano de Lisboa da
Pastoral Dos Ciganos (PORTUGAL)**
- ★ **Institute of Educational Sciences
ROMANIA**
- ★ **Derbyshire Gypsy Liason Group
ENGLAND**



Professional Training Program for Young Gypsy Women

- ★ The project was directed at giving a response to the situation of marginalization and exclusion that the gypsy people suffer and their most disadvantaged sector, the young women.
- ★ For these reasons, the project pursued the objective to favor significant changes through professional training, in order to complete and incorporate their cultural values, reassessing and recognizing the social status of the gypsy women within society.



CONTRIBUTION OF THE ROMANIAN PARTNER

- ★ According to the plan, Romania elaborated a module within this project.
- ★ The module is named “ **Start a business, Work and Live Better**”
- ★ It has been multiplied in 1000 copies and delivered to the beneficiaries.



CONTENT OF THE GUIDE

- ★ **Some aspects regarding young Gypsy unemployment**
- ★ **Possibilities to access professional training and employment**
- ★ **Business opportunities: trade companies, small & media enterprises**
- ★ **Starting and developing a Business**
- ★ **Elaborating a Business Plan**
- ★ **Business offers**



Some aspects regarding young Gypsy unemployment

- ★ A group under the risk of social exclusion
- ★ In Romania, only 10% from male Rroma population are legally employed in the formal sector
- ★ Double Social Exclusion of the young Gypsy women : as gender and ethnicity
- ★ Some statistical data



Possibilities to access professional training and employment

- ★ Special classes within the regular school
- ★ Reduced curricula designed for Rroma children from disadvantaged areas.
- ★ Studying and getting instruction in their mother tongue
- ★ Educational Staff from the ethnic origin in case



Business opportunities: trade companies, small & media enterprises

- ★ **Creating a trade company (conditions, criteria, initiating procedure, licence)**
- ★ **Economical activities organized by free lancers**
- ★ **Small & Media Enterprises**
- ★ **Family Business**



Starting and developing a Business

- ★ **Take the decision**
- ★ **Identify the products or services**
- ★ **Study the market**
- ★ **Chose the activity**
- ★ **Evaluate the initial necessary investment**
- ★ **Identify the covering capital**
- ★ **Elaborate the business plan**
- ★ **Apply the business plan.**



Elaborating a Business Plan

- ★ **The Business Plan must include:**
- ★ **Firm's Identity**
- ★ **Space and Work Conditions**
- ★ **Access**
- ★ **Utilities, Facilities**
- ★ **Raw Materials and Goods**
- ★ **Finances**