EMwoSE-WOMEN OF ETHNIC MINORITIES-EXPERT FORM\_IRELAND

Dear Participants;

The aim of the study is to increase the employment of women from ethnic minorities providing them the knowledge, practical skills, and counseling necessary for engaging the social enterprise world. You are invited to participate in this research project.

Participation is voluntary.

The results will be compared with participants in six other countries. Subsequent analysis will be used in an anonymous manner in the final project reports as well as other media and publications. Your name, your institution and your location will not be revealed at any stage of this process. Up until publication, you can decide that you want to withdraw from this research. The title of this project is Empowering Women from Ethnic Minorities Through Social Enterprise (EMwoSE). If you would like to find out more about the project you can have a look at the project website at [http://www.emwose.eu/](https://www.google.com/url?q=http://www.emwose.eu/&sa=D&ust=1580760181366000&usg=AFQjCNGlBWhotK9E4Iz2UP4E1ewr24kAGQ) If you have any further questions regarding this request for your involvement or further involvement in this research project, please feel free to e-mail us directly at Marie.Taylor@lit.ie (Organisation's contact details)

Please read the following documents before agreeing to participate in the research.

The nine listed sections for discussion

The informed consent form

If you wish to contact an independent person, please contact Seamus Hoyne, Development and Public Engagement Manager, Limerick Institute of Technology (Give organisation's contact details) Phone: +353 (0)504 28114

Email: seamus.hoyne@lit.ie

Yours Sincerely,

Marie Taylor

Marie.taylor@lit.ie

Privacy Statement

I confirm that I have read and understood the Information Sheet for the above study. If I have asked for clarification or for more information, I have had satisfactory responses.

Yes \_\_\_\_\_\_\_\_\_\_\_

No \_\_\_\_\_\_\_\_\_\_\_



**Section 1: Demographic Information**

1.1. What country are you living in? (please tick)

Ireland \_\_\_\_\_\_

England \_\_\_\_\_\_

Italy \_\_\_\_\_\_

Greece \_\_\_\_\_\_

Lithuania \_\_\_\_\_\_

Turkey \_\_\_\_\_\_

1.2. What age are you?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1.3. Do you consider yourself to belong to an ethnic minority in the place you are currently living?

(please tick your answer)

Yes \_\_\_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_\_\_

1.3.1. If yes, which minority do you belong to?

Your answer

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Section 2: Organisational Information**

2.1. What is the role of your organisation?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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2.2. What is your role within the organisation?

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2.3. How many employees are there in your organisation?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2.4. How many volunteers are there in your organisation?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2.5. What sector/market does your organisation target?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2.6. Does this sector/market belong to an ethnic minority within the country you are working in?

(please tick)

Yes \_\_\_\_\_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_\_\_\_\_

2.6.1. If "Yes" which ethnic minority does it belong to?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2.7. Do you work with women across a range of ethnic minorities? (please tick)

Yes \_\_\_\_\_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_\_\_\_\_\_

2.7.1.If yes, please expand

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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2.8. What kind of services do you provide to the women of ethnic minorities? Please write.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**Section 3: Finding Employment**

3.1. What advice would you offer to other women who want to return to the workplace/ to start their own business/ to get a job?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**Section 4: Public Relations; Issues Entering the Market**

4.1.What were/are the problems and challenges when entering the market for women who belong to an ethnic minority?

Scarce financial resources \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Not enough employees \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

No networks or contacts to start with \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

4.2. How do you promote your business?

Networks \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Sector specific trading \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Online \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Word of mouth \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Advertisement \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Social Media \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Section 5: Barriers & Obstacles**

5.1. What are the challenges women from ethnic minorities face in the workplace?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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5.2. To what extent do you agree with the following items regarding the challenges women from ethnic minorities may face in the workplace?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Disagree Strongly | Disagree | Indifferent | Agree | Agree Strongly |
| Entry in to business sector |  |  |  |  |  |
| Financial (business plan/model, financial literacy etc.) |  |  |  |  |  |
| Social (low public awareness, social integration etc.) |  |  |  |  |  |
| Institutional (lack of personnel with commercial acumen) |  |  |  |  |  |
| Cultural (market attitudes, beliefs and expectations etc.) |  |  |  |  |  |
| Psychological (Lack of self-confidence, lack of self-esteem etc.) |  |  |  |  |  |
| Other |  |  |  |  |  |

5.2.1. If "Other" Please specify.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Section 6: Skills/professionalism/qualifications - (personal traits, cultural advantages, education)**

6.1. Please rank from 1-10 which skills/competencies are necessary for women from ethnic minorities to work in the business with 1 being the most important and 10 being the least important?

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 1-The most important | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 - The least important |
| Organisational skills |  |  |  |  |  |  |  |  |  |  |
| Research skills |  |  |  |  |  |  |  |  |  |  |
| Leadership skills |  |  |  |  |  |  |  |  |  |  |
| Communication skills |  |  |  |  |  |  |  |  |  |  |
| Intercultural competence |  |  |  |  |  |  |  |  |  |  |
| Innovation skills |  |  |  |  |  |  |  |  |  |  |
| Entrepreneurial skills |  |  |  |  |  |  |  |  |  |  |
| Information Technology skills |  |  |  |  |  |  |  |  |  |  |
| Problem solving |  |  |  |  |  |  |  |  |  |  |
| Other |  |  |  |  |  |  |  |  |  |  |

If "Other" please specify

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

6.2. In what area do you feel are skills gaps for women from ethnic minorities in the workplace?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

6.3. In five years' time from now, do you see these gaps being the same?

Yes \_\_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_ Different \_\_\_\_\_\_\_\_

6.3.1. If Yes/No, Please explain, in what ways?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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6.3.2. If "Different" Please explain, in what ways?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Section 7: Cooperation/Networking**

7.1. Does your business/enterprise collaborate with other businesses, agencies, institutes? (please tick)

Yes \_\_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_\_\_

7.1.1. If yes, who do you cooperate with/work together?

Support networks \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Other social enterprises \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Local authorities/institutions \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Private sector \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

If other – please specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

7.1.2. If "yes" do you have any problems working with this cooperation(s)?

Yes \_\_\_\_\_\_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_\_\_

7.1.2.1. If “Yes” What kind of problems do you have?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

7.2. To what extent do you agree that the following issues are challenges that a woman of an ethnic minority group face when working in the business?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Disagree Strongly | Disagree |  | Indifferent | Agree | Agree Strongly |
| Childcare provision |  |  |  |  |  |  |
| Financing issues |  |  |  |  |  |  |
| Housing issues |  |  |  |  |  |  |
| Communication problems/language barriers |  |  |  |  |  |  |
| Other |  |  |  |  |  |  |

7.2.1. Other (if other, please specify)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

7.3. Does your organisation offer any support and guidance for women from ethnic minorities?

Yes \_\_\_\_\_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_\_\_

7..3.1. If "Yes" please specify.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

7.4. Which institutions have offered support in founding/developing your organisation?

Local authorities \_\_\_\_\_\_\_\_\_

Business sector \_\_\_\_\_\_\_\_\_

Government \_\_\_\_\_\_\_\_\_

European Union \_\_\_\_\_\_\_\_\_

Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_



**Section 8: Success Criteria**

8.1. Do you have advice for (aspiring) female social entrepreneurs?

Yes \_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_

8.1.1 If “Yes” please specify what kind of advice do you have for (aspiring) female social entrepreneurs?

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Section 9: Business Skills for Women from Ethnic Minorities**

9.1. In your opinion, what future training needs/skills are needed for women from ethnic minorities to progress within the workplace?- Please rate each statement from one to ten points. 1-10 with 1 being the most important and 10 being the least important. -“Women from ethnic minorities would benefit from training/professional development on…”

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 1-The most important | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 - The least important |
| Recognizing unjust social issues |  |  |  |  |  |  |  |  |  |  |
| Identifying business opportunities |  |  |  |  |  |  |  |  |  |  |
| Inspiring change through participation |  |  |  |  |  |  |  |  |  |  |
| Communication (personal and ınterpersonal) |  |  |  |  |  |  |  |  |  |  |
| Creativity and Innovation |  |  |  |  |  |  |  |  |  |  |
| Setting strategic goals and objectives |  |  |  |  |  |  |  |  |  |  |
| Data Analysis |  |  |  |  |  |  |  |  |  |  |
| Project Management |  |  |  |  |  |  |  |  |  |  |
| Management and Leadership |  |  |  |  |  |  |  |  |  |  |
| Problem Solving |  |  |  |  |  |  |  |  |  |  |
| Decision Making |  |  |  |  |  |  |  |  |  |  |
| Human Resource Management |  |  |  |  |  |  |  |  |  |  |
| Marketing |  |  |  |  |  |  |  |  |  |  |
| Financial Management |  |  |  |  |  |  |  |  |  |  |
| Risk Management |  |  |  |  |  |  |  |  |  |  |
| Network building/collaboration |  |  |  |  |  |  |  |  |  |  |
| Information Technology |  |  |  |  |  |  |  |  |  |  |
| Understanding Cultural differences in the workplace |  |  |  |  |  |  |  |  |  |  |
| Belonging to ethnic minority as an advantage |  |  |  |  |  |  |  |  |  |  |

 9.2. Apart from the above given list, if you think there are "Other" training needs/skills are needed for women from ethnic minorities to progress within the workplace, please specify.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**THANK YOU VERY MUCH FOR PARTICIPATING IN THIS SURVEY!**