

SCOTLAND

NATIONAL SITUATION

Needs – more information and advice – there is much interest throughout Scotland in setting up social firms, but not much experience. Recently, the UK Social Firms Support Group was set up, which will help – WWW.ERMIS.CO.UK.

Problems – mostly part-time work because of the UK welfare benefits system. All social firms in Scotland, so far, are for people with mental health problems – no other disabilities.

LOCAL SITUATION

Needs – capital investment, for example, Edinburgh Community Trust operates a guest house and wanted to set up a hotel, but could not find sufficient capital to invest.

Problems – mostly part-time work because of the welfare benefits system.

GERMANY (INTEG)

NATIONAL SITUATION

Problems – high personnel costs due to the need of high qualified staff to coach the disabled colleagues.

No legislation.

LOCAL SITUATION

There is a need for more social firms employing physically disabled people with communication and sensory disabilities.

ITALY

NATIONAL SITUATION

Limited management abilities: it is difficult to apply effective management and control strategies because the managers have competence in the social field and not management skills.

Difficulties in the capitalization of the company and problems to carry out development projects. Generally the working associates cannot give capital to the company. For this reason some actions have been started in order to involve banks and public institutions as financiers. Difficulty to combine economic and social needs. It is important to modify the model of the ordinary company for the specific needs of the disadvantaged workers.

Insufficient documentation of the results. Many cooperatives control only the economic results and have not an informative system which can show the results of the insertion in the labour market and its costs.

Many companies work almost only with public institutions, but it is necessary to increase the number and type of private customers.

Difficulties to guarantee high standards of quality of the products: difficulties in investing money in new technologies in having qualified personnell and in making use of control systems.

FRANCE (AI)

NATIONAL SITUATION

Labour costs – a contract lasts 240 hours.

LOCAL SITUATION

Labour costs – a contract lasts 240 hours.

FRANCE (GCAT)

NATIONAL SITUATION

Competition – limited places – it is necessary to wait a long time before entering.

LOCAL SITUATION

Competition – limited places – it is necessary to wait a long time before entering.

FRANCE (INTERIM D'INSERTION)

NATIONAL SITUATION

Study of the public – statute of "ETTI"

LOCAL SITUATION

Study of the public – statute of "ETTI"

FRANCE (CAT)

NATIONAL SITUATION

Development of activities – organization, vocational guidance.

LOCAL SITUATION

Individual solutions - Adaptation to autonomous kind of work.

BELGIUM

NATIONAL SITUATION

There are no specific laws to give advantages for the commercial companies which become social firms.

LOCAL SITUATION

It's always difficult to manage this kind of enterprise pursuing both a social and an economic aim. To keep viable, those enterprises require more and more productivity from their workers, and there are less and less places left for heavy disabled people.



Gio Batta Falda particolare dell'incisione Castel Gandolfo

POSSIBLE STRATEGIES OF DEVELOPMENT

SCOTLAND

NATIONAL SITUATION

Further support mechanisms for the setting up of social firms; Government financial initiatives to encourage the setting up of social firms.

LOCAL SITUATION

Further support from local authorities – for example, giving contracts to social firms. Financial investment – a different attitude by banks.

GERMANY (INTEG)

NATIONAL SITUATION

There is a need to improve the public financial support.

LOCAL SITUATION

We need also better financial support and new ideas to cover new lines of economy.

ITALY

NATIONAL SITUATION

Management training so that to develop skills about organization, stages in companies or in successful social cooperatives. Developing an experimental organization of work to make easier the integration of disadvantaged workers. New methods of work organization in the more innovative companies, as flexibility, decentralization of responsibilities quality etc, which has the aim to improve the conditions of work and the utilization of the abilities of the disadvantaged worker. Development of specific financial instruments:

a) pools of credit guarantee

b) ethical bank.

Investing the public institutions with responsibility. Involving directly the public authority which should finance the development of the companies for their social utility. Developing a network strategy for the quality of products.

The systems for a better quality of the products are very expensive for many social cooperatives which are small-medium enterprises. This problem may be solved by a consortium strategy for the development of quality systems.

LOCAL SITUATION

Lazio: it is necessary a greater economic support.

FRANCE (AI)

NATIONAL SITUATION

-Developing the balance between demand and supply of work

- general agreement with ANPE.

LOCAL SITUATION

Development of the marketing - methods of professional training corresponding to the needs of the employers.

FRANCE (GCAT)

LOCAL SITUATION

Establishing of a paper-mill, development of the mark – research of customers in the whole France.

FRANCE (INTERIM D'INSERTION)

NATIONAL SITUATION

Development of mark.

LOCAL SITUATION

Development of the mark.

FRANCE (CAT)

NATIONAL SITUATION

Increase of orders.

LOCAL SITUATION

Enlargement of orders.

BELGIUM

NATIONAL SITUATION

We need specific laws specifying the advantages of this type of enterprise.

LOCAL SITUATION

We need to train “social manager” and to maintain the balance between the social and the economic point of view.

