

## Erasmus+ KA2 Strategic Partnerships

**"PRESS - Promoting European Social economy Strategies and social entrepreneurship for inclusion of disadvantaged women in labour market" project**

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*The social economy and the pattern of work integration social enterprises as a tool for work insertion of the disadvantaged*



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## CONTEXT ANALYSIS OF THE PRESS PROJECT

The Europe 2020 Strategy is the EU's agenda for growth and jobs for the current decade. It emphasizes smart, sustainable and inclusive growth as a way to overcome the structural weaknesses in Europe's economy, improve its competitiveness and productivity and underpin a sustainable social market economy.

Between its targets, the Europe 2020 Strategy focus on employment and poverty and social exclusion, and aims to increase the employment rate of the population aged 20-64 to 75% (through a greater involvement of women, older workers and a better integration of migrant workers), and to reducing at least 20 million fewer people in – or at risk of – poverty and/or social exclusion.

Continuing vocational education and training (CVET) emerges in European political thought as a promising tool to address these challenges. Starting from the *2010 Bruges' Communicate*, several EU documents recognized the potential of Life Long Learning and Continuing Education as an important tool of

European policy, such as the *Council resolution on a renewed European agenda for adult learning* of 2011, and the Commission's Communication in 2012 *Rethinking education*. In 2014, the European Commission report on the implementation of the EQAVET Recommendation reaffirmed the importance of work-based learning in CVET (European Commission, 2014).

In the EU Framework for National Roma Integration Strategies up to 2020, adopted in April 2011, the employment is one of its pillars and goals, aiming to reduce the employment gap between Roma and the rest of the population, and the adoption of National Roma Integration Strategies by all member states.

Social Economy, Social Enterprises and Social Entrepreneurship fully adhere to these priorities.

The Work Integration Social Enterprises (WISE) promote and use the work-based learning methodology in CVET, addressing mainly people in disadvantaged situations and social exclusion, improving their employability by providing the necessary basic, soft or transversal skills, thanks to work placement

accompanied by job coaching, mentoring, balance of skills, identification of an individual career path, job shadowing, on the job training, up to inclusion in classical companies of the market.

The WISE model has proven effective in the EU, where it has been applied with different specific forms and objectives (trampoline and final-companies), responds to the immediate need for employment while supporting the social and professional growth of people in the long term, for the exit progressive from the disadvantaged condition.

## ABOUT PRESS PROJECT

The **PRESS Project**, PRomoting European Social economy Strategies and social entrepreneurship for inclusion of disadvantaged women in labour market, aims to contribute to the achievement of the goals of "Europe 2020" strategy in the fields of education, employment and social inclusion.

In particular, the aims of the PRESS project are to contribute to fight against poverty and social exclusion, with especially attention to the situation of disadvantaged women, Roma

people and Roma women, and to promote the model and use of WISE to support their social and work inclusion.

PRESS is a project funded by the Erasmus+ program, which allows organizations from different Member States of the European Union, to discuss the topics of inclusion and exchange their best practices with mutual enrichment. In addition, the PRESS project encourage the dialogue between social enterprises and decision-makers, offering opportunities for social enterprises, public decision-makers and public bodies, to strengthen their network and collaboration, and to raise awareness among public authorities to strengthen strategies for social and work inclusion of the most vulnerable groups.

The European countries involved are Belgium, Croatia, Hungary, Italy, Portugal and Spain, and the European Network of Social Integration Enterprises ENSIE. The partners are Social Enterprises that, according to the EU Commission, play a key role in promoting social cohesion and reducing economic and social disparities.

## ABOUT PRESS PARTNERS

The partner organizations are:

- **Belgium** - RES – Réseau d'Entreprises Sociales
- **Croatia** - ACT Group
- **Hungary** - Galileo Progetti Nonprofit Kft.
- **Italy** - Ulisse Cooperativa Sociale Onlus
- **Portugal** - A3S
- **Spain** - FAEDEI - Faedei Federación de Asociaciones Empresariales de Empresas de Insercion
- **EU - ENSIE** – European Network of Social Integration Enterprises



## RES – RESEAU D'ENTREPRISES SOCIALES – BELGIUM

<http://www.resasbl.be/012/fr/>

Accueil Founded by 7 organizations in 1997, the "Réseau d'Entreprises Sociales" (Social Enterprise Network) now supports more than 40 social enterprises in the Walloon region of Belgium for the creation and maintenance of insertion of disadvantaged people in the labor market, through the economic activity and production of services. <http://www.resasbl.be/012/fr/Accueil>

The main role of RES is to bring together the associated companies around ethical values, to create links between them, in order to develop synergies and establish a dialogue that provides an exchange of knowledge and experiences in the social economy.

RES held also job training and mentoring of workers to access to the labor market.

The association "Réseau d'Entreprises Sociales" is accredited by the Walloon Region. It offers to social enterprises, members and not of RES, multiple services to help them in the management of their human resources and support their participation, through the training of workers, support to staff, individually and collectively supervision of social workers, support to the relocation-workers at the end of the job placement period.

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## ACT GRUPA - CROATIA

<http://act-grupa.hr/hr/>

AG is a community of social entrepreneurs that empowers SE ecosystems development. The core business of AG is SE business development, business support and education/training in various fields. We use systematic methods implementing various targeted half to one-year incubation and acceleration programmes providing to users multimethod approach – trainings, mentoring, transformation on agile development etc.

AG provided business support to 100+ SE actors from Croatia, Serbia and Bosnia & Herzegovina. AG provides 80+ trainings annually, with average 12 participants per training. In 10 years we trained more than 10.000 people from different organizations and sectors (community workers, school teachers, disadvantaged persons, (social) entrepreneurs, civil society organizations, local/national government). In the last 5 years we implemented 10+ EU/international funded capacity building projects (with the focus on CSOs, social enterprises, disadvantaged persons) – every year we are implementing at least 15 projects with 300 events, targeting 10.000+ direct beneficiaries. AG provides also quality expert & technical assistance in research, capacity building, project management, (social) impact measurement and promotion of SE actors. AG highly nourishes individualized approach, innovativeness and openness when providing its services.





## **GALILEO PROGETTI NONPROFIT KFT. - HUNGARY**

<http://www.galileoprogetti.hu/>

Galileo Progetti Italian-Hungarian Nonprofit Ltd. was established in 2009 by Italian and Hungarian partners, based in Budapest. Through its activities Galileo Progetti aims to develop the social economy and the social sector in Hungary and in Europe, spreading and strengthening Lifelong Learning model, European citizenship, social and work inclusion, equal opportunity.

Galileo works mainly at European level, organizing mobility and good practices exchanges, mutual learning and strategic partnership projects, supporting the active partnership at local and European level between public and private organizations, such as VET and training institutions, schools, universities, associations, enterprises, public bodies.

In particular works to the fight against discrimination and the inclusion in the work and in society of the disadvantaged people, particularly disabled people, people belonging to minorities and in situation of economic distress and at risk of social exclusion.



Erasmus+



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## ULISSE COOPERATIVA SOCIALE – ITALY

<http://www.cooperativaulisse.it/ulisse/>

Ulisse is a social cooperative type B, a social work integration company, which was founded in Florence in 1998 in order to create and develop services for the community giving in the same time job opportunities to disadvantaged persons.

ULISSE aims to the insertion and integration of people living in unfavourable conditions, with special attention to the area of mental illness, thanks to the collaboration with local public bodies and local partners.

Ulisse social cooperative is member of the local Consortium Metropoli, the regional Fidicoop-toscana and the national Legacoopsociali.

ULISSE Works in several areas: bar-restaurant, repair and sale of bicycles and accessories, bicycle rental, cleaning and maintenance, green design and maintenance, IT services, secretarial services and switchboard.

The objective of Ulysses is to identify and develop new market areas in which disadvantaged people can be employed especially in the private market, beyond public procurement. Ulisse employs 53 people, of whom more than half belong to the vulnerable groups, such as persons coming from the areas of Disability, Psychiatry, Drugs and Alcohol addition, Prison.

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## ASSOCIAÇÃO A3S - PORTUGAL

<https://www.facebook.com/associacao3s/>

Founded in 2006, Association A3S is a non-profit organization of Research and Development (R&D), created as a result of a collective project of individuals. The mission is the promotion of social entrepreneurship and the development of social and solidarity economy, seeking to contribute to the consolidation of fairer, equitable, participatory, inclusive and sustainable development alternatives.

The main areas of activity are the development of capacity building of social economy organizations, including training and consulting activities in areas such as organizational change, strategic planning, local development, social development methodologies and external evaluation. A3S also holds academic research, social studies, seminars and workshops.

A3S aims to qualify social economy organizations and their human resources, in order to improve their skills and increase organizational autonomy and sustainability.

A3S is member of RESIT, a national network of work integration social enterprises focused on the employment of vulnerable groups.

## **FAEDEI - FEDERACIÓN DE ASOCIACIONES EMPRESARIALES DE EMPRESAS DE INSERCIÓN – SPAIN**

<http://www.faedei.org/es/>

FAEDEI (Federación de Asociaciones Empresariales de Empresas de Inserción) is the Spanish National Federation of Work Integration Social Enterprises, it is a non-profit organization which rises at the end of 2007 by bringing together the different territorial associations representing social integration enterprises in Spain. At present FAEDEI represents more than 200 social integration enterprises.

FAEDEI is the result of the collaboration agreement signed in November 2005 between the two existing national networks at the time, the Spanish Federation Integration Companies (FEDEI) and Enterprise Confederation Insertion (CONPEEI).

Within the Level Dialogue with the Ministry of Employment and Social Security, FAEDEI had a special role in the development of Law 44 /2007, of 13 December, for the regulation of the system of placement companies in the state framework, and the Law 5 /2011 of the Social Economy in Spain.

The aims and the work performed FAEDEI are promoting social inclusion, combating poverty and creating opportunities for groups with special difficulties.

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## ENSIE - EUROPEAN NETWORK OF SOCIAL INTEGRATION ENTERPRISES

<http://www.ensie.org/>

ENSIE, the European Network of Social Integration Enterprises, was officially established in Bruges (Belgium) on 2001. It is a non-profit organization gathering 27 national and regional networks, representing 21 countries across Europe: Austria, Belgium, Croatia, Czech Republic, Denmark, France, Germany, Hungary, Ireland, Italy, Luxembourg, The Netherlands, Poland, Portugal, Romania, Slovenia, Spain, Sweden, United-Kingdom, Serbia and Switzerland.

All these networks pursue, in an adapted way to local constraints, objectives of social integration of disadvantaged groups. Together, they represent more than 3,150 Social Integration Enterprises, and about 270,000 salaried persons.

ENSIE aims to contribute to a sustainable development within the European Union. This includes the following aspects: the labour market and the social integration of disadvantaged risk-groups by improving their employment opportunities and productivity, the economic viability of social enterprises and the integration and reinforcement of their role in the general economic landscape, the promotion of equal opportunities while maintaining the strategy advocated by the European Union in terms of gender mainstreaming.

ENSIE takes for its objective the representation, maintenance and development within the European Union of networks and federations for work integration social enterprises.

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#### Goals of ENSIE:

- to reinforce the power of the actors in economic social integration enterprises through the interchange between the member organisations;
- to stimulate co-operation and partnerships by promoting proper practices, research results, new applications;
- to organise the exchange of information on the legislative national and local policy levels between member organizations;
- to represent the network and the WISEs at European levels;
- to elaborate on the contributions and propositions in order to participate in the definition of a European policy against social exclusion;
- to develop a close and solid collaboration with other European networks active in the social economy with the objective of obtaining synergetic results.

ENSIE is recognized as key European level network active in promoting social inclusion by the DG Employment, Social Affairs and Inclusion of the European Commission.

## DISADVANTAGED GROUPS IN EU - CONTEXT ANALYSIS

Despite the European Union, such as the United States, have gained a greater awareness of the central role of employment and social policy as a defining characteristic of a developed society, and even though many opportunities were created through employment stimulation and mobility as provided the framework of the Lisbon strategy for growth and employment, the level of inactive, unemployed and socially excluded continues to be high enough in the Union's countries.

In the context of fast technological change, globalization, aging of the population and international crisis, the growth in European Union is continuous and fast, and those who can't follow the "rhythm" are marginalized.

Disadvantaged groups are groups of persons that experience a higher risk of poverty, social exclusion, discrimination and violence than the general population. Disadvantaged groups include, but are not limited to, ethnic minorities, migrants, and people with disabilities, isolated elderly people and children. Their vulnerability to discrimination and marginalization is a consequence of social, cultural, economic and political conditions and not a quality inherent to certain groups of persons.

Women and girls belonging to these groups are often subjected to multiple discrimination and gender-based violence. However, they have limited access to protection, support and redress when their rights are violated.

According with the *European Research Institute for Gender Equality*, recent scholarship on stereotypical gender roles and attitudes, and their discriminatory impact on women, emphasizes that women are not vulnerable by nature, but suffer from imposed disadvantage.

<http://eige.europa.eu/rdc/theseaurs/terms/1083>

Poverty and social exclusion harm individual lives and limit the opportunities for people to achieve their full potential by affecting their health and well-being and lowering educational outcomes. This, in turn, reduces opportunities to lead a successful life and further increases the risk of poverty. Without effective education, health, social, tax benefit and employment systems, the risk of poverty is passed on from one generation to the next. This causes poverty to persist and hence creates more inequality, which can lead to long-term loss of economic productivity from whole groups of society and hamper inclusive and sustainable economic growth.

To prevent this downward spiral, the European Commission has made ‘inclusive growth’ one of the three priorities of the **Europe 2020 strategy**. It has set a target to lift at least 20 million people out of the risk of poverty or social exclusion by 2020. To underpin this objective, the European Commission has launched two flagship initiatives under the ‘inclusive growth’ priority: the ‘**Agenda for new skills and jobs**’ and the ‘**European platform against poverty and social exclusion**’. Furthermore, between 2010 and 2014 a package of policy initiatives ‘Youth on the move’ was instated to enhance the performance of education systems and help young people find work. Also, Member States have made a commitment through the ‘Youth guarantee’ program to enhance employment and further training opportunities for young people across the EU.


The EU’s progress in reducing poverty is monitored through the headline indicator ‘people at risk of poverty or social exclusion’. As poverty is a multidimensional issue, are considered three sub-indicators: monetary poverty, severe material deprivation and very low work household intensity. The aim of in-

cluding other components of social exclusion alongside relative monetary poverty is to highlight that other factors in addition to low income also lead to severe and chronic disadvantages and that these are all closely intertwined. Must be considered also sex, age, labour status, household type, educational level, parents’ educational level, country of birth and degree of urbanization of residential municipality to reveal a broader picture and to show the drivers behind the changes observed.

The research held by EUROSTAT in June 2017, *Europe 2020 indicators - poverty and social exclusion*, provides recent findings on poverty and social exclusion in the European Union.

[http://ec.europa.eu/eurostat/statistics-explained/index.php/Europe\\_2020\\_indicators\\_-\\_poverty\\_and\\_social\\_exclusion](http://ec.europa.eu/eurostat/statistics-explained/index.php/Europe_2020_indicators_-_poverty_and_social_exclusion)


We report the key messages:


 Almost every fourth person in the EU still experiences at least one of the


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three forms of poverty or social exclusion.

 Monetary poverty is the most widespread form of poverty, affecting 17.3% of EU residents in 2015. Severe material deprivation and very low work intensity follow, affecting 8.1% of the EU residents and 10.6% of EU citizens aged 0 to 59, respectively.


 Social transfers decreased monetary poverty in the EU by 8.7 percentage points in 2015.


 On average, monetary poverty is lower in the EU at 17.3% than in many other advanced economies. In most non-European OECD countries, this value was roughly between 20 and 25%.


 The share of women suffering from poverty or social exclusion was 1.4 percentage points higher than the corresponding share of men in 2015.


 Developments in the headline indicator were mainly driven by a reduction in the number of people living in severe material deprivation. While monetary poverty has been moderately but steadily increasing and very low work


intensity has not changed drastically since 2010, material deprivation has followed the same path as the headline indicator.


 31.3% of young people aged 18 to 24 and 26.9% of those aged less than 18 were at risk of poverty or social exclusion in 2015. At 17.4%, this rate was considerably lower among the elderly aged 65 or over.


 Of all groups examined based on their employment status, the unemployed faced the greatest risk of poverty or social exclusion, at 66.6% in 2015.


 Almost 50% of all single parents were at risk of poverty or social exclusion in 2015. This was double the average and higher than for any other household type analyzed.

 34.7% of adults with at most lower secondary educational attainment were at risk of poverty or social exclusion in 2015.

 65.6% of children of parents with at most pre-primary and lower secondary education were at risk.

 In 2015, 40.2% of adults born in a country outside the EU and 25.2% of those born in a different EU country than the reporting one were at risk of poverty or social exclusion. In comparison, for native citizens, only 21.7% of the population were at risk.

 EU citizens in rural areas were on average slightly more likely to live in poverty or social exclusion than those living in urban areas (25.5% compared with 24.0%) in 2015.

 Although the overall EU share of people living in households with very low work intensity has remained relatively stable at 10.6% since 2010, the country-specific levels and developments have differed widely. Moreover, being in work does not necessarily protect against poverty: in 2015, 7.7% of the working EU population was at risk of poverty even though they were working full time.

Which groups are at greater risk of poverty or social exclusion?

Compared with the EU average, some groups of the population are at a higher risk of poverty or social exclusion.

The most affected are **women, children, young people, the unemployed, single-parent households and those living alone, people with lower educational attainment, people born in a different country than the one they reside in,**

**people out of work, and in a majority of Member States those living in rural areas.**

In 2015, **women** were more likely to experience poverty or social exclusion than men by 1.4 percentage points (the rate for women was 24.4%, while for men it was 23.0%). Women were worse off in all EU countries except for Poland and Spain, where men were at higher risk of poverty or social exclusion, and Finland, where the risk was equal for men and for women. Overall, between 2008 and 2015 the share of both men and

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women at risk of poverty or social exclusion followed a similar path. After 2012, however, the rate decreased more for women than it did for men, slightly reducing the gender poverty gap.

For both men and women, **young people aged 18 to 24** are the most likely to be at risk of poverty or social exclusion. Almost a third of young people were at risk in 2015 (31.8% of women and 30.8% of men), and their situation has deteriorated the most since 2010 compared to other age groups.

People with **low educational** attainment are three times more likely to be at risk compared with those with the highest degrees. This situation is even more distinct in Member States such as Croatia and Hungary, where this people is over four to more than seven times more likely to be at risk of poverty or social exclusion than those with the highest educational attainment.

An important aspect to is that **the risk of poverty or social exclusion due to low education is passed on to the next generation**: in 2015, 65.6% of children of parents with at most pre-primary and lower secondary education were at risk of poverty or social exclusion. This was over six times

higher than for children of parents with first or second stage tertiary education.

**People from outside the EU** is generally worse off than people living in their home country, with a 40.2 % risk of living in poverty or social exclusion.

A cross-country comparison shows that this 'origin gap' differs strongly across Member States. In Belgium the gap is 33.7 percentage points, in Spain 31.3 percentage point, instead in Hungary, Portugal and Croatia foreign citizens from other EU countries fare better in terms of poverty or social exclusion than native citizens.

In the majority of Member States, **people in rural areas** are more at risk of poverty or social exclusion. The European Commission identified four main categories of problems that characterize rural areas in the EU and determine the risk of poverty or social exclusion: demography (for example, the exodus of residents and the ageing population in rural areas), remoteness (such as lack of infrastructure and basic services), education (for example, lack of preschools and difficulty in accessing primary and secondary schools) and labour markets (lower employment rates, persistent long-term unemployment and a greater number of seasonal workers).

## VULNERABLE GROUPS IN EU: FOCUS ON ROMA POPULATION

One of the most disadvantaged groups is Roma minority. According to the **Roma Survey – Poverty and Employment: the situation of Roma in 11 EU Member States** (included Italy, Hungary, Portugal and Spain), held by the **FRA - European Union Agency for Fundamental Rights**, about 90% of Roma in the survey have an income below the national poverty threshold; about 40% of the children live in households struggling with malnutrition or hunger. More than half of the Roma in the survey live in segregated areas, in housing that falls far below minimum housing standards. Persistent prejudice and discrimination undermine Roma employment prospects. Only about a third of those surveyed has paid work, which is often precarious and informal.

Currently, 58% of young Roma people in the 11 countries surveyed are neither in employment nor in training or education, compared to 13% on average in the EU. While there appears to be some reduction in the employment gap between young Roma and non Roma, this is not due to increased employment opportunities for Roma, but rather to deterioration in the employment prospects of young non Roma. Genuine Roma inclusion is about bringing the opportunities enjoyed by Roma to the level of those of non Roma – not the other way around. The most recent surveys do not show too many improvements for European Roma.<sup>1</sup>

The problems faced by Roma are complex and therefore require an integrated approach – low educational attainment, labour market barriers, segregation and deprived living conditions must all be addressed through coordinated, mutually reinforcing interventions. The EU has an im-

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<sup>1</sup> Cf, EUMIDIS II report (2016), p.10: EU-MIDIS II finds that only one in four Roma aged 16 years or older reports ‘employed’ or ‘self-employed’ as their main activity at the time of the survey. Roma women report much lower employment rates than Roma men– 16 % compared with 34 %. Overall, the survey shows paid work rates for Roma aged 20-64 years to be 43 %, which is well below the EU average of 70 % in 2015. The situation of young people is substantially worse: on average, 63 % of Roma aged 16-24 were not employed, in education or training at the time of the survey, compared with the 12 % EU average on the NEET rate for the same age group. For this age group, the results also show a considerable gender gap, with 72 % of young Roma women not employed, in education or training, compared with 55 % of young Roma men. This suggests that meeting the 2013 Council Recommendation’s goal of taking effective measures to ensure equal treatment of Roma in access to the labour market and to employment opportunities will be a considerable challenge.

<http://fra.europa.eu/en/publication/2016/eumidis-ii-roma-selected-findings>.

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portant role to play in implementing such change, by improving legislation against discrimination, coordinating policy, setting common integration goals and allocating funding. But national, regional and, especially local governments bear the core responsibility for engaging Roma communities and making change happen.

Achieving a tangible improvement in Roma people's lives and providing their children with equal opportunities requires political courage and determination to act. However, political will alone is not enough. It must be matched by the knowledge of what works and what does not and by reliable monitoring tools capable of capturing the results achieved and their determinants.

Otherwise, the funding devoted to improving employment opportunities and decreasing discrimination in the labour market may be wasted.

## LEGISLATIVE FRAMEWORK AND STRATEGIES IN EU

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### EUROPE 2020 STRATEGY AND EU FRAMEWORK FOR NATIONAL ROMA INTEGRATION STRATEGIES

The **Europe 2020 Strategy** is the EU's agenda for growth and jobs for the current decade. It emphasizes smart, sustainable and inclusive growth as a way to strengthen the EU economy and prepare its structure for the challenges of the next decade.

Poverty reduction is a key policy component of the Europe 2020 strategy. By setting a poverty target, the EU put social concerns on an equal footing with economic objectives. Achieving the target to reduce the number of people at risk of poverty or social exclusion will depend on successful implementation of other priorities of the Europe 2020 strategy, such as **providing better opportunities for employment and education**.

The Europe 2020 strategy has set the target of *lifting at least 20 million people out of the risk of poverty or social exclusion by 2020* compared to the year 2008. Since 115.9 million people were at risk

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of poverty or social exclusion in the EU-27 in 2008, the target value to be reached is 95.9 million by 2020.

The Roma are the EU's largest ethnic minority, with an estimated six million living within its area. Due to the European Union's expansion into Eastern Europe, the position of the Roma has become a topic discussed at EU level. In many Eastern European countries, the Roma are a significant minority in terms of numbers.

**National Roma Strategies**, prepared by the Member States in 2011, mostly as a response to the **EU Framework for National Roma Integration Strategies up to 2020**,<sup>2</sup> have constituted a major step forward in Roma policy within the EU. These national strategies aim at creating EU-wide objectives for promoting the inclusion and equality of the Roma.

Through legislation against discrimination, the European Union has also strived to improve the position of the Roma. The European Community Directive on Racial Discrimination prohibits discrimination on the basis of ethnic origin. The Charter of Fundamental Rights of the European Union refers to the same ban and secures linguistic and cultural diversity, among other issues. Efforts to combat and prevent discrimination against Roma and in support of their employment number among the main objectives of the **2014–2020 EU structural fund** programming period. Reserve funds are allocated to projects including those that promote the employment of Roma. Another focus area involves enhancing the position of Roma women within Roma communities.

The **European Social Fund (ESF)** plays a key role in funding projects that support the inclusion and equality of the Roma. The Europe 2020 strategy also includes projects of major importance to the Roma and measures for enhancing the inclusion of the Roma.










**The Platform for Roma Inclusion (Roma Platform)**, which brings together representatives of the EU Commission, various Governments, and Roma and international organizations, is also playing a key role in EU Roma policy.

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<sup>2</sup> See <http://eur-lex.europa.eu/legal-content/en/ALL/?uri=CELEX:52011DC0173>


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In the Europe 2020 strategy main key findings are relating to the Member States partner of the PRESS project:

-  In Italy and Portugal, almost all Roma households surveyed have a disposable household income below the national at risk of poverty threshold.
-  In Hungary, 81% of Roma respondents are at risk of poverty.
-  Practically all Roma households surveyed with four or more children are at risk of poverty.
-  Roma children are the most vulnerable group facing multiple disadvantages: 42% of Roma who live in households with an income below the national at risk of poverty threshold are children under 18.
-  Paid work seems to have almost no impact on the relative financial position of Roma households. Of the Roma in Italy who have paid work, 95% remain below the national poverty threshold. That figure is 92 % in Portugal, 67% in Hungary.
-  Two thirds of the Roma surveyed in Portugal (73%) and more than half in Spain live in households with almost no labour market participation.
-  If women in households with two or more children are employed it might reduce hardship but on average the household still remains below the risk of poverty threshold.
-  Only in households with one or no children, there is some difference if at least one woman is employed. Persons in households with no children are with 63 % at risk of poverty albeit one woman is employed. The risk of poverty rate is 85 % if the woman is not employed.
-  Of those surveyed, 42% of Roma and 12% of non Roma indicated that they do not have access either to electricity, running water or sewage. The worst housing conditions were observed in Hungary.



 On average, 41% of Roma children surveyed lived in households where at least once in the last month someone went hungry because they could not afford food. These rates are at least three times higher for Roma than for non Roma.

 In Italy, rates for children living in households which suffer hunger are 40 times higher for the Roma than the non Roma population.

Recognizing that hunger in post crisis Europe is on the rise, the Council of the European Union approved on 11 December 2013 a Regulation for a Fund for EU aid to the most deprived. The €3.5 billion in funding are distributed to Member States between 2014 and 2020.

**The EU Framework for National Roma Integration Strategies** up to 2020 was adopted in April 2011 as first real political commitment in the EU context. On the foundation of earlier efforts of Council of Europe<sup>3</sup>, OSCE<sup>4</sup>, and particularly the Decade for Roma Inclusion<sup>5</sup>, EU Frameworks refers to 4 key main areas and respective goals:

- ◆ Education: ensure all Roma children complete at least primary school
- ◆ Employment: cut employment gap between the Roma and the rest of the population
- ◆ Healthcare: reduce gap in the health status between the Roma and the rest of the population
- ◆ Housing: close the gap between the share of Roma with access to housing and to public utilities and the rest of the population.

Also, the framework aims to the adoption of National Roma Integration Strategies (NRIS) by all Member States, except Malta, as well as the creation of the National Roma Contact Points (NRCs). It is evaluated every year by the European Commission.

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<sup>3</sup> <https://www.coe.int/de/web/portal/roma>

<sup>4</sup> <https://www.osce.org/odihr/roma-and-sinti>

<sup>5</sup> Cf. <https://www.rcc.int/romaintegration2020/pages/4/roma-decade-and-the-eu>

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## **SOCIAL ECONOMY and WISEs:**

### **AN EFFECTIVE ANSWER TO SOCIAL EXCLUSION**

#### **SOCIAL ECONOMY AND SOCIAL ENTREPRENEURSHIP**

Social Economy and Social Entrepreneurship are tools of an economic development model, which aims to ensure the freedom of the market and entrepreneurship, together with the social justice, harmonizing with each other.

Social economy means a way of business that aims not only to the achievement of profit, or the improvement of their economic conditions, but also to the improvement of life quality for as many people as possible.

Social entrepreneurship is therefore not limited exclusively to provide support to the categories usually considered to be "disadvantaged", and therefore is not relegated to the simple social sphere.

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#### **SOCIAL ENTERPRISES**

A Social Enterprise is an operator in the social economy whose main objective is to have a social impact rather than make a profit for their owners or shareholders. It operates by providing goods and services for the market in an entrepreneurial and innovative fashion, and uses its profits primarily to achieve social objectives. It is managed in an open and responsible manner and, in particular, involves employees, consumers and stakeholders affected by its commercial activities.

The European Commission uses the term “social Enterprises” to the following types of business:

- those for which the social or societal objective of the common good is the reason for the commercial activity, often in the form of a high level of social innovation;
- those where profits are mainly reinvested with a view to achieving this social objective;

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- where the method of organization or ownership system reflects their mission, using democratic or participatory principles or focusing on social justice;
- businesses providing social services and/or goods and services to vulnerable persons, and/or businesses with a method of production of goods or services with a social objective but whose activity may be outside the real aim of the provision of social goods or services businesses providing social services;
- services to vulnerable persons;
- Businesses with a method of production of goods or services with a social objective but whose activity may be outside the real aim of the provision of social goods or services.

## WISE - WORK INTEGRATION SOCIAL ENTERPRISES

The PRESS project focusing on the experiences and activities in different European Member States of the Work Integration Social Enterprises, also known with the acronym WISEs.

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But what is the WISE? What work integration social enterprise means is explained through three cumulative principles:

- **The social and professional integration** of individuals who, due to their exclusion and their relegation to a marginal role in society, have fallen victim to increasing social and professional handicaps;
- **Enterprises at the core of the economic system:** social integration enterprises have decided to carry on their activities at the very core of what is most frequently a major factor in the phenomenon of exclusion: the economic system;
- **Enterprises of a strong pedagogical dimension:** the social integration enterprises initiate training and educational programs designed on the basis of existing potential and develop this individual potential within the enterprise.

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In the European framework is possible to affirm that:

- WISEs give concrete **employment opportunities to people far from the labor market**, they are active labor measures.
- **Work social integration enterprises have already existed for more than 35 years** in European countries such as Belgium, France, Italy.
- There is a **variety of schemes to create employment opportunities**: WISEs can be oriented in training people and creating employment in other private enterprises, or in creating employment within the same enterprise.
- **There is no special common legal status for WISEs**, the legal status changes depending on which European country they are in: from non-profit organization to company with limited liability; in some countries there are specific statutes.
- Several Member States recognize a **specific legal framework for work integration social enterprises**. They define their role with laws and decrees and allow their development:
  - Italy with the social cooperatives laws (381) of 1981,
  - the three Belgian regions in 1998,
  - Spain with the 44 law of 13 December 2007,
  - Austria with guidelines formulated by the employment agency. The Austrian network has a consultative power in the guidelines revision,
  - Romania, more recently adoption of the new law of June 2015.
- Some national authorities of the Member **States still don't recognize work integration social enterprises and ignore their role of creating paid employment for people disadvantaged** in the labour market.
- For example, **in the United Kingdom, and several East European Union Member States, are still in a research phase.**

- The favourable **legal framework is always accompanied by financial subsidies linked to the employment of disadvantaged people**. The WISEs are whole company, producer of goods or various and varied services. However they are, at the same time, enterprises which produce a service meeting essential social needs as access to the labour market and social inclusion of disadvantaged groups, on behalf of the national and territorial communities.

The national regulatory framework for state aid must refer to the **General Block Exemption Regulation (GBER) - COMMISSION REGULATION (EU) No 651/2014 of 17 June 2014 declaring certain categories of aid compatible with the internal market in application of Articles 107 and 108 of the Treaty**, especially for the articles concerning the aid for disadvantaged workers and for workers with disabilities resuming the definitions of “disadvantaged worker” and “severely disadvantaged worker” and the article concerning the costs of assistance provided to disadvantaged workers. GBER also includes other types of state aids that can be used by WISEs (training aid, aid for SMEs...).

## WISE MODELS IN EUROPE

### **BELGIUM - WISEs – Wallonia**

The Integration Enterprise in Wallonia is a commercial enterprise with a social purpose of sustainable insertion through the employment of low qualified people through an activity producing goods and services. It develops organizational methods based on worker participation, has a system of social support for low-skilled workers, values its workers in continuing training and is approved by the Walloon Region. At the end of 2016, Wallonia had 99 insertion enterprises with nearly 5,000 jobs in various sectors of activity. More than 80% of the jobs generated are in the field of service, the remaining 20% is distributed between business and personal services, sorting and recycling, and construction sector...

Integration through economical activity has a legal framework in the Walloon Region: the Decree of 2016 on the accreditation of social economy initiatives and the authorization and subsidization of integration enterprises.

In Wallonia, to be an insertion enterprise, you must be approved by the Walloon Region. This approval is initially granted for a period of 2 years, renewed for 4 years. After this period of 6 years, it may be granted for an indefinite period. To be approved, you must meet a multitude of conditions. For clarity and transferability, we mention only a few of them here:

- To be a cooperative limited liability company (SCRL), a public limited company (SA) or an economic interest group (GIE)
- Have an activity of production of goods or services while pursuing a social goal related to the implementation of the principles of the social economy, by the durable and quality insertion of “disadvantaged” or “seriously disadvantaged” workers.
- Have a board of directors composed exclusively of physical persons
- Being a small or medium-sized enterprise (SME), less than 250 FTEs, a total balance sheet of less than 50 million Euros and a turnover of less than 43 million Euros. They may also be companies that are majority owned by local authorities or, as an exception, be a large company under certain conditions
- Commit to counting in the 4 years following the approval 50% of workers of the target public (disadvantaged and severely disadvantaged workers) or persons not holding CESS.
- Conclude an agreement with the public support service for jobseekers within 6 months of the granting of the authorization.

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When an integration enterprise ceases to meet one of these conditions, the approval may be suspended or withdrawn.

**The target public** for these enterprises is defined by the 2016 Decree and divided in two categories of workers for subsidization: “disadvantaged workers” and “severely disadvantaged workers”. These workers must meet a series of eligibility conditions.

The “disadvantaged worker” does not have a diploma of upper secondary education and is registered as an unemployed jobseeker. In addition, he meets one of the following conditions: More than 6 months of inactivity, aged 18 to 24, over the age of 50, head of a single-parent family, belongs to the underrepresented sex in a sector or profession, member of an ethnic minority of a Member State and needs to strengthen its language training, is recognized as having a disability and / or was in a socio-professional integration contract previously.

The “severely disadvantaged worker” also does not have a diploma of upper secondary education and is registered as an unemployed jobseeker. In addition, he has been inactive for more than 24 months. The concept of “unoccupied” is also defined and encompasses a large number of other situations (illness, disability, maternity, integration courses, detention...).

The employment of “disadvantaged” and “severely disadvantaged” workers, when it constitutes an increase in employment in the enterprise compared to the reference workforce, opens the right to subsidies for 2 years.

According to the October 2016 decree, the integration enterprises have the obligation to set up within their structure a **social support for the workers of the target public**. This support is the keystone for optimal working conditions and for the individual development of low-skilled workers. It ensures, among other things, their support and daily monitoring. This support is provided both at the level of the role of workers within the company and at the level of their social and administrative procedures.

By setting up a list of tasks defined in the decree and obligatory, social workers aim to:

- Promote the sustainable and quality insertion of these workers within the enterprise or in any other one
- Develop their autonomy in the labor market and help them, in the context of individual or collective psycho-social activities or interviews, to overcome the difficulties or obstacles they encounter in their sustainable integration and quality or that could jeopardize their chances of staying in employment
- Encourage and support their efforts to value acquired professional skills.


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In order to qualify for **subsidization**, each approved insertion enterprise must fulfill the conditions of approval but also provide proof of compliance with the conditions of approval, increase the overall volume of employment, maintain this increase and not be in financial difficulty. It must also engage the target public at minimum half-time on permanent (or fixed-term contracts leading to a permanent contract within 6 months, or for replacement).


The amount of subsidy per worker of the target public can be up to € 15,000 for "disadvantaged" persons and up to € 30,000 for "severely disadvantaged" persons. The payment of this grant is spread over the first 4 years of the person's commitment.

The amount of the annual subsidy granted for social support is a maximum of € 100,000 and must be used for the social worker's salary cost (as well as his travel and operating expenses).

This subsidy is prorated to the number of disadvantaged workers employed in the enterprise:


 From 8 workers, 25 000 € for 0.5 FTEs

 From 26 workers, 50 000 € for 1 FTE


 From 45 workers, 75 000 € for 1.5 FTEs

 From 60 workers, € 100,000 for 2 FTEs

The possibility of an additional subsidy for the implementation of the principles of the social economy is added in the decree. This grant (optional) consists of 3 components giving, under conditions, each right to 15.000 €:

 Increasing of the workforce

 The profit allocation policy

 The establishment of a participatory process

 It is, however, capped at € 30,000 per year per company.

## ITALY - Social cooperatives type B

The integration system by Italian economic activity is represented by the type B social cooperative. Type B social cooperatives must have at least 30% of disadvantaged workers in the salaried workforce. The disadvantaged person must be linked to the company with a real employment contract. The choice regarding the duration of this contract, fixed term or permanent and the type of contract, full-time or part-time, is left to the company. The type B social cooperative was born as an effective and sustainable response to the implementation of employability of disadvantaged people,

- Mixed insertion
- Minimum 30% of disadvantaged workers in paid staff
- Subsidies at national level: social security exemption for workers in integration certified by the competent social services
- Taxation:
  - Exemption from the payment of the IRES (Imposta sul Reddito delle Società) on undistributed profits
  - Deductibility of taxes on donations made to type B social cooperatives
- Sectors of activities: green sector, waste collection, the cleaning sector, manufacturing and
- Industrial sector, agriculture, catering and IT

even those with the most difficult access to the conventional market. The “Depedri study” (2011) shows that cooperators often hire disadvantaged people on permanent contracts and 52,3% of the disadvantaged workers hired subsequently found employment outside the organization, mainly in non-profit making enterprises (half of these workers), but also in other types of enterprises and secondarily in other cooperatives or public bodies. In Italy, the integration company can receive a direct application from the person, but in most cases the worker arrives in the company through social services.

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This is for the worker to acquire specific skills related to the activities of the cooperative that employs him.

The worker is also supported during his job search process: writing CVs, cover letters, registration on job sites, etc. Currently, there are no standardized practices regarding this support.

The targeted audience for social integration enterprises is defined in Law 381/1991 on social cooperatives, which stipulates that type B social cooperatives must have at least 30% of disadvantaged persons, the categories of which are as follows:

- people with physical, mental and sensory disabilities,
- former psychiatric hospital patients, including subjects related to judicial procedures,
- people under psychiatric treatment,
- addicts,
- alcoholics,
- juveniles of working age living in difficult family situations,
- inmates or internees in penitentiary institutions,
- prisoners and internees admitted to alternative measures to detention and work outside as de-

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financed in Article 21 of the Act of 26 July 1975 n. 354, and subsequent amendments,

- are also considered as disadvantaged, persons referred to by decree of the President of the Council of Ministers, on the proposal of the Minister of Labor and Social Prevention, together with the Minister of Health, the Minister of Internal affairs and the Minister of Social Affairs, after consultation with the central commission for co-operatives established by Article 18 of the Decree of the Provisional Head of State of 14 December 1947, n. 1577, and subsequent amendments.

In terms of activity sectors, there is a great differentiation in areas of activity: sectors that use low levels of education and low specialization such as the green sector, waste collection, cleaning sector but also and increasingly, the manufacturing and industry sectors, agriculture, catering and IT area.

- Springboard insertion
- Full-time employment contract of minimum 6 months and maximum 36 months
- Subsidies at the national level: benefits on the social security of workers 850 € / FTE / year for a maximum of 3 years
- Other possible subsidies: decided autonomously at regional level
- Activity sectors: services, construction, industry and agriculture

Type B of social cooperatives benefit from exemption from social security contributions for workers in integration process certified by the competent social services, which represent 26,9% of the gross wage. Other favourable tax measures are also planned, such as the exemption from taxation on undistributed profits or deductibility of taxes on donations paid to type B social cooperatives.

In Italy, type B social cooperatives are mainly self-financed: most of their income comes from their commercial activity, 50% of which comes from contracts with the public administration and the rest from private sources.

## **SPAIN - Social integration enterprises**

The Spanish integration enterprises model is a springboard model, favouring an integration path within the company before returning to the conventional labor market. People experiencing social exclusion are referred to the company by the social services in order to start a process of integration into a company that varies from a minimum of 6 to a maximum of 36 months. During this journey, workers benefit from a full-time or part-time work contract (minimum 51% of full time). For the vast majority of workers in this integration process (72%), this is the integration contract under Law 44/2007.

In order to benefit from the specific status of a work social integration enterprise (WISE), the structure must have at least 30% of the workers engaged in the integration process during the first three years of activity of the company. From the fourth year, the percentage increases to 50%.

In Spain, a WISE must be supported by one or more promoter organizations that own at least 51% of the share capital. These are non-profit organizations (public-law organizations, non-profit associations or foundations), whose social purpose is the social integration of disadvantaged people, who are therefore at the origin of the establishment of WISEs.

The vast majority of integration enterprises are public limited companies with limited liability (80,7%) or cooperative society of social initiative or society of workers. Most are SMEs (Small and Medium Enterprises), with an average workforce of 20 to 30 people. Nearly 80% of the integration enterprises are service providers in a wide variety of fields such as food, waste management, collection and recycling, hotels and restaurants, maintenance and cleaning services, moving, courier and parcel transport, auxiliary services to communities and businesses, local services, home help, construction (rehabilitation of buildings and houses, maintenance and minor repairs), industry, crafts and agriculture-gardening. Their geographical scope of their activity remains essentially regional or local.

The targeted audience of Spanish integration enterprises are people suffering from social exclusion, unemployed and registered at the Public Employment Services who are included in the following target groups:

- Beneficiaries of the minimum income benefit, or any other similar provision,
- Young adults aged 18 to 30 from child protection institutions,
- Beneficiaries of the minimum insertion income, or any other similar provision,
- People suffering from addiction problems or other addictive disorders who are undergoing rehabilitation or social reintegration,

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- prisoners whose custodial sentence allows them to access employment, prisoners on parole and former detainees,
- Juvenile offenders included in the scope of Organic Law 5/2000, as well as those on probation and former detainees,
- People coming from prevention and social integration services authorized by the Autonomous Communities.

However, the Act allows some flexibility and allows the Autonomous Community Social Services to define or add other categories of vulnerable public, thus allowing them to adapt to specific local needs and to the changing social context.

In Spain, the integration path is a joint project between the integration company and the competent social services at the level of the autonomous community. Beyond the employment contract, support for workers in integration is tailored in an individualized way, taking into account the individual, the long-term project of the worker and the different fields (health, education, housing, justice, work, etc.), in a coordinated manner and by mobilizing all available resources. It involves building individual capacity, personal development and skills development.

The aim is the promotion and autonomy of the person. Generally, a tutor can supervise between 6 to 12 workers on the integration path.

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In Spain, integration enterprises receive financial support from the public administration. At the national level, integration enterprises are expected to receive social security benefits for workers for the duration of their contract and for a maximum of 3 years, for an amount of € 850 per full-time insertion equivalent per year. For the remaining part, the competence belongs to the autonomous communities. Large disparities are therefore present at the regional level. The integration enterprises are mainly financed by income from their goods and services production activities (79.29%).

Law 44/2007 allows integration enterprises to benefit from an adequate legal framework at national level. The legal framework of 2007 was completed by Law 31/2015, which revisits and extends the legal framework of integration enterprises. Since 2015, integration enterprises have been recognized as services of general economic interest, an important recognition for the actors from the sector in terms of visibility.


In addition, this law provides an advantage in terms of employer contributions for enterprises that hire employees who have had a positive integration path within an integration company: € 1,650 per worker the first year, then € 600 per year for 2 years.


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## PUBLIC PROCUREMENT

The Public Procurement is the process whereby public authorities purchase the goods, works and services they need. Public procurement can also be used by contracting authorities to achieve sustainable development, social and environmental goals. The Public Procurement is a key tool to achieve sustainable development objectives.

Here is an example:

 A public authority procures the construction of roads, bridges, and bus services in order to perform the governmental function of facilitating public transports (functional objective).

 It can also decide that the contractor employs a % of workers belonging to ethnic minorities or unemployed in the contracted work or that the bus transport services limit the gas emissions and noise level to a certain level (horizontal objectives).

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Social considerations can be included in a procurement procedure to achieve social objectives, such as: employment opportunities, decent work, and compliance with social and labour rights, social inclusion, equal opportunities, accessibility, and sustainability criteria including ethical trade issues.


The Work Integration Social Enterprises have already proved their effectiveness in Europe, and their key role in both the construction of a society and in the fight against poverty and social inequality, one of the key priorities of the Union European.


WISEs' effective formula is not only helps to create job places and provide work opportunities on the labour market, but also support the development of professional skills of workers, such as their potential as active citizens.


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Compared to traditional public aid, the WISEs provides added value in terms of social and professional skills growth and empowerment of disadvantaged people. In addition, these enterprises reinvest their profits in improving their activities and in integration projects.

To better explain, here some example of **Public Procurement in Spain** to a wise working with Roma people: examples of Public Procurement in favor of Uzipen, a company that constitutes an effective mechanism of labor insertion for people with special difficulties of access to the labor market focusing on the Roma population.

 Contract for the provision of integral maintenance services for buildings, schools and sports facilities attached to the Ciudad Lineal District, with a 3% reserve for subcontracting in favor of work integration social enterprises (DA 5ª TRLCSP):  
<https://sede.madrid.es/portal/site/tramites/menuitem.1f3361415fda829be152e15284f1a5a0/?vgnextoid=2c6b89455a7eb510VgnVCM1000001d4a900aRCRD&vgnnextchannel=e53965dd72ede410VgnVCM1000000b205a0aRCRD&vgnnextfmt=default>

 Specific administrative clause specifications that has ruling in the services contract denominated: maintenance integral of basic sports facilities added to Villaverde district 2018 -2019 reserved for work integration social enterprises (AD 5th TRLCSP) to be awarded by procedure negotiated without publicity:  
<https://mail.ovh.net/roundcube/? task=mail& frame=1& mbox=INBOX& uid=4808& part=3& action=get& extwin=1>

 Specific administrative clause specifications that has ruling in the services contract denominated mediation in communities and outdoor municipal swimming pools in district of Moratalaz during the years 2017 and 2018” to award for open procedure:  
<https://mail.ovh.net/roundcube/? task=mail& frame=1& mbox=INBOX& uid=4808& part=4& action=get& extwin=1>

 Specific administrative clause specifications ruling in the services contract denominated: contract of complementary services (maintenance, cleaning and concierge) of buildings, schools and facilities sports dependents of the Chamartin district, 4 LOTS, LOT 4 reserved for work integration social enterprises D.A. 5a DEL TRLCSP, award by open procedure  
<https://mail.ovh.net/roundcube/? task=mail& frame=1& mbox=INBOX& uid=4808& part=5& action=get& extwin=1>

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Despite the fact that public procurement in some member states is still not widespread, there is some progress. For the first time in Croatia, **City of Zagreb** in 2017 published a public procurement call with reserved contract scheme for sewing and delivering textile flags of City of Zagreb, Croatian national flag and EU flag. The estimated value of the call was 700.000 EUR, the framework contract for 4 years. Public authority received 3 applications; one failed the administrative check. Other 2 were URIHO (sheltered workshop, 100% owned by City of Zagreb) and Social Cooperative Humana Nova Cakovec (WISE). Both organizations won the call and signed the framework contract for period 2018-2021; URIHO offer total value was 700.000 EUR; Humana Nova Cakovec 580.000 EUR). One month later, a reserved call for 2018 was published and SC Humana Nova Cakovec won. The value of the contract for 2018 was 100.000 EUR; it was signed in February 2018. Till today, 60% of contracted flags were delivered.

## NATIONAL CONTEXT, GOOD PRACTICES, STRATEGIES

### against social exclusion in project partner countries

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The partner countries of the PRESS project present very different economic, cultural and social characteristics, as well as the political response to the fight against discrimination and poverty in the member states.

Below, we provide a short presentation of the specific social, economic and political context of each country to which the PRESS partners belong.

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## BELGIUM

In February 2012, Belgium established its National Roma Integration Strategy with the European Commission. This national strategy was the result of a partnership between federal entities, federal authorities and representatives of civil society. Each authority has developed measures, according to its own powers.

Belgium recognizes in its strategy that Roma are a fragile group with a particularly high risk of being confronted with social exclusion and poverty. Belgium had opted for an integrated approach. The strategy has been conceived as a thematic sub-program for the targeted approach as part of a wider strategy to combat poverty and social exclusion. By this strategy, the Belgian authorities wanted to contribute to the achievement of the overall objective of combating poverty, as formulated in the Europe 2020 Strategy, aiming to lift at least 20 million people out of poverty or social exclusion before 2020.

Belgium also has points of contact at several national levels.

Belgium has been participating in the ROMED program since 2012. Several ROMED training cycles have been organized for Belgium. The training cycles are part of the implementation of the Belgian National Roma Integration Strategy.

At the end of 2015, the Belgian National Contact Point for Roma submitted to the European Commission (DG Justice, JUST / 2015 / RDIS / AG / NRP2) a project to create a Belgian National Platform for Roma. This platform aims to initiate a process of participatory dialogue with all stakeholders and Roma communities in Belgium. These dialogues are organized in the framework of the main areas of action aimed at promoting the socio-economic integration of the Roma. More specifically, the focus will be on combating discrimination in employment, education, housing and health care. The National Platform for Roma was launched in May 2016 with the help of the European Commission. The Federal Government, Communities and Regions, Local Government Associations and UNIA constitute the steering committee of the National Platform for Roma.

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CORTIBAT	
Name	Cortibat
Legal Model	SCRL FS (Cooperative organization with social purpose and limited responsibility) Placement Agency Agreement Social Enterprise Agreement
Target group	Disadvantaged jobseekers (TD) without secondary education certificate and belonging to at least one of 8 designated groups (under 24, over 50, single-parent, unemployed for at least 6 months, ...) Very disadvantaged jobseekers (TGD) without secondary education certificate and unemployed for at least 2 years
Activities, Missions	-Eco renovation of buildings -Roofing, insulation -Close work closed
Types of contracts	Permanent part time or full time jobs: minimum 19h00 per week 4,5 ETP (full time equivalence )
Tasks of workers in insertion	Construction worker (CP 124)
Social Work	Promote the sustainable and high-quality insertion of TD or TGD into the Wise or another company -Developing the autonomy of workers on the labor market -Encourage and support the processes of valorization of acquired professional skills
Social impact	For workers: have a permanent full time job, get out of isolation, have a professional project ... For the community: renovate a dilapidated building according to current energy standards
Funding	TD : 18.000€ for 4 years = 4.500€ per year and per full time job or equivalence TGD : 36.000€ for 4 years = 9.000€ per year and per full time job or equivalence





<b>Groupe Terre entities (Terre, Tri-Terre, Pan-Terre)</b>	
Name	Groupe Terre entities (Terre, Tri-Terre, Pan-Terre)
Legal Model	ASBL (Non-profit organization) and SAFS (commercial enterprise with social aim)
Target group	Disabled people
Activities, Missions	<p>Participate in the creation of a democratic and united world where every human being has the right to live in dignity, to achieve himself in mutual respect now and for the next generations.</p> <p>Give to everyone a place in the Society</p> <p>Promote Social Economy</p> <p>Develop local and international solidarity</p> <p>Preserve environment and encourage a responsible attitude</p>
Types of contracts	Mainly permanent contracts
Tasks of workers in insertion	<p>Functions / Tasks of workers in insertion</p> <p>Collection, sorting and sales of second-hand clothes (Terre asbl)</p> <p>Sorting and sales of cardboard and paper (Tri-Terre safS)</p> <p>Design and manufacture of natural acoustic panels (Pan-terre safS)</p>
Social Work	Professional training and training to the participative decision-making process
Social impact	Offering quality jobs to disabled people within social and democratic enterprises
Funding	Mainly sales revenues (around 85%), employment subsidies

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<b>CORTIDESS</b>	
Name	Cortidess
Legal Model	SCRL FS (Cooperative organization with social purpose and limited responsibility), Placement Agency Agreement, Social Enterprise Agreement
Target group	Disadvantaged jobseekers (DT) without secondary education certificate and belonging to at least one of 8 designated groups (under 24, over 50, single-parent, unemployed for at least 6 months, ...) Very disadvantaged jobseekers (TDG) without secondary education certificate and unemployed for at least 2 years
Activities, Missions	minor maintenance, repair and development work; landscaping and maintenance of green spaces; cleaning of "small non-profit organizations".
Types of contracts	Permanent part time or full time jobs: minimum 19h00 per week - 22 full time job equivalence
Tasks of workers in insertion	Manual work
Social Work	To promote the sustainable and high-quality insertion of TD or TGD into the Wise or another company; Developing the autonomy of workers on the labor market; Encourage and support the valorisation of acquired professional skills
Social impact	For workers: have a permanent job full time, get out of isolation, have a professional project ... For the community : to do all kinds of work that was previously done by black workers (whitewashing of moonlighting) Indeed the privateer who uses the IDESS pays between 12.10 and 18.15 € per hours for the habitat and the green space and 8.14 € per hours for the cleaning
Funding	TD: € 18,000 over 4 years,= € 4,500 per year and per (full time job equivalence) TGD: € 36,000 over 4 years,= € 9,000 per year and per (full time job equivalence) By full time contract (or equivalence) a grant of € 13,000



JEFAR Titres-Services	
Name	JEFAR Titres-Services
Legal Model	SCRL FS (Cooperative organization with social purpose and limited responsibility)
Target group	Disadvantaged workers: workers without secondary education diploma and jobseeker + one of 8 conditions (under 24, over 50, single-parent, unemployed for at least 6 months, ...) Very disadvantaged workers: workers without secondary education diploma and unemployed for at least 2 years
Activities, Missions	House Cleaning services
Types of contracts	Steady jobs (CDI)
Tasks of workers in insertion	House-Cleaning services Iron-workshop for personal clients
Social Work	Our goal is to create sustainable and quality jobs in our organization. Support for workers is multidimensional, including support of social workers when needed.
Social impact	Creation of 82 steady jobs including 58 (very) disadvantaged workers Priority given to “disadvantaged” customers (old persons, disabled or socially weakened...)
Funding	100% private cooperators including 3 workers



Locomobile	
Name	Locomobile
Legal Model	SCRLFS Insertion company approval IDESS approval Taxi-social approval
Target group	Low-qualified unemployed people
Activities, Missions	Work insertion and creation of job places for a public very far from world of work and, at the same time, offering services (mobility) to elderly, isolated, disadvantaged people
Types of contracts	Permanent contracts Art60 – partnership with the CPAS
Tasks of workers in insertion	Transport and accompaniment of customers Vehicles management
Social Work	To promote the employment, coaching, self-confidence, specific training: hold a cash register, first aid, defensive driving...
Social impact	Job creation, support to the home stay for the elderly, training support, breaks the isolation...
Funding	Bil Billing to customers SP SPW subsidies Jo Hiring aids In Invoicing to partner municipalities

## CROATIA

Though generally both the evaluation of the implementation of the National Roma Integration Strategy 2014-2020 (NRIS) conducted in 2015, and the later data available strongly point out to education as the sector with greatest advancements over the last 10 years, many challenges remain the same. The Action Plan 2018-2020 is being finished and expected to be adopted by the Government in May 2018, including more proactive measures to support high school students and releasing more funds from the ESF for local needs.

In the meantime, national policies in the area of education have continued. The Ministry of Science and Education provides scholarships for all regular Roma secondary school pupils, amounting to EUR 650.00 per annum per pupil. Teacher training programs have continued, but with a few targeted, tailor-made programs focused on Roma national minority in high school education, far more efforts being directed towards preschool and primary education. Some other problems remain the same, as noted earlier: still relatively significant gap in comparison with the majority population in high school enrolment, particularly low number of high school students in 4-year programs, thus not enabling further, undergraduate education. Availability of accommodation appears to be less of a problem, but the quality of accompanying programs and services can certainly improve in some areas.

The secondary schooling system experiences a continued increase in the number of Roma enrolment. There were 588, 682, and 746 enrolled secondary school students in 2013/2014, 2014/2015, and 2015/2016, respectively, with a pick-up to 820 students at the beginning of 2016/2017. The number of secondary school scholarships has also been on the rise. Scholarships have been provided to 569 secondary school students in 2014/2015, while this figure stood at 675 in 2015/2016. In 2016/2017 scholarships were provided to 689 students (373 m, 316 f) and accommodation in high school student hostels has been provided to 49 students (17 m, 32 f).

However, progress in the area of employment until 2017 was quite limited, and that also goes to support provided to social entrepreneurship. This, including an additional gender gap is obvious from indicators such as Paid work rate for Roma women and men aged 20-64 years, including self-

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employment and occasional work or work in the past four week in the recent EUMIDIS II survey, whereas only 12 % of Roma women and 31 % of Roma men, as opposed to 61 % of the general population in Croatia reported doing such a work<sup>6</sup>.

The scope of the problem in relation to young Roma, particularly Roma women can be also clearly seen Young Roma aged 16-24 years neither in work nor in education or training as their main activity by EU Member State, whereas in comparison to 19 % of the general population in Croatia (although among the highest in the EU), corresponding figures are 72 % for Roma men in Croatia and 82 % for Roma women, highest of any country surveyed<sup>7</sup>.

Particularly important development is the project based on the Evaluation Report on the National Roma Inclusion Strategy (2015), funded through IPA 2012 program. The Project “Collection and monitoring of the baseline data for an efficient implementation of the National Roma Integration Strategy” (implementation period: March 2017- July 2018) has the main objective to provide baseline data for measuring the efficiency of National Roma Inclusion Strategy and accompanying Action Plan, and to define Roma needs as well as obstacles for Roma integration.

Objectives of the research are:

- to enhance the knowledge on Roma population in all aspects of life (housing, employment, health, education, social status, community and settlement characteristics, income status, values, cultural and living patterns, parenting and partner relationships, involvement in cultural and political life, discrimination, relationships within Roma community and relationships between Roma and non-Roma, media etc.);
- to define the main obstacles for the integration of the Roma at local, regional and national level;
- to define needs of Roma population at local, regional and national level.

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<sup>6</sup> EUMIDIS II Selected findings, p.19, <http://fra.europa.eu/en/publication/2016/eumidis-ii-roma-selected-findings>

<sup>7</sup> EUMIDIS II Selected findings, p.21, <http://fra.europa.eu/en/publication/2016/eumidis-ii-roma-selected-findings>

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The biggest research ever conducted with Roma population in Croatia included:

- pre-survey covering all locations with more than 30 members of the Roma national minority that, besides key information about the population, included detail information about local context, such as infrastructure, access to public services etc.
- sample research combining quantitative and qualitative methodology, in order to answer to the research objectives regarding the different aspects of life (1500 Roma households in 127 - concentrated and dispersed - localities, 1500 Roma participants at 16+ age);
- qualitative research with key figures (Roma community leaders, Roma activists, Roma women groups, Roma youth groups as well as professionals, representatives of local/regional public services, local government etc.) on Roma needs and Roma perspective on obstacles to integration (209 participants).

Part of the quantitative research has a specific focus on employment and entrepreneurship, enabling firm move towards evidence based policies.

Activities will make a major contribution for further improvement of evidence-based policies throughout the whole cycle, far more precise targeting of marginalized communities and directing the allocated funds to the real needs of the Roma communities in Croatia. In addition, follow up research activities are envisaged under the European Social Fund, in order to respond to demographic, social and other changes that are happening not only per se but as a result of envisaged work with Roma communities at the local/regional and national level (including ESIF).

In Croatian context, the project is an another milestone in monitoring and evaluation of public policies, being a part of similar pilot initiatives regarding monitoring and evaluation of integration of migrants, and of the implementation of the Constitutional Law on Rights of National Minorities.

<b>Social cooperative Humana Nova Čakovec</b>	
<b>Name</b>	Social cooperative Humana Nova Čakovec
<b>Legal Model</b>	Social cooperative
<b>Target group</b>	Employees: persons with disabilities, other disadvantaged workers Customers: domestic and international CSR companies, CSOs, trade unions, kindergartens, eco-conscious citizens
<b>Activities, Missions</b>	Work integration Textile waste collection, sorting, sales Textile / recycled products production
<b>Types of contracts</b>	Regular work contracts for indefinite time – 15 persons A job placement – mid-term labor inclusion measures (6-12 months), probation measures – 9 persons
<b>Tasks of workers in insertion</b>	Textile waste collection, sorting, sales Textile / recycled products production
<b>Social Work</b>	To promote the integration into the working and social spheres of disadvantaged people
<b>Social impact</b>	Provides rehabilitation of PWD and other disadvantaged persons Provides second hand and new recycled/upcycled textile products at modest prices 300 tones of collected and sorted textile waste annually 2 sister cooperatives in Zagreb and Labin (Istria) operating for 1,5 years
<b>Funding</b>	Sales revenue (63%) Grants (37%)



## HUNGARY

On 2015 the Hungarian Government adopted the Action Plan for 2015-2017 of the Hungarian National Social Inclusion Strategy, which contains 95 measures total in the spheres: Child well-being; Education; Employment, training and economic integration; Health care; Geographical disadvantage and housing problems; Participation, forming views, fight against discrimination; Coordination of the implementation of the strategy.

According with the data of the *Monitoring the main inclusion processes (2015)* held by the Research on Society Institute the proportion of persons living in poverty and social exclusion in Hungary reduced from 43.1 % in 2012 to 34.7 % in 2014, but still regard the 89 % of Roma persons.

According with the Roma research MEF 2013 and TÁRKI Household Monitor 2012, 78 % of Roma has maximum the first level of education (24 % full population average), Roma people living in relative income poverty average is 76 % (12 % full population), and 89 % Roma people living in deep privation (33 % full population average), Roma people living in poverty and social exclusion is the 92 % (full population average is 42 %).

The situation of Roma women are quite alarming: the employment rate is 10%, only 5.8% has vocational qualifications, and the Roma women with a very low education (only elementary education) are up to 5 times more of the non-Roma. There are more responsible factors for the high school drop-out rate among Roma girls, such as the loss of motivation, the socialization differences arising from the status of disadvantage, the early motherhood and, partly, traditional family roles. Only 20% of Roma complete secondary school. Consequently, Roma people have often also a non-competitive employment.

This situation of Roma people as consequences in the dangerous level of debt, the health conditions (life expectancy 10 years shorter than the non-Roma), the poor housing condition and juvenile prostitution.

The Hungarian strategy and its action plan focused on the target group of extreme poverty, child poverty, the Roma and on the following priority areas: early childhood development, education, housing, health, employment and vocational training, awareness raising.

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Focused Operative Programs are held to fight this situation, such as:

- *Nő az Esély* (2007-2013), that provide training for 1.107 Roma women as nurse, caretaker, educationist, social assistant, welfare worker and 499 employed in social or welfare institutions. The program is active also in the period 2014-2020 in the framework of Human Resources Development Operational Programme.

- *Actively for learning, actively for work* (2007-2013), aiming to develop the social status and employability of people suffering from disadvantages in the labourmarket, because of low qualification or the lack of qualification; to develop basic competencies; ensuring work practices and trainings and other activities to get profession.

The programme involved 30,000 people suffering from disadvantages in the labour market, aged 18-55 with low or no qualification, and provided training for 18,000 people and 3,500 people were employed as social care assistant, gardener, bricklayer, decorator, sewer etc.

The Hungarian Work Plan provides subsidies required for increasing employment on the basis of three pillars: the second pillar is social economy

In Hungary the main activity for fight the unemployment of disadvantaged groups is the public employment program, which means provide transitional work opportunities by using state funds. The state provides transitional employment opportunities to those who suffer disadvantages at the labour market due to their health condition, lack of qualifications, age or for any other reason.

Among the objectives of public employment, the Government identifies facilitating the establishment of Social Cooperatives organised on the Basis of Public Employment in the suitable public employment programs, providing professional and methodological support for activities aimed to improve the operational conditions of social cooperatives and facilitating access to the EU resources allocated for this purpose.

It is a fundamental objective that the social cooperatives existing on the basis of the public employment Start Work model programs as well as future ones be genuine market players as enterprises and, where possible, make use of and operate the tools (infrastructure) acquired within the framework of public employment.

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Matyódesign	
Name	Matyódesign
Legal Model	Non-profit Ltd.
Target group	Disadvantaged women living in disadvantaged region in country side Local community
Activities, Missions	Production and sales of traditional Hungarian embroidery Preserving of local traditional work
Types of contracts	Part-time contract
Tasks of workers in insertion	Organize operation Give tasks to workers Collect their works Financial administration
Social Work	Creating a inspirational environment Create jobs in small village to people who has no other possibility to work due their physical or social conditions
Social impact	Ensuring a better quality of life for children and families Preventing the inheritance of disadvantages Increasing the chances of further education The emergence of new employees in the labor market.
Funding	Mainly sales revenue Some funding to create big projects or investments related to activity



Indahouse Hungary - Indahouse Guesthouse	
Name	Matyódesign
Legal Model	Foundation
Target group	Disadvantaged people living in the area, Roma people Local community
Activities, Missions	Management of a guest house
Types of contracts	Occasional / seasonal work contracts
Tasks of workers in insertion	Task related to the management of daily activities in the guest house – according with the season
Social Work	Support for local community Educational support to children Coaching
Social impact	Ensuring a better quality of life for workers, their children and families Preventing the inheritance of disadvantages Increasing the chances of further education and inclusion Work culture
Funding	Donations Income from touristic activity Voluntary work

## Services to support the work and social inclusion of the disadvantaged.

<b>Biztos Kezdet Gyerekház (Sure Start)</b>	
Name	Biztos Kezdet Gyerekház (Sure Start support center)
Legal Model	The “Biztos kezdet – Sure start” complex social programme
Target group	Families living in segregated settlements, disadvantaged children, local community
Activities, Mission	Ensuring equal opportunities for children (supporting intellectual, emotional, social development) Strengthening parents' roles Local community building
Types of contracts	Annual Financing Agreement
Tasks of workers in insertion	NA
Social Work	Development of children's abilities Condition survey, development, workshops, programs Creating a safe, inspirational environment Strengthening parent-child relationship Getting to know the situation of families living in poverty Ensuring opportunities provided by the social support system Incentives for learning a profession, getting to work Transforming habits and family expectations
Social impact	Better life quality of children and families Preventing inheritance of disadvantages Increase chances of further education New employees in the labor market.
Funding	Central state budget In addition: Involvement of local resources (individuals, churches, civil supporters)

## ITALY

The Roma, Sinti and Caminanti communities (Roma communities in Italy - RSC) living in Italy are characterized by the heterogeneity of groups, dialects and specific linguistic varieties, and cultures. The several measures, implemented over the years, aimed to the integration, the inclusion and the legal recognition of the RSC communities as a minority (national or linguistic), underline the complexity of their situation. This status quo may be better understood considering that, referring to these communities in Italy, we are referring to Italian citizens, citizens from other EU countries, non-EU citizens, foreigners who were granted asylum or subsidiary protection, (de facto) stateless people, born in Italy from stateless parents. Moreover, at present, the RSC communities are not concentrated in a specific area but in a scattered manner, throughout the Country.

The Article 3 of the Italian Constitution, which recognizes the equal social dignity for all citizens, is essential for the situation of the RSC people, often discriminated, marginalized and stigmatized. It is estimated that, nation-wide, there are about 120,000-180,000 RSC people: half of whom is Italian, and the other fifty percent, although made up of foreigners, is mostly in Italy on a permanent basis. The visibility of Roma settlements in the suburbs of large urban areas of North-Central and North of Italy leads to neglect sometimes the important presence of these communities in other areas of the country.

The social policies for RSC communities should refer to the National Strategy for inclusion of Roma, Sinti and Caminanti - Implementation of Communication of European Commission n. 173/2011. The main aims of the Italian National Strategy are to promote equal treatment and economic and social inclusion of the RSC communities through four items of intervention:

1. Education: Increasing the amount and quality of educational opportunities and the number of RSC students enrolled in schools of all types and levels, by encouraging their attendance and academic success and full education.
2. Employment: Promoting vocational training and access to the labour market for RSC women and men.

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3. Health: Improving access to health and social-related services, available at local level, and implementing prevention and medical care, with specific regard to the most vulnerable Roma and Sinti people.

4. Housing: Increasing the access to a wide range of housing solutions for the RSC people, with a participatory approach, in order to definitively overcome emergency approaches and large-sized mono-ethnic settlements, while paying due regard to local opportunities, family reunification and a strategy to be based upon the principle of equal distribution.

The Office for the promotion of equal treatment and removal of discrimination based on race or ethnic origin (acronym in Italian, UNAR) has been identified by the Italian Government as the National Focal Point for the present RSC Inclusion Strategy. This Office was originally established pursuing the EU Directive No. 2000/43/EC, concerning the principle of non discrimination and equal treatment, regardless of the racial or ethnic origin.

The governance system developed under this Strategy includes the Inter-Ministerial political Table/Control Room, the Control Room with Regions and Local Authorities, the Roma Communities Forum, National Work Tables, ad hoc Working Groups, Regional/Local Forum.



PIEDELIBERO	
Name	Piedelibero
Legal Model	Project inside ULISSE Social Cooperative
Target group	Prisoners
Activities, Missions	Social and professional insertion in labour market of people from the prison
Types of contracts	Normal working agreement of social cooperative
Tasks of workers in insertion	Bicycles recycled by the Florence's Municipal department
Social Work	Coaching and tutoring, Training for work
Social impact	Reintegrate people into the world of work and everyday life
Funding	Tax reliefs on the recruitment of prisoners





<b>1-Albergo Popolare</b> <b>2-Call Center “Sociale Nexus”</b>	
Name	1-Albergo Popolare 2-Call Center “Sociale Nexus”
Legal Model	Service of the Municipality Managed by Social cooperatives
Target group	Adults alone, homeless
Activities, Missions	Hospitality, managed by a cooperative of Services Insertion services and accompaniment to work for disadvantaged citizens (in a situation of marginality and / or disabled) Hospitality, with meals and showers, for homeless people. Individualized planning of social reintegration Finding companies available to collaborate with projects to accompany to work, through the activation of traineeships or training aimed at recruitment
Types of contracts	Internship or contract of cooperatives for call center operators (disadvantaged workers in job insertion)
Tasks of workers in insertion	Work call center
Social Work	Hospitality, medical assistance, support for the social and work reintegration of the people hosted in the structure or by the accompaniment services to work. Social and work reintegration through individualized planning. Orientation to work and services. Health support. Psychological counselling. Activation of support networks through voluntary associations. Consulting for companies. Tutoring.
Social impact	Decrease in the rate of people in extreme poverty or without specific health support Raising awareness of companies to the job placement of people normally excluded from the labour market.
Funding	Municipality of Florence Various cooperatives of the Florentine territory POR FSE Funds

**Services to support the work and social inclusion of disadvantaged persons.**

<b>ULISSE BARNUM</b>	
Name	Ulisse Barnum
Legal Model	Project inside ULISSE Social Cooperative
Target group	Disadvantaged people
Activities, Missions	Hospitality for Roma families from the former Yugoslavia. Families that previously lived in social marginal conditions. Base for their social inclusion
Types of contracts	Insertion contract and contract of Social Cooperative
Tasks of workers in insertion	NA
Social Work	Individual career of disadvantaged people, stay in the public and confront other people. The aim is to promote the integration into the working and social spheres of disadvantaged people with psychological discomfort.
Social impact	Economic relief for the community.
Funding	Sales



Villages of Poderaccio street	
Name	Poderaccio
Legal Model	Project inside ULISSE Social Cooperative
Target group	Roma families from Serbia and Macedonia
Activities, Missions	Temporary host villages / Roma camp Hospitality for Roma families from the former Yugoslavia. Families that previously lived in social marginal conditions. Base for their social inclusion
Types of contracts	NA
Tasks of workers in insertion	The aim is to promote the integration into the working and social spheres of disadvantaged people with psychological discomfort.
Social Work	Service of street social workers: support for schooling, facilitation of relations between families, territorial services, promotion of citizenship conditions, submission request for popular accommodation assignment
Social impact	Progressive schooling and professionalization of minors and consequent opportunities for qualified job placements and social inclusion
Funding	City of Florence Acquisition of popular houses through ordinary paths

## PORTUGAL

It is estimated that in Portugal there are between 30.000 and 40.000 ROMA which corresponds to 0.5% of the population. At the education level, recent data shows low levels of schooling among Roma. ROMA children stand behind their non-ROMA peers on all indicators related to education. The employment rate of Roma women is lower than men. There is also a strong concentration of women in domestic work. The situation of vulnerability is always more significant in the case of women compared to men. However, the reflection and promotion on the issue has contributed in Portugal to the construction of a political model with programs promoted by governmental organizations that go beyond strategies of improvement of the material conditions of life, from the awareness of the civil society and training programs to promote the labor and social integration of Roma communities.

In Portugal, the National Strategy for the Integration of Roma Communities [2013-2020] is based on articulated and integrated measures. The strategy is based on several objectives in areas such as education, housing or health. In particular, intervention with Roma women must take into account their dual condition: being a woman and belonging to an ethnic minority. It is important to know the reality of Roma women, taking into account the needs and the main challenges they face in their daily lives. In this context they promote the effective participation of Roma women through the work of mediation and their involvement in associations with prominent roles to encourage their empowerment.

The Strategy supports the motivations of these women through "reference cases" or "success stories" in the different levels of education and work. It is also important to develop awareness among Roma communities that they are citizens with equal rights, as well as to realize that the gender perspective is related to the promotion of human rights. In this strategy it is important the networking and inter-sectorial work involving Roma communities, municipalities, social organizations, State Secretariat for Citizenship and Equality, Office of the High Commissioner for Migration, etc. This implementation also should be in line with European strategies and guidelines.

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Examples of programs that have contributed to the schooling and work emancipation of ROMA and ROMA women, such as the ROMED that has contributed to the formation of mediators and promoters of projects and the “Opré Chavalé” project, a pioneering initiative in Portugal, with scholarships to young people in the communities to continue their studies in higher education. Also important is the ROMA activist movement in Portugal, ROMA women have been protagonists in various meetings about feminism and ROMA emancipation.

<b>SAOM- Serviços de Assistência Organizações de Maria Torreão Restaurant</b>	
Name	SAOM- Serviços de Assistência - Organizações de Maria Torreão Restaurant
Legal Model	Social private institution
Target group	People who are homeless or at serious risk of social exclusion
Activities, Missions	Various services available in the context of reinsertion and social support for the elderly and young people
Types of contracts	Training and professional internships
Tasks of workers in insertion	Daily center, home support, laundry, restaurant professional training, street services
Social Work	Identification of individual career paths, job coaching, professional training, follow up of the transition to the labour market
Social impact	Social Economy Model and Social and work inclusion
Funding	PROGRIDE (Program for Inclusion and Development) Sales Revenue



Centro Social Soutelo	
Name	Centro Social Soutelo
Legal Model	Association
Target group	Disadvantaged persons, Roma people, Roma women
Activities, Missions	Beneficiaries: children, elderly and community To satisfy the legitimate needs and expectations of the community, promoting equality, participation, cooperation, solidarity Promotion of two domestic care social enterprises Implementation of art inclusion projects such as "Tum tum tum" and "Projet'Arte"
Types of contracts	Professional contracts
Tasks of workers in insertion	Daily center, home support, laundry, employability, art projects from social inclusion among other
Social Work	Identification of individual career paths, job coaching, professional training, follow up of the transition to the labour market
Social impact	Daily services to approximately 1000 people Social integration of various vulnerable groups such as ROMA and ROMA women
Funding	State Support Private financing programs Funds resulting from the provision of services

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**Services to support the work and social inclusion of disadvantaged persons.**

<b>Biquinha em Ação</b>	
Name	Biquinha em Ação
Legal Model	Association
Target group	Beneficiaries: young people and children living in the Biquinha Housing
Activities, Missions	Develop personal, social and professional skills ( some of the Roma community) Daily center, home support, laundry, restaurant professional training, street services
Types of contracts	NA
Tasks of workers in insertion	Involvement in activities related to the daily center, home support, laundry, restaurant professional training, street services
Social Work	Identification of individual career paths, job coaching, professional training, follow up of the transition to the labour market
Social impact	Social inclusion Better scholastic and professional results
Funding	Municipality of Matosinhos ADEIMA



CIAP- Centro Incentivar a partilha	
Name	CIAP- Centro Incentivar a partilha
Legal Model	Association
Target group	Beneficiaries: Social Projects, Social entrepreneurs, Non-profit Organizations
Activities, Missions	CIAP is an organization that aims to promote projects of social entrepreneurship, founded on the sharing of resources
Types of contracts	NA
Tasks of workers in insertion	NA
Social Work	Work with the community and with different target groups in the field of employability
Social impact	Community support, Sharing Economy, Promoting social economy initiatives, Reuse of abandoned space for social purpose, Partnerships
Funding	Municipality of Matosinhos, Employment institute, Donations





Welcome Home	
Name	Welcome Home
Legal Model	<b>Social solidarity cooperative</b>
Target group	Homeless people
Activities, Missions	Promote support, training and employability of homeless people ” WelcomeHOME Tours Platform + Employment
Types of contracts	NA
Tasks of workers in insertion	NA
Social Work	Monitoring, training and guidance for the labor market
Social impact	Social inclusion of homeless people One person fully integrated on project several guided tours since the beginning
Funding	Funding sources: own resources, Ryanair donations, public incentives from IEFPP

## SPAIN

The National Strategy for the Social Inclusion of the Roma Population of Spain 2012-2020 is part of the National Reform Program and the national plans and policies of different areas (education, employment, housing, health, etc.) that directly affect to the living conditions of Roma people. It is planned and developed in consultation with the Roma association movement.

The strategy is inspired by the following approaches:

- Deepening the lines of work that have given good results in the last decades; participation and active involvement of civil society including Roma entities.
- Balance and complementarity between general and specific policies.
- Linkage with the objectives of Strategy 2020, specified in Spain in the National Reform Program, especially with those related to the areas of education, employment, and poverty social inclusion.
- Inspiration in the Common Basic Principles for the Inclusion of the Roma and their adaptation to the diversity of realities of the Roma population.
- Deepening the use of the Structural Funds, especially ESF and European Regional Development Fund (ERDF).
- Adaptation of general principles to the plurality of circumstances economic partners of the Roma population through models flexible and appropriate work; special attention in this adaptation to the Roma population from third countries or Roma citizens living in Spain.

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### **The National Strategy for the Social Inclusion of the Roma Population aims:**

The Strategy defines in each of the four key areas for social inclusion (education, employment, housing and health) quantitative objectives to reach in 2020, as well as some intermediate goals in the year 2015. These objectives have been quantified based on the information available more recent and also taking into account the evolution that has produced in the last decade in cases

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where data existed comparable. At the same time, data from the whole of the Spanish population that reveal the inequities that still persist. The data of the different areas, relative to the general population, is they obtain from official statistical sources. The data referred to population Roma specifically, are obtained from sociological reports and surveys conducted by sampling that have the criteria of representativeness and margins of error common and habitual in this type of studies.

The selection of objectives has been made identifying those challenges fundamentals in relation to which progress is sought substantial and in respect of which there is data. In some cases where it has been considered that there are objectives that need to be included, but of which there was no reasonably reliable data, these were have indicated in the tables in order to obtain such data in the future next.

Some quantitative targets have been disaggregated by sex, especially when the available data allowed to verify significant differences between Roma men and women. However, this has not been possible in all cases, but in the process of monitoring and reviewing the objectives of the Strategy will be to disaggregate all the indicators and, if necessary, readjust the objectives for the year 2020.

Finally, there is currently no reliable data to allow define medium-term quantitative targets for reducing the risk of poverty and social exclusion of the Roma population. However, it is the purpose of this Strategy to incorporate relative poverty indicators into its monitoring, material deprivation, and intensity in the employment of households, consistent with the European 2020 Strategy and the National Reform Program.

### **The Spanish Social Economy Strategy 2017-2020:**

The Strategy prioritizes the creation of an inclusive, stable and quality employment, with measures that affect collective entrepreneurship.

The Council of Ministers approved today, at the proposal of the Minister of Employment and Social Security, Fátima Báñez, the first National Social Economy Strategy 2017-2020, which is struc-

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tured around 11 axes and whose objective is to consolidate and promote the model of the social economy so that the sector leads innovation in the face of emerging changes.

Its wording has been coordinated by the Ministry of Employment and Social Security incorporating proposals from all ministries, autonomous communities, local entities, business and trade union organizations, as well as those of representative entities of the sector.

Once the period of validity of the Program for the Promotion and Promotion of the Social Economy 2015-2017 has expired, the Government approves this Strategy to address in greater depth the emerging changes, the challenge of globalization, the digital era, the aging population and the social inclusion.

With the Strategy, the Government gives new impetus to a sector that, according to the most representative associations, represents 12.5% of employment and 10% of GDP, and that has proven to be a pioneer in the recovery and sustainable economic growth in our country, based on the principles of equality, solidarity, commitment to local development and respect for the environment.

It is a transversal strategy that will integrate the social economy sector into all public policies. The values of this business model will be promoted through the implementation of 65 concrete measures.

The Spanish Social Economy Strategy 2017-2020 contains actions aimed at creating employment and support in the field of social economy, such as carrying out analyzes on the sector; the generation of incentives for both stable employment and entrepreneurship in this business model; and a greater presence in sectors of activity and in the provision of services linked to the pillars of the Welfare State, such as in the area of dependency.

In the line followed in recent years, the work of the Special Employment Centers, the Insertion Companies and the Social Initiative Cooperatives will continue to be strengthened, in order to facilitate the possibilities of labor insertion of those groups that present greater employability difficulties. . The game destined to the Program of Employment Opportunities for Persons with Spe-

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cial Difficulties is the one that has grown the most in terms of active policies since 2012, with an increase of 82.17%.

One of the most innovative elements of this Strategy is the enabling of the Telematic Registry of State-level Cooperatives, in order to eliminate administrative obstacles and speed up the relationship between citizens and the Register of Cooperatives.

Also, the document advances in measures that can facilitate the generational change supporting the transformation of ordinary mercantile companies in entities of the social economy.

The National Strategy of Social Economy 2017-2020 responds to a historical demand of the sector and takes a first step to create the first National Catalog of Social Economy entities, which will be developed in coordination with the autonomous communities.

In addition, the Government will approve a Ministerial Order to create an Entity Seal of the Social Economy that will distinguish each and every one of the companies that make up the sector, and thus provide them with greater visibility so that they are recognized by society in their set.

Another novelty in this regard is the creation of a specific professional certificate for the "Start-up and management of entities of the social economy" within the National Catalog of Professional Qualifications.

The Strategy approved today transversally promotes the values of the Social Economy, generating instruments and mechanisms to increase the knowledge of Spanish citizens and make visible the weight, added value and contribution of these companies to the socioeconomic development of the country. In this sense, the European Day of Social Economy companies will be institutionalized.

The Strategy also promotes common coordination mechanisms in favor of the social economy and its internationalization among the Member States, as well as with countries that do not belong to the EU, especially with Ibero-America and the Mediterranean. For this purpose, it is foreseen the start-up of initiatives of impulse, assistance and advice so that the entities of the social economy see the exit to the outside as a business and expansion opportunity.

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In Spain there are several laws which regulate the social economy, the WISEs job insertion social companies; in the framework of the inclusion of disadvantaged groups.

**Law 44/2007 of specific contract WISE's:** the purpose of the Law is to regulate the legal status of job insertion companies, and to establish a framework that promotes the work insertion of people in situations of social exclusion through this type of company.

For the fulfilment of these objectives, the content of this Law extends to:

- a) Establish an own regulation for job insertion companies, which enables their development and consolidation;
- b) Determine for the job insertion companies the necessary requirements and the procedure to be followed, through insertion itineraries, for the incorporation into the ordinary market of people in situations of social exclusion;
- c) Establish a set of measures for the promotion of socio-labor insertion through the insertion companies and delimit the situations that, where appropriate, may determine the adoption of such measures.

The objective of the work of these people in the insertion companies is to achieve their integration in the ordinary labour market, for which, the contracting insertion company will provide its workers with access to training and guidance through the actions and measures established in this Law.

**Law 5/2011, of March 29, on the Social Economy:** the basic objective of the Law is to configure a legal framework that, without pretending to replace the current regulations of each of the entities that make up the sector, implies the recognition and better visibility of the social economy, granting it greater legal security through the actions of definition of the social economy, establishing the principles that should be contemplated by the different entities that form it. Based on these principles, the set of the various entities and companies included in the social economy is included. Likewise, the promotion, encouragement and development of social economy entities and their representative organizations is recognized as a task of general interest. In addition, the importance of the interlocution of the public powers with the organizations that represent the dif-

ferent entities that make up the social economy, own by their legal status and activity, underlining the role to be played by the inter-sectorial confederations of the state representative of the sector and restoring with the most appropriate legal reserve, the Council for the Promotion of the Social Economy as an advisory and consultative body linked to the Ministry of Labor and Immigration, linking it to the sector through this Law, since previously it was incorporated in the state legislation of companies cooperatives.

**Law 31/2015, of September 9**, which modifies and updates the legislation on self-employment and measures are adopted to promote and promote self-employment and Social Economy, of which, for your interest, we outline its most relevant aspects.

Main novelties:

1. Encouraging self-employment
2. Autonomous unemployed.

**Law 9/2017**, of November 8, on Contracts of the Public Sector – Public Procurement, by which the European Parliament and Council Directives 2014/23 / EU and 2014/24 / EU, of February 26, are transposed into the Spanish legal system 2014.

<b>ALAVAR</b>	
Name	ALAVAR (commercial name) - Siervas de San José S.L.
Legal Model	Limited society – Ltd.
Target group	Young women in situation of social exclusion Adults with low qualification (social services report)
Activities, Missions	Social and professional insertion in conventional labour market assisting personal growth of people in situation of social exclusion with job coaching, mentoring and work-based learning.  Laundry and dry cleaner for residence hall and hotel/industrial establishments
Types of contracts	Inclusion/insertion contracts (6/36 months) Professionals work contacts (unlimited contract)
Tasks of workers in insertion	Laundry and dry cleaning
Social Work	Identification of individual career paths, self-employment, work-based learning, job coaching, identification of individual careers, mentoring.
Social impact	To create equal opportunities, to support social growth, to promote social cohesion
Funding	WISE services (80%) Community of Madrid La Caixa Bank





CUSTOMIZANDO S. COOP. MAD	
Name	CUSTOMIZANDO S. COOP. MAD
Legal Model	Non-profit cooperative Social integration working enterprise
Target group	Women seeking to get qualified in the sector of design and dressmaking.
Activities, Missions	Design, dressmaking, distribution of textile recycled materials; To contribute to the movement of Ethical and Sustainable Fashion; To contribute to the professional training (in ethic and sustainable fashion) and the economic independence of adult women.
Types of contracts	Inclusion/Insertion contacts (1 year/extendable) Professionals (unlimited contract)
Tasks of workers in insertion	To create design and handcrafts textile transformation giving a second opportunity to second hand garments.
Social Work	Professional training, empowerment and social entrepreneurship of adult women in social exclusion, self-employment, work-based learning, job coaching, identification of individual careers, mentoring.
Social impact	Creation of jobs (designers, clothing manufacturers...) and enterprises (self employment), make easier social labour integration, take care of the Environment using second hand clothes. To create equal opportunities. Promo social cohesion.
Funding	Financing of the Enterprise FAM Y LIAS Resources for diversity S. COOP. MAD. (promoter non-profit organization) crowd finding donations/loans Private & public donations Sales Paid trainings



UZIPEN	
Name	UZIPEN
Legal Model	Social enterprise
Target group	People in situation of social exclusion, focusing on Roma community.
Activities, Missions	Refurbishment and maintenance of building, cleaning, gardening
Types of contracts	Insertion contracts / Conventional contracts for professionals
Tasks of workers in insertion	Cleaning, ancillary services, refurbishment and the maintenance of buildings
Social Work	Create bridges to employment for people with special labor difficulties, self-employment, work-based learning, job coaching, identification of individual careers, mentoring... To support social growth.
Social impact	To reduce prejudice towards ethnic groups (Roma). To create equal opportunities Promo social cohesion.
Funding	Secretariado Gitano foundation Wise services income

## QUESTIONNAIRES – NEED ANALYSIS

In the framework of PRESS project we analyzed the professional and training needs of the social workers involved in social enterprises aiming to the job insertion of disadvantaged people.

This analysis was held via questionnaires, interviews, focus groups with social workers. It was initially realized in Belgium, Hungary, Italy and Spain in the framework of the Erasmus+ KA2 Strategic Partnership **JOB COACH+** project, and then developed by the PRESS partners.

The analysis objective is studying the work of the accompanying person in the work insertion, the social worker who deals with the development and integration of the disadvantaged people in the world of work.

The analysis focused mainly in three issues:

**The sense of work:** how the work, the professional role is lived and perceived, which aspects are more relevant, according to the overall values and mission of the social work, and the point of view of the social worker about the key components and topics. This item aims to measure the emotional impact on social workers, in which they are more interested and motivated.

We agreed that in most of the jobs, and especially in a social work, the sense that the workers give to the activity is central, it is a motivation to carry out the daily tasks, and contributes to the well-being at work. This is a key point, considering that often the professional satisfaction in social work doesn't come from contract/salary, and also the percentage of professional success depends on many factors outside the commitment and competence of the social worker.

**The skills:** to summarize the tasks and activities more relevant for these professionals and that the social workers have to master, also to help the professional performances of the freshly started social workers. In this item is included the role description, an overall picture of the social environment, and the social workers' task and activities. As we all know, there is a difference between the theoretical professional profile and the real daily activity of a social worker. We aim to detect the main skills that the social workers daily use in their work.

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**The needs:** relating with sense of work and skills, to detect the needs – professional, training related, work environmental – of social workers, to improve the quality of daily performance and effectiveness of work.

A goal is also to detect dissonances between the objectives of social work, the skills requested, and the real knowledge and competences of social workers, which issues they think could help to increase the quality of their performance and to make the job insertion process more effective.

### NEED ANALYSIS ITEMS

- What are the main activities of your work?
- How could you describe your daily tasks?
- Which is the mission of your social enterprise?
- What is your own mission on your work?
- Which tasks of your work are directly linked to the company's mission?
- Which competences / personal skills do you need to manage properly your job?
- What is the work experience you are the most proud of?
- What is the work experience you are the least proud of?
- What are the activities in which you like to spend more time?
- Can you describe the biggest frustration lived in your job? Why?
- Can you describe the emotions you felt in this experience?
- What do you think are the skills you need to be trained on, to:
  - Be more efficient
  - Feel more comfortable
  - Feel less stressed
  - Feel more awarded by the beneficiaries target group of your daily activity
  - To better answer to the company needs
  - To better answer to the beneficiaries' needs

## NEED ANALYSIS RESULTS

### The sense of work – included main tasks:

- Visibility of results (impact of the action)
- Goal achievement / result (concrete change)
- Catching (understanding) the beneficiaries' overall situation
- Maintenance of results in time
- Possibility to contribute in a positive change and improvement, both of the social organization and of the disadvantaged workers
- Promotion of social economy issues in society - visibility of the actions and results
- Possibility to play a direct action in society growth
- To induce a realization to the worker in insertion/target group: positive influence on the self-esteem, well-being of the worker, inclusion
- To see concrete results of the own work: improvement of autonomy of the worker in integration, real changes in the personal and professional living situation
- Accompaniment and coaching during and after the work insertion in WISEs or enterprises
- Taxonomy of social and job skills and competences of the workers in insertion
- Definition and differentiation of role and objectives between the job coaching and the life coaching
- Case management, from evaluation of competences, to orientation to the right job until the work insertion

Customization of the coaching process to each beneficiaries, in 3 main phases: initial diagnosis/work performance and improving employability, transition to the classic work market

**The skills:**

- Job coaching tools (CV, interviews, ...)
- Orientation plan: skills, abilities, expectations (assessment)
- Development plan (labour market knowledge)
- Career counselling
- «Matching» (between disadvantaged people and companies)
- Transversal skills development : stress management, mentoring activity, social skills development
- Business knowledge
- Communication ability
- Empathy
- Keep distance (setting boundaries)
- Time management
- Decision making (prioritization)
- Mediation
- Projects managing
- Management
- Technical skills (how to do the work of the operators)
- Adaptability
- Teamwork and Networking
- Listening and Observation skills
- Continuous monitoring and evaluation of the process
- Community resource management

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**The needs:**

- Conflict management
- Time management
- Coaching
- Communication tools and skills
- Relation positioning (Keep distance)
- Organizational analysis
- Decisional skills
- Problem solving
- Knowledge of the target groups' needs and context
- Individual interview management
- Social and career counselling
- Innovation and creativity
- Job searching and mapping
- Research and professional development of job coaches/social workers
- Taking initiative, autonomy, entrepreneurship

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## GLOSSARY

A professional glossary has been realized by partners in order to avoid misunderstandings due to different interpretation of terms, and it was continuously enriched with new keywords emerged and used regarding the topic of the project.

It is available in GALILEO PROGETTI Nonprofit Kft. website – section *PRESS Project*:

<http://www.galileoprogetti.hu/projects.html>

## CONCLUSIONS

The objectives of the PRESS project have been to promote this model and the use of WISE, to support the social inclusion and employment of a particular target group particularly vulnerable among the women in the condition of risk social exclusion and disadvantage , with target groups specifically, Roma women, whose inclusion is important not only to improve their present conditions but also to guarantee equal opportunities for future generations: ROM population is growing as confirmed by the data of the European Union.

Concretely, the project's objective was to start from the experience of the partners and / or organizations related to them locally directly to women and minorities ROM.

The overall expected impact was to increase knowledge of the model of economy and social entrepreneurship and awareness of their role in the social inclusion of the target group, as well as increased collaboration between public / policy makers bodies and private social organizations, the realization of ideas and innovations to be presented to decision makers.

During the 18 months of common work in the framework of PRESS project, we would like to share some of our main considerations.

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The WISE is a tool to support the work insertion of disadvantaged people most distant from work. They deal with very different target groups, both related to disability and disadvantage. But we see that only in Hungary and Croatia the - very few - enterprises that deal with disadvantaged people turn to the target group of Roma minority. Some of the partners, prior to the implementation of the project, stated that their company was not concerned with the inclusion of the Roma minority in the world of work, which was not a priority at local level, but after having deepened the topic in their territory, they have revised their positions and began to activate in order to include this target group in their inclusion policies. This is one of the key points of the PRESS project, that highlights the difficulty of Roma people in accessing to services and opportunities offered, a node on which WISEs have to dwell.





In different countries there are different models of WISEs. Some substantial differences are:


- the difference between the objectives of the WISEs: springboard employment, enterprises where people in insertion can remain for a limited time, and the insertion has the objective of accompanying the worker to achieve an insertion in the standard market (Belgium and Spain), and permanent employment, enterprises which have as objective to maintain the person in insertion in the staff of the social enterprise (Italy);
- in some countries, work insertion companies receive public funding. In Spain and Belgium the salary of the person in insertion is paid by the public administration, as a sort of unemployment benefit. In Belgium, public support also includes financial support for the payment of a job coach / tutor;
- in Italy, work insertion enterprises (type B cooperatives) do not receive direct subsidies but have a reduction in VAT and contributions;
- in Croatia there is no considerable financial support from the public sector for WISEs.




 WISE are enterprises, and as enterprises they have to make a profit that enables them to survive economically. At present all WISEs, even if to a different extent, need access to Public Procurement for their economic survival, or the access reserved to public tenders (for example for the maintenance of green areas, school canteens etc., as in the case of Italy, Belgium and Spain) or other forms of public support (as in the Belgian case with the Titre Service and the Public Taxi). This link, although very useful in the short term, risks making WISE weak as long-term economic entities. WISEs must work to identify possible private markets in which to operate, to be economically autonomous in anticipation of a reduction in public economic support. There are some interesting experiences in Italy and in Belgium, from which it emerges that social consideration by the local public is very important. While in some cases, such as in Belgium or Italy, being a social enterprise can be an advantage in the eyes of the public and customers, who in this way while consuming, participate in the development of the social and solidarity economy, in other countries such as Croatia the social entrepreneurs complain of a lack of interest, if not a hostility from the customers.


 The purpose of work insertion enterprises is to increase the professional, social and transversal skills of workers in inclusion, and to achieve this goal a long period of accompaniment is needed. In any case, a worker in insertion hardly reaches, at least for a certain period, a level of productivity equal to that of classical workers: in this way, the cost of productivity for the social enterprise is greater than the cost of a classic enterprise. In Belgium and Spain this gap is filled by public economic support, in Italy by the reduction of VAT, and in all these countries by public procurement. But in countries where there is neither economic support nor a favourable regulatory and fiscal framework, this condition makes it extremely difficult for a WISE to survive on the market.


 It is important to mention that, for the first time after the transposition of EU Directive on Public Procurement in national laws, in Croatia in 2017 first restricted call for WISEs was published and the ACT Grup member Humana Nova won the call.


 As we have said, in the Belgian and Spanish model the WISEs receive considerable financial support from the public sector, while the Italian and Croatian models have less economic

availability. This is reflected in the management of the accompaniment of the workers in insertion, which in the first case are accompanied, as well as by a professional tutor for the development of professional skills, by a TUTOR / JOB COACH in the path of personal growth, development of autonomy, seeking employment in the traditional market.


 This model offers more advantages and services to the person in insertion in the short term, but is strongly linked to public support. In the Italian model of the Social Cooperative of Type B, the tutoring service is less present, because there is no paid figure expressly charged with this role, but in the long run this enterprise model may have greater chances of survival even beyond public support.


 The social economy is very little known in Central and Eastern European countries, as well as social entrepreneurship: it is therefore important that the social enterprises who are partners of the project commit themselves to disseminate these towards civil society and especially university students of economics.


 The condition of the Roma woman is a special condition, both within the Roma minority and in relation to the female situation in Europe. We can say that it summarizes the sum of stereotypes, stigmatization and barriers to a quality personal and social development of the Roma minority and the female gender. The observations of the PRESS project confirm this fact, and confirm that a more focused action is needed on this target group with regard to work insertion, but not only. The employability of Roma women cannot ignore many factors, starting from access to training, the quality of education received, the high rate of school dropout, the attitude of families towards the employment of women, the family model, early motherhood. In order to achieve positive results, holistic management is therefore necessary, and long-term investments that start with early childhood education are necessary.

 Another critical issue on which social enterprises, civil society and public institutions must focus is the widespread feeling of anti-gipsysm and discrimination. In addition to the fact that the low level of qualification among the Roma minority makes it more difficult to enter the labor market, with equal skills people with a Roma ethnicity suffer a negative discrimi-

nation. WISEs can play an important transit role for these workers, allowing them to accumulate experiences, skills and references that can be spent in the traditional labor market.

 An absolutely relevant data is that in order to support the inclusion of Roma women in the labor market, it is necessary to invest in their professional training, starting from the educational and professional orientation, with support programs so that especially the younger generations can enter the labor market and have a dignified and professionally fulfilling occupation.

 In the Social Pillar of the European Commission women are included as one of the disadvantaged, while the Roma are not. It has been brought to the attention of the European Commission by the civil organizations that it is important not to lower the attention, because the statistical data and the photography of the reality say that the situation of the Roma minority, the biggest ethnic minority in Europe, has not improved and it is still registered a strong anti-gipsysm in Europe.

 As highlighted by the European Commission during the Seminar of the European Center of Expertise (ECEC) in the field of labour law, employment and labour policies „The social pillar and European Semester as tools for delivering Social Europe”, held in Brussels in 2018, April 18, in order to get out of the poverty line and a situation of social exclusion, employment is fundamental, but it is not the only important point. It is important to work on two fronts at the same time: towards citizens of Roma origin it is necessary to work to improve housing conditions, facilitate access to quality services and education, and improve health-related aspects. On the other hand it is necessary to work on civil society to combat discrimination and segregation.



Erasmus+



**For more information:**

[http://ec.europa.eu/eurostat/statistics-explained/index.php/Europe\\_2020\\_indicators\\_-\\_poverty\\_and\\_social\\_exclusion](http://ec.europa.eu/eurostat/statistics-explained/index.php/Europe_2020_indicators_-_poverty_and_social_exclusion)

[http://ec.europa.eu/eurostat/statistics-explained/index.php?title=Europe\\_2020\\_indicators\\_-\\_employment](http://ec.europa.eu/eurostat/statistics-explained/index.php?title=Europe_2020_indicators_-_employment)

<http://eige.europa.eu/rdc/thesaurus/terms/1083>

<http://www.epasi.eu/ThematicReportSOC.pdf>

<https://www.oecd.org/els/soc/cope-divide-europe-2017-background-report.pdf>

<https://www.google.hu/search?q=social+research+on+roma+minority+in+europa+union&oq=social+research+on+roma+minority+in+europa+union&aqs=chrome..69j57l0439j0j4&sourceid=chrome&ie=UTF-8>

<http://www.erionet.eu/>

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