



Co-funded  
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# RECRUIT

RESHAPING CRUCIAL  
STRATEGIES TO FIGHT  
UNEMPLOYMENT THROUGH  
SOCIAL ECONOMY

## GOOD PRACTICES



CITTÀ METROPOLITANA DI BARI



Comunidad  
de Madrid



# ABOUT THE PROJECT

**RECRUIT – RESHAPING CRUCIAL STRATEGIES TO FIGHT UNEMPLOYMENT THROUGH SOCIAL ECONOMY – IS A TRANSNATIONAL PROJECT FUNDED BY THE EU PROGRAMME COSME, STARTED IN FEBRUARY 2021 AND LASTED FOR ONE YEAR. THE AIM OF THE PROJECT IS TO FOSTER THE COLLABORATION OF LOCAL AND REGIONAL AUTHORITIES IN USING SOCIAL ECONOMY TOOLS AND INSTRUMENTS TO FIGHT AGAINST UNEMPLOYMENT.**

**PARTICIPANTS, THROUGH INTERACTIVE METHODOLOGIES, WILL INTRODUCE THEMSELVES AND WILL EXCHANGE EXPERIENCES AND KNOWLEDGE ON GOOD PRACTICES AT NATIONAL LEVEL.**

**UNEMPLOYMENT IS AN ISSUE THAT AFFECTS ALL STATES OF THE EUROPEAN UNION, A FORTIORI THE MEDITERRANEAN COUNTRIES. AMONG OTHER STATES; ITALY, SPAIN AND, GREECE HAVE THE HIGHEST UNEMPLOYMENT RATES. CONSEQUENTLY, RECRUIT PROJECT SET OUT TO COMBAT UNEMPLOYMENT BY CREATING FRUITFUL SYNERGIES THAT WILL BENEFIT LOCAL COMMUNITIES. IT HAS BEEN NOTICED THAT THERE IS A GREAT NEED TO DEVELOP INNOVATIVE IDEAS TO RESPOND TO THE SAME PROBLEMS THAT OCCUR IN EVERYDAY LIFE, ESPECIALLY FOR YOUNGER PEOPLE OR PEOPLE PART OF A MINORITY GROUP. THE SOCIAL ECONOMY CONCEPT WILL ENSURE FAIRER JOB OPPORTUNITIES SOME GOOD WORK CONDITIONS AND, WILL HELP ACCESS PEOPLE IN DIFFICULT SITUATIONS BY INCREASING THEIR SOCIAL INCULCATION.**

# ABOUT THE PROJECT

THE GENERAL OBJECTIVE OF RECRUIT WAS TO EMPOWER LOCAL REGIONAL AUTHORITIES (LRAS) TO COLLABORATE WITH A POOL OF EXPERTS. THEREBY, THIS PARTNERSHIP WILL IMPROVE THE SOCIAL ECONOMY AT LOCAL, REGIONAL AND EUROPEAN STAGES. THE IN-PRESENCE AND ONLINE METHODOLOGIES MASTERED BY ALDA'S IMPACT HUB, TOGETHER WITH ITS EXTENDED NETWORK OF LRAS WILL ENSURE THAT GOOD PRACTICES DEVELOPED WITHIN IT WILL NOT GO UNPRACTICED. ITS IMPACT IS EXPECTED TO BENEFIT MANY MORE LRAS THAN THOSE INVOLVED JUST IN ITS PROJECT'S IMPLEMENTATION.

DURING THE IMPLEMENTATION OF THE PROJECT, THE ORGANIZATIONS CO-SHARED THEIR EXPERTISE AND BEST PRACTICES. SPECIFICALLY, THE ITALIAN ORGANIZATIONS DECIDED TO FOCUS ON THE THEME OF GENDER EQUALITY AND, YOUTH INCLUSION IS A KEY FEATURES TO FIGHT UNEMPLOYMENT.

ACCORDINGLY, IT WAS DECIDED TO PUBLISH THIS BOOKLET SO THAT THE GOOD PRACTICES COLLECTED AND TESTED WOULD NOT FALL INTO DISUSE BUT RATHER WOULD BE CONTINUED TO BE USED BY OTHER REGIONAL AUTHORITIES IN SYNERGY WITH EXPERTS IN THE FIELD.

# GOOD PRACTICE #1

## AGRICULTURA PROJECT, ITALY

The project **AgriCultura**, "Paths of social inclusion for young people at risk in the Metropolitan Area of Bari, through job placements in the Agricultural Chain", fostered job inclusion. It was addressed to marginalised youth or youth at risk of social exclusion, developing a learning path to acquire competencies in the agricultural sector. The project is an initiative coordinated by the Metropolitan City of Bari in partnership with Teatro Pubblico Pugliese and the CIHEAM Bari.

It aimed to:

- Promote paths of **social inclusion** through the employment of particular categories of young people at risk of deviance in the Metropolitan Area of Bari.
- Facilitate the creation of **60 teams of young people** who will socially enhance assets and agricultural land abandoned or confiscated from the Mafia with their business ideas. The same teams will attend a course of accompaniment that, through training, coaching and a mentorship program, will allow them to develop and refine the business project.

# GOOD PRACTICE #1

## AGRICULTURA PROJECT, ITALY

- Encourage the **economic development** of the initiatives and cohesion with the citizens. Establishing a permanent social innovation laboratory.
- The "AgriCultura" project intends to trigger a model of social innovation to valorise agricultural land. It asserts public property land availability for social reuse, including those confiscated from the Mafia.

# GOOD PRACTICE #2

## **SOCIAL ECONOMY ACTIONS FIGHTING UNEMPLOYMENT FOR WOMEN, AGIA PARASKEVI, GREECE**

The Directorate of Social Policy of the Municipality of Agia Paraskevi presented some good practices related to Social Economy actions to fight unemployment of **citizens belonging to socially vulnerable groups as women, disabled, elderly, long-term unemployed**. All the activities have been developed in the Municipality of Agia Paraskevi.

The Women Centre of the Municipality of Agia Paraskevi records and evaluates the requests and needs of women and, supports socially vulnerable groups such as long-term unemployed women, women with disabilities, women victims of abuse, immigrant women and women of single-parent families.

The centre is a "multi-activities meeting place" for women to communicate, learn about health policies, acquire new skills. It can be helpful for a possible future job. It also can entertain and support. Some of the specialized programs implemented are psychoeducational programs against violence, art creation, theatre, creative writing, costume design, sewing, nutrition, gymnastics, yoga, dance therapy, etc.



# GOOD PRACTICE #2

## **SOCIAL ECONOMY ACTIONS FIGHTING UNEMPLOYMENT FOR WOMEN, AGIA PARASKEVI, GREECE**

The Women's Centre is a specialized service at the local and national level fighting against poverty and social exclusion and designing and implementing policies "Against Discrimination of Gender".

The psycho-social support actions:

- lead to the improvement of the "self-image" of women,
- social networking and integration through the development of social dialogue between women and the local community.

In addition, there is constant consulting support and guidance for women's empowerment.

# GOOD PRACTICE #3

## INTER-COOPERATION BETWEEN AND AMONG SOCIAL ECONOMY ACTORS AND MAKING RELATIONS WITH OTHERS, MADRID, SPAIN

**FECOMA** has many activities throughout the year to generate value for the Cooperatives and Social Economy companies to make them more visible and work as a network. FECOMA organizes different kinds of activities and communication media to develop the main characteristics of Social Economy companies and their principles and values. To enhance the dissemination of cooperative principles and values and to promote education and formation.

- Partnership with other social organizations on Social Economy and with public administrations.
- Vindicate the rights and demands of our members.
- Promote business approach to entrepreneurship, along with specialist and specific knowledge on business administration.
- Create alliances to transfer knowledge from the university to social economy companies and organizations.
- Apply for funds to deliver, free of charge, services for our members and others coming from the social economy in general.



# GOOD PRACTICE #3

## INTER-COOPERATION BETWEEN AND AMONG SOCIAL ECONOMY ACTORS AND MAKING RELATIONS WITH OTHERS, MADRID, SPAIN

Among other activities, they are also committed to the following SD Goals (ordered by number):

7. Ensure access to affordable, reliable, sustainable and modern energy for all.
8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.
12. Ensure sustainable consumption and production patterns.
13. Take urgent action to combat climate change and its impacts.

### Remark and Recommendation:

It is suggested to use at all the regional levels and in cities with more than 25.000 people. More integration of all those actors working to generate Sustainable and Social development is encouraged: civil society, educational organizations, public administration, companies, social economy, and social media, to generate a common language for developing welfare societies

# GOOD PRACTICE #4

## **RISE-LAB, NETWORK FOR INCLUSION, DEVELOPMENT AND EMPOWERMENT PROJECT, PALERMO, ITALY**

In the Uditore neighbourhood on the outskirts of Palermo, a former warehouse previously confiscated from the Mafia is now quarters to a multipurpose centre for social inclusion and cultural regeneration, active both locally and internationally.

RISE - LAB, "Network for Inclusion, Development and Empowerment" is the name of this new project. It is intended to be the generative incubator of interventions to promote social inclusion and cohesion, cultural innovation and the active participation of individuals and communities, practising the culture of the common good, encounter and lifelong learning through artistic expression. The Rise-LAB is funded by the Department of Youth through a Public notice: "Youth for the enhancement of public goods". Launched to contribute to the redevelopment of the confiscated mafia property entrusted to CEIPES in 2017.

# GOOD PRACTICE #4

## **RISE-LAB, NETWORK FOR INCLUSION, DEVELOPMENT AND EMPOWERMENT PROJECT, PALERMO, ITALY**

This new project will provide the opportunity to carry out some structural improvements to the building, which had not been possible until now and to create new areas for the community. The project aims to set up a social innovation centre of integrated and sustainable paths based on individual and collective empowerment. As well as artistic-cultural expression, managed in a self-sustainable way through the involvement of local young people, which - starting from a network at the local level - will extend by exchanging good practices at the international level.

Rise-Lab's specific goals include, first of all, the redevelopment of a property confiscated from the Mafia through social inclusion practices, with socio-educational and cultural interventions, and active participation of local young people. Secondly, the implementation of economically sustainable activities over time, with the employment of young people, especially young women. Finally, the redevelopment of the district and Sicilian territory, through international exchanges, based on the re-appropriation of physical and intellectual areas, involving the expression of creativity and solidarity

# GOOD PRACTICE #5

## LA FABBRICA DEL FARÒ (THE "I WILL" FACTORY), BRINDISI, ITALY

The lead organisation is the social cooperative Il Faro, which three years ago bought the building with a bank loan to implement the project. The Farò project is managed by a network of organisations, to educate the community on social sustainability and circular economy. Each organisation contributes to the project with its specific skills and activities on behalf of women, boys and girls.

In the Italian world, Farò is the future of to do verb, "I will do". The project generates opportunities through the network of the educating community, involving active citizens, young people, and nonprofit and profit organisations in support of social inclusion processes of people living stories or moments of difficulty. Mothers with children are accepted and allowed to rethink their future.

Volunteers from all over the world are welcome into the volunteer house in the Fabbrica del Farò without public funding. Non-formal and informal learning experiences are encouraging, with the purpose to influence people's lifestyles.



# GOOD PRACTICE #5

## LA FABBRICA DEL FARÒ (THE "I WILL" FACTORY), BRINDISI, ITALY

In the Fabbrica del Farò there will also be a small social bar with an adjoining workshop. For all those who will inhabit this place. Those who experiment in these spaces will acquire the right skills to work in the fields of cafeteria and catering.

La Fabbrica del Farò is surrounded by four hectares of land cultivated with olive trees, orchards and a vegetable garden. The women, with their children, can take part in the Farò Farm together with other families. La Fabbrica del Farò also organises different workshops, such as the tailor's workshop, which was born from the dream of a woman who was a victim of abuse. An ulterior set-up to work with ceramics and glass. It is a space where participants can discover their artistic talents and learn how art can become work. One more is set up in the circus chapiteau of the Tenrock social cooperative, located outside the Fabbrica, for modern theatre-circus activities. It will also be running a contemporary dance workshop.

The Farò Factory is also active in boys, girls, and boys and girls' animation. The women and young people in the Centre play an active role in the organisation and management of cultural, naturalistic, sporting and recreational activities.

# GOOD PRACTICE #6

## **E-SOCIAL HUB: COLLECTIVE ENTREPRENEURSHIP ECOSYSTEM, MADRID, SPAIN**

The Advisor of ASALMA, the promoter body, presented the "E-social hub: collective entrepreneurship ecosystem" initiative. ASALMA is a business association in the field of social economy.

The objectives are the representation, promotion and consolidation of worker-owned companies and other models of worker-owned companies in the Community of Madrid.

The E-social hub is an inclusive and open meeting space to facilitate access to collective entrepreneurship for entrepreneurs through joint, collaborative, and transformative work with the support of a multidisciplinary technical team. The initiative is directed to entrepreneurs to develop and accelerate their business idea and to social economy enterprises having less than five years old. The E-social hub aims at meeting the following objectives: being an Information Point for the social economy, offering a space to work for social economy companies and providing services for entrepreneurs and established companies. The services provided focus on job creation and enhancing synergies between the various companies installed in E-Social Hub.



# GOOD PRACTICE #7

## **SUPERMERCADO COOPERATIVO Y PARTICIPATIVO LA OSA, MADRID, SPAIN**

LA OSA is the first cooperative and participatory supermarket in Madrid, located in the Tetuán neighbourhood. It is non-profit and managed by its members. They are already more than 1000 members, and the supermarket is now open and running. Our community and our social support network, together with our partners, have made it possible with their trust. The supermarket is open to any adult willing to shop at LA OSA and participate in its financing, governance and operation by becoming a cooperative member. All decisions on the management are collective, and each cooperative member has one vote. Our self-management model reduces the operating costs of the supermarket, allowing us to offer more affordable and fairer prices. The aim of LA OSA, since its foundation, is making and selling healthy, quality food and responsible consumption possible for the majority of people. Three are the fundamental pillars of our work: co-operation (between co-operatives, enterprises, social entities, municipalities, supermarkets etc.); self-management; being no profit. Besides being a supermarket, LA OSA aims at being a space for exchange and training, where our community can acquire social awareness about eating habits and their environmental impact.

# GOOD PRACTICE #8

## **AMOVERSE EMPRESA DE INSERCIÓN, S.L.U., MADRID, SPAIN**

Amoverse Empresa de Inserción S.L.U. was created in 2013, promoted by the Amoverse Foundation. An entity of the Society of Jesus that works for the prevention and social integration of children, adolescents and young people, within the framework of education, leisure and free time, together with personal and family support programmes. The creation of the company, for labour insertion, was proposed in the heart of the Foundation due to the harsh realities and needs.

They have a clear mission: to promote job opportunities for social inclusion through personalised training, support and continuous improvement. It's a team of professionals specialising in comprehensive maintenance, specialist cleaning, basic logistics and ancillary services. The project contributes to social transformation through social and sustainable economic models in line with the Sustainable Development Goals.

# GOOD PRACTICE #9

## MERCADO SOCIAL DE MADRID S.COOP.MAD, MADRID, SPAIN

Mercado Social de Madrid is a network of production, distribution and consumption of goods and services and general learning. It operates with ethical, democratic, ecological and solidarity criteria in a given territory of both enterprises and entities of the solidarity and social economy and individual and collective consumers. It aims to cover a significant part of the needs of its participants within the network. Moreover wants to disconnect the solidarity economy from the capitalist economy as much as possible. The cooperative encompasses 160 entities (enterprises, banks, insurance companies) and 600 members/consumers.

It's generated from citizens' need of having access to a healthier, fairer, and more sustainable economy.

It promotes inter-cooperation and responsible consumption among consumer organisations and partners. In addition, it evaluates compliance with the ethical, democratic, ecological and solidarity principles of the organisations through the Social Balance.

Members and entities also decided to introduce a new innovative model in which citizens participate in the decision-making process, and the economic investment is shared. Hence, Mercado Social de Madrid represents an example of an integral cooperative, where cooperation among citizens and fidelity can thrive and strengthen.

# GOOD PRACTICE #10

## **NATURA VIVA: A SYSTEM OF SOCIAL AGRICULTURE, ACQUAVIVA DELLE FONTI, BARI, ITALY**

NATURA VIVA is a social agriculture project that was created to redevelop confiscated property and offer an opportunity for concrete work and social integration for a group of 16 individuals in conditions of socio-economic fragility.

The project, a candidate in the 2016 Fondazione CON IL SUD's call for proposals for the valorisation of assets confiscated from the mafias, aims to protect the agricultural and landscape heritage, enhance biodiversity, increase income from work, and urgently require greater inclusion of the weaker groups through innovative practices aimed at social involvement in agriculture.

The overall objective is the realisation of the first experience in Apulia of an agricultural processing and self-employment workshop on organic fruit, vegetable and olive production. This is a pilot model of social integration, agri-cultural experimentation and accompaniment to autonomy and promotion of the capacities of disadvantaged subjects.



# GOOD PRACTICE #11

## **"WE CAN" - BOROUME. SAVING FOOD, SAVING LIVES, ZOGRAFOU, GREECE**

Boroume is a non-profit organization whose mission is to reduce food waste and fight malnutrition in Greece. Every year Boroume helps thousands of people facing food insecurity. Through the "Saving & Offering Food" programme, food is saved daily from many sources and offered to charities that help people facing food insecurity. The impact, through action, helps the most vulnerable in our society and the environment by reducing organic food waste.

The following statistics highlight Boroume's efforts, contributing to understanding the social impact outcomes of their work.

The organization started in 2011 with 12 cheese pies they saved from a refreshment shop and then offered to the local soup kitchen. Nowadays, they stop wasting and offering more than 24.000 food portions every day.

The aim of 'Boroume', essentially, is to coordinate the procedure for donating goods to the most vulnerable. The long-term vision/mission is to develop a social movement to reduce food waste and, at the same time, increase nutritional support to people in need.

# GOOD PRACTICE #12

## **RIGENERA 167 – A SOCIAL REGENERATION PLAN FOR THE CITY'S SUBURBS, BITONTO, BARI, ITALY**

The peripheral "frame" of the town of Bitonto in Bari (Italy) lacked social services and green areas covered with deteriorated public buildings, which made this part of the territory unattractive for the installation of social infrastructures functional to improve the quality of life of its inhabitants. The Municipality of Bitonto, in line with the regional urban planning strategies, decided to initiate punctual actions to recover the areas close to the residential buildings. Restore the public assets (thanks to EU and regional funding) and create an attractive location for self-sustainable services on the market with employment spin-offs.

To do so, the municipal administration drew up a feasibility plan, capable of attracting the entrepreneurial offer and, at the same time, shaping a new future for the peripheral city. The strategic objective was to create a service centre composed of six public assets, completely renovated to guarantee both free or subsidized services for the poorest, while producing revenues and proving self-sustainable. At the same time, the project focus to create employment opportunities through the rational exploitation of public assets with consolidated public-private partnership formulas.



# GOOD PRACTICE #12

## **RIGENERA 167 – A SOCIAL REGENERATION PLAN FOR THE CITY'S SUBURBS, BITONTO, BARI, ITALY**

An example is the City of the Child (Villa Sylos). A space meant to combine innovation and research in the educational, artistic and cultural fields whilst promoting civic life through workshops, exhibitions, events, and many other activities for citizens, children and young people. Another example is the new municipal Covered Market. Its purpose is to become the main meeting point for daily shopping of cheaper and higher quality products, compared with the products of large shopping centres and hypermarkets. Moreover, a controlled urban park was set up, with outdoor games and educational and didactic posters, on the model of the children's museums, together with specific services targeted to adolescents, such as a music room and a football field with a social garden.

# GOOD PRACTICE #13

## **HELECHOS, S. COOP. MAD, LEGANÉS, MADRID, SPAIN**

Helechos is a worker cooperative that develops all kinds of services related to gardening. From the outset, HELECHOS has shown scrupulous respect for the environment in its activities' development. The attempt is not only to minimise the impact on the environment but also to act proactively in the application of environmental improvement measures, through the conception of a more sustainable gardening model adapted to the microclimate of each space, and through the integration of pioneering technologies (installation of intelligent irrigation systems with low water consumption, xerogardening, endotherapy).

The organisation shows a vocation to improve the quality of life of its customers through professional, value-added environmental services. They provide, design, execute and maintain green spaces to achieve fair and balanced profitability. Until now, they have an experienced human team involved in the projects, thanks to a labour policy based on dignity, sustainability and cooperation principles. It adopts the cooperative formula as an organisational system. And is based on the principles of economic democracy or social economy favouring a fairer generation and work and business operations better redistribution.

# GOOD PRACTICE #14

## YOUNG WOMAN NETWORK, MILAN AND ROME, ITALY

Young Women Network (YWN) is the first Italian Association dedicated to networking, mentoring and empowering young women. Founded in 2012 by a group of volunteers, YWN brings together over 450 talented young women. The Association enhances the role of women in society, supporting members in their personal growth and creating a network to exchange ideas, and experiences and plan common paths. The board of YWN consists of seven young women who volunteer their time to the Association.

The Young Women Network is active in Italy in the cities of Rome and Milan for in-person events and operates online through video calling platforms such as Microsoft Teams. The Association aims to support young professionals in achieving their professional goals through training and discussion activities. The activities' jewel in the crown is the mentoring courses, through which senior professionals offer their time free of charge to young members (up to 35 years of age) who can thus benefit from the experience of the mentors and develop an awareness of their abilities and aspirations.

# GOOD PRACTICE #14

## YOUNG WOMAN NETWORK, MILAN AND ROME, ITALY

Young Women Network proposes itself as an all-female hub, a training and information centre dedicated to the female sex, and an exclusive space for women who wish to carve out time for themselves, sharing it constructively with other women and professionals. It is committed to connecting women and enhancing relationships by organising several activities, such as mentoring and networking events. Young Women Network was created to develop and disseminate networking among young women in Italy. We facilitate enterprising young women meeting to exchange ideas and experiences. To build together a common path of professional and personal growth..

# GOOD PRACTICE #15

## **ECOINSERTA - SOCIAL AND CIRCULAR ECONOMY, CATALONIA AND MADRID, SPAIN**

Ecoinserta is an entity formed by two integration companies: Solidança Treball E.I. (Catalonia) and Recumadrid Servicios Ambientales E.I. (Madrid). Its mission is the socio-labour insertion of people through integrated waste management. The collaboration between both entities allows them to join efforts, learning and support to the activities and projects developed by each company. Both entities saw the opportunity and the benefit of forming a joint venture to develop their activity around the Circular Economy in the Community of Madrid.

In 2018, at the very beginning of the enterprise's experience, the company acquired the management of the clothes collection through the placement of 365 containers to collect secondhand clothes. This service gives the possibility to Ecoinserta to hire 6 new employees, 4 coming from a path of social insertion and 2 technicians.

In 2021, that managed to create 12 new workplaces, among which 9 people were coming from fragile categories and coming from social and labour insertion programmes (i.e. supported by social services, unemployed, people needing psychological support, etc.).



# GOOD PRACTICE #16

## **INROBICS SOCIAL ROBOTICS, S.L.L., MADRID, SPAIN**

INROBICS is a start-up that proposes a new rehabilitation model, using artificial intelligence and social robots to help people with functional or neurological limitations. The aim is to improve their quality of life. Thanks to the development of robots having a high degree of autonomy, it is possible to propose in-home rehabilitation, complementing the therapy of people/children done at a regular centre. The patient's treatment results show positive progress after an increased session. The start-up can monitor and measure, objectively, the degrees of movement of patients joints, allowing to obtain accurate, objective and reliable data. With this data, INROBICS can generate reports for relatives and therapists about the user's condition and progress. Their algorithms acquire knowledge of the person, allowing them to perform fully customized sessions to the patient's physical and cognitive condition. Furthermore, the robot can recognize the user while creating narratives based on his/her preferences.



# GOOD PRACTICE #17

## **ENDESYS, S. COOP. MAD, MADRID, SPAIN**

Endesys is a social economy cooperative. They provide a comprehensive IT service to customers. As an enterprise based on cooperative principles, they believe in ethical obligations towards members, employees, customers, suppliers and, in general, the world around them. Not only in terms of rules and duties but also, values of freedom, equality, solidarity, honesty and dialogue. They are specialists in integration within companies, adjusting to the specific needs of each one of them, and work closely with the IT departments and responding, on an ongoing basis, to specific needs.

# GOOD PRACTICE #18

## **"MUSICO-KINESTHETIC CENTER FOR PERSONS WITH MILD INTELLECTUAL DISABILITY", AGIA PARASKEVI, ATHENS, GREECE**

Musico-kinesthetics Workshop for mentally Disabled Individuals is an innovative structure planned and implemented by the Directorate of Social Policy of the Municipality of Agia Paraskevi. It aims to develop psychosocial skills and the social integration of adults with disabilities through Supported Training and Supported Employment.

The project offers job training in the specific public or private sector suiting the beneficiary's skills, with a Job Coach systematic support and guidance. Through the Supported Employment, seven beneficiaries with mental impairments are already permanent employees in the Social Services of the Municipality of Agia Paraskevi. Meanwhile, 20 beneficiaries participate in the Supported Training program, currently implemented.

Supported Employment is the most modern and effective method that concerns paid work in a work environment reality. Specialized personnel are carrying out the process of the programme. It consists in implementing projects with people with mental impairments and considering the results of their work skills.

# GOOD PRACTICE #18

## **"MUSICO-KINESTHETIC CENTER FOR PERSONS WITH MILD INTELLECTUAL DISABILITY", AGIA PARASKEVI, ATHENS, GREECE**

The necessary steps are:

- Selection and preparation of the individual skills;
- Preparation of the workplace by informing the employers of the safe and good treatment of the disabled person;
- Evaluation of the needs of the workplace;
- Selection of specialized staff that will support the person with mental retardation and will evaluate their adaptation and progress;
- Preparation of a training period in the workplace using vocational tests to develop work habits;
- Evaluation;
- Placement with simultaneous support for the disabled person.

Thanks to Supported Employment, the participants can be permanently employed in Social Services, through specific responsibilities at the Social Grocery, Social Restaurant and Social Pharmacy. They can also be employed as clerks in the Municipal Culture and Sports Services, assisting the organization of events and programs, staffing a call centre, and guarding the offices.

Currently, 20 beneficiaries are being trained in a safe environment by specialized personnel in "Our Petit Cafe", a site of assisted training. One of the anticipated goals is to find a Social Enterprise coffee shop, where some beneficiaries will participate and work as equal participants. On the other side, others will have relevant job posts.

# GOOD PRACTICE #19

## ORGANIC BREAD FOR ALL, ANATOLIA, TURKEY

In Turkey, bread is an important food. In Anatolia, the migration of young people to big cities has become a national issue. The project "Organic Bread for All" focuses on farmers' children who produce wheat. They learn new techniques to spread organic farming in Anatolia, with the purpose to keep the young people in their territories and prevent the immigration of young people (children of farmers) looking for work to big cities. Organic grain cultivated is the result of this initiative, and the municipality of Istanbul produces organic bread from them, sold at a low price to low-income consumers.

# GOOD PRACTICE #20

## SMART AND COOP, FLORENCE, ITALY

Smart and Coop is a call for young people who want to set up a business based on equity, democracy, inclusiveness and sustainability values. It means building a cooperative.

The 2021 edition aims to accompany the development of innovative business ideas capable of responding to new emerging needs and contributing to achieving one or more Sustainable Development Goals of the 2030 Agenda.

# GOOD PRACTICE #21

## SOCIAL INNOVATION JAM, FLORENCE, ITALY

The Social Innovation Jam targeted non-profit organizations and people under 35 years old to develop a strategic solution together. The call aims to encourage the adoption of innovative social models capable of offering answers to problems expressed by the Third Sector that go beyond the organization's common needs. And to create concrete opportunities for young people themselves.

It is a path where each organization, together with three young people under 35, develop a social innovation project. One of them will be accompanied by the launch of a crowdfunding campaign which, upon reaching 50% of the target, will receive a doubling of the amount from the Foundation CR Firenze (from a minimum of 7 thousand euros to a maximum of 10 thousand euros).



# GOOD PRACTICE #21

## SOCIAL INNOVATION JAM, FLORENCE, ITALY

The selected organizations will follow a personalized support path in the needs analysis and the definition of the project idea, thanks to a network of professionals dedicated to the project. Impact Hub offers a membership for free for all the participants and mentoring sessions.

The co-design phase will follow this one, which will end with a final pitch presenting the results, and the best project selection. The best project continues the development path of the crowdfunding campaign.

It is a project that wants to encourage mutual contamination between the non-profit world and the new generations to respond to specific problems through innovation. It starts with a challenge, to develop a new solution, through a design process, to implement in own community.

# GOOD PRACTICE #22

## VAZAPP, ITALY

Vazapp is a community of young professionals, researchers, communicators, and creative young people who gather thanks to Don Michele de Paolis's will. They intend to let emerge the agricultural and agri-food sector involving youngsters. The purpose is to generate new jobs and form new identities. Nonetheless, develop social relationships and communities able to enhance the territory.

Vazapp is the result of the union of "Terra Promessa" and "Terra Terra". The first one is a non-profit association with social promotion purposes. The second one is a cooperative, with the intent to offer services for the agricultural and tourism sector and related areas.

Vazapp's specialists have skills in different fields: communication, planning and networking. Moreover, they possess analytical and aggregative skills. The union's reason is the agri-food and territory reinterpretation that contributes to social activation and innovation broker.

Vazapp team, together with "Terra Terra" identifies themselves as an absolute novelty in the national and international context due to the social-innovation models (registered formats), among which container. It facilitates the stakeholders' creation of trust with a bottom-up approach. Stimulate the cooperation and formation of a positive stream of consciousness.

# GOOD PRACTICE #22

## VAZAPP, ITALY

Moreover, the mapping of the territorial entities and stakeholders took place thanks to the survey and reporting activities. This aspect characterizes the social-innovation format, which makes it possible for "Terra a Terra" to set itself as a relevant subject, a stakeholder of its communities. And is also an updated and organized information holder for policy-end entrepreneurial initiatives development.

Thanks to its models and format, "Terra Terra" configures itself as the only subject able to operate and obtain results in this sense, with great application possibilities to different productive sectors.

# GOOD PRACTICE #23

## INTEGRATION OF PUBLIC AUTHORITIES IN MICROFINANCE PROVISION, GREECE, ATHENS

- Bottom up and top down advocacy efforts with local/regional authorities
- Co-designing of ESF and ESF+ programs with local authorities (government, ministries, municipalities, regions)
- Target setting with the above constituents
- Funding of microfinance organization through ESF local and regional funds

# GOOD PRACTICE #24

## COMMUNITY CENTER OF AGIA PARASKEVI, GREECE

The community center of the Municipality of Agia Paraskevi serves citizens that face some kind of social program and need State intervention

- Unemployment,
- Financial shortage,
- Homelessness,
- Subsistence issues due to impairments or old age

Minimum Assured Income Policy comprises of **3 pillars**:

**First Pillar:** Financial Support

**Second Pillar:** Additional Social Services and Provision of Goods.

**Third Pillar:** Referral of beneficiaries to acts of inclusion into the labour market through OLFE (Organisation of Labour Force Employment).

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# GOOD PRACTICE #24

## COMMUNITY CENTER OF AGIA PARASKEVI, GREECE

The interconnection process of all the beneficiaries of the Minimum Assured Income with the third pillar services began, following the completion of a digital referral platform. It is estimated that by the universal implementation of the third pillar, a significant percentage of unemployed beneficiaries will participate in training and employment.

In the Municipality of Agia Paraskevi, the services of the Third Pillar are interconnected with the Unemployment Support Office of the Municipality, where individualised counselling appointments are conducted, aiming to build a strong professional profile, to compile a CV and provide training in the search for relevant jobs. Beneficiaries are also registered, and are informed if relevant job posts arise.

# GOOD PRACTICE #25

## **V.I.O.M.E. AUTO-ADMINISTERED FACTORY IN GREECE, SALONICA**

VIO.ME. (Viomihaniki metalleftiki aka Industrial Mining) was a company founded in 1982, based in Thessaloniki (Pylaia) that produced insulating materials and adhesives for building work. In August 2011, the company suspended payments with its employees unpaid as of May 2011. In May 2012 the general assembly of employees, on the basis of which all decisions are now made, with an overwhelming majority of 97% decided to take responsibility for the plant. On February 12, 2013, employees reopened the plant, producing general cleaning products as well as some of those that were previously manufactured. Currently, 22 people are employed.

The factory produces general cleaning products, such as clothes cleaners, dishwashers, soaps, etc., which are marketed in small stores and have created an online store. These products are essentially ecological, consisting of biodegradable raw materials, harmless to the environment.

# GOOD PRACTICE #25

## **V.I.O.M.E. AUTO-ADMINISTERED FACTORY IN GREECE, SALONICA**

Raw materials are mostly purchased by local producers. The basis of the products is olive oil. The price is kept as low as possible. Products are distributed through direct distribution networks to consumers in local fair trade stores without intervention of intermediaries. Additionally, VIO-ME workers are running their own E-Shop. There are stable mood point in Athens through a committee of supporters of the project, while recently a supporting team was created within the Aristotle University of Thessaloniki.

The project, through the AUT, sells its products through solidarity exports to Germany, France, Italy etc. The committees supporting the project, supported by European citizens, play a special role at European level. The solidarity groups, apart from financial support through solidarity exports, ensure a channel of communication with a wider public. Physical outlets exist also in Agia Paraskevi.

# GOOD PRACTICE #26

## **SUPPORT OF THE MUNICIPALITY OF AGIA PARASKEVI IN ACTUALIZING AN ENTREPRENEURSHIP & INNOVATION HUB, ATTICA, GREECE**

a. Support to the local entrepreneurial community, through the design and implementation of targeted horizontal business support activities aiming at improving their capacity, and

b. Promotion of innovative entrepreneurship, emphasising in added value products and services for citizens and companies of the Municipality, in parallel or in addition to the existing business environment.

The proposed "Archimedes" Center of EKPA includes mapping of the business environment of the Municipality and its needs, and defining an action framework aiming at the local business community support and promotion of innovative entrepreneurship.

The Municipality intends to create a solid, long term support framework for entrepreneurship with defined responsibilities, procedures and operating specifications, in the context of entrepreneurship.

providing value-added services to the companies of the Municipality, but also to citizens who may potentially set up startups with an innovative "character". This structure will be the Entrepreneurship & Innovation Hub of the Municipality of Agia Paraskevi.

# **GOOD PRACTICE #27**

## **FROM SOCIAL INTERCULTURAL ACTIVITIES TO PROFESSIONAL INTEGRATION, GRAND EST, FRANCE**

The aim is developing social communities gathering migrants and local civil society by proposing social, cultural and sport activities. These activities have the purpose to build confidence within the community and make it much easier to work on professional integration.





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# RECRUIT

RESHAPING CRUCIAL  
STRATEGIES TO FIGHT  
UNEMPLOYMENT THROUGH  
SOCIAL ECONOMY



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