



JOINT VENTURE

SUCCESS STORIES BOOK  
2022

*Acest proiect a fost finanțat cu sprijinul Comisiei Europene. Această publicație reflectă doar părerile autorilor, iar Comisia nu poate fi responsabilă de nicio utilizare a informațiilor conținute aici.*

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Sociale**

# INTRODUCERE



## Joint Venture - afaceri

Între persoanele excluse social și ONG-uri - este un proiect Erasmus+ care își propune să construiască o lume a afacerilor mai incluzivă, permițând colaborarea între ONG-uri, antreprenori și persoanele cu risc de incluziune socială.

## MISIUNEA NOASTRA

Partenerii Joint Venture au sarcina de a produce:

1. Materiale training adaptate nevoilor lumii de afaceri, antreprenorilor în risc de excluziune social și profesioniștilor ONG
2. 88 exemple de bune practice din rândul proiectelor de afaceri conduse de ONG-uri din întreaga Europă care s-au dovedit viabile din punct de vedere economic și social.
3. Un ghid de autentificare practic pentru incubatori de afaceri (un program special creat pentru a ajuta noi start-upuri să inoveze și să crească) lucrând alături de 9 antreprenori și propriile ONG-uri. Astfel vom crea modele de afaceri sprijinite de profesioniști din lumea afacerilor
4. Indicatori care vor măsura adecvat impactul social și succesul companiilor create

# PARTENERI PROIECT

Consortiul Joint Venture este format din șase organizații specializate în formarea adulților pentru persoanele dezavantajate care se confruntă cu excluziunea socială și economică și reprezintă un parteneriat în cinci țări europene, inclusiv Regatul Unit, Spania, Bulgaria, România și Italia.



[COMMUNITY ACTION DACROUM](#)

Marea Britanie

Community Action Dacorum (CAD) este o organizație de caritate care oferă un cerc de sprijin comunității locale. Ca un consiliu pentru serviciul voluntar, ei reunesc oamenii pentru a realiza mai mult în comunitățile lor și pentru a îmbunătăți calitatea vieții. CAD sprijină organizațiile de voluntariat și grupurile comunitare în stadiile incipiente ale dezvoltării lor, oferă sfaturi de finanțare, reprezentare și un serviciu de salarizare pentru a ajuta organizațiile să se dezvolte și să înflorească și să furnizeze servicii și proiecte care sprijină indivizii, întreprinderile și grupurile comunitare locale.



[ASOCIACIÓN CON VALORES](#)

Spania

The Con Valores Association este un ONG cu accent pe afaceri, care folosește profesioniști din lumea afacerilor pentru a rezolva provocări sociale. Accentul lor este crearea de locuri de muncă prin antreprenoriat. Ei au creat un mediu în care lumea afacerilor colaborează cu lumea socială, în care companiile contribuie cu experiența pentru a crea o rețea productivă incluzivă, iar ONG-urile împărtășesc cunoștințe în integrarea persoanelor expuse riscului de excluziune.



[FI GROUP](#)

Spania

FI Group este lider în sectoarele de cercetare, dezvoltare și inovare atât la nivel național, cât și european și are un plan de internaționalizare ambițios. Au un Grup de Responsabilitate Socială Corporativă care își propune să promoveze și să coordoneze inițiative legate de mediu, ajutor social, viață sănătoasă, anticorupție și egalitate, precum și colaborarea cu entități non-profit dedicate unora dintre aceste cauze.





## CSC DANILO DOLCI

Italia

Centrul de Dezvoltare Creativă "Danilo Dolci" este o asociație non-profit care implică tineri și adulți, care acționează în principal prin proiecte în domeniul educațional derulate în cooperare cu școli, universități, instituții, asociații și grupuri sociale atât la nivel local, cât și internațional. Organizează ateliere maieutice în școli, universități, organizații și instituții. Printre activitățile lor se numără organizarea de activități culturale și educaționale care promovează viața și opera lui Danilo Dolci, precum și organizarea de seminarii europene, cursuri de formare, schimburi de experiență între tineri etc.



## ASOCIAȚIA CASA IOANA

România

Asociația Casa Ioana este un ONG care împuternicește supraviețuitorii abuzului domestic și familiile lipsite de adăpost către independență. Activitățile sunt concepute pentru a sprijini supraviețuitorii din momentul în care își părăsesc agresorii până când se simt pregătiți să meargă mai departe. Oferirea de cazare sigură și hrană asigură satisfacerea nevoilor fizice și personale ale beneficiarului, în timp ce sprijinul psihosocial vital și ajutorul pentru abilitățile de viață și de muncă le permit supraviețuitorilor să fie independenți financiar.



## CEED BULGARIA

Bulgaria

CEED se străduiește pentru o lume în care antreprenorii au instrumentele și sprijinul de care au nevoie pentru a stimula inovația, a crea locuri de muncă și a construi economii înfloritoare. Oferă antreprenorilor expertiză în afaceri prin intermediul programelor sale de accelerare și unește participanții cu mentori și comunitatea de antreprenori pentru a ajuta întreprinderile mici la nivelul următor. CEED folosește o combinație holistică de conexiuni cu piața, angajamentul comunității, consolidarea capacităților și accesul la capital. CEED stimulează creșterea economică prin dezvoltarea, conectarea și îndrumarea antreprenorilor astfel încât aceștia să poată crea locuri de muncă și, la rândul lor, să accelereze prosperitatea economică. Construirea unei comunități de antreprenori este esențială în abordarea lor.



# POVESTI DE SUCCES

Această secțiune rezumă obiectivele cheie ale colectării de exemple de bune practici în întreprinderile sociale, analizează de ce au avut succes și de ce au fost incluse în această publicație.

Consortiul proiectului Joint Venture a colectat 88 de exemple de afaceri de succes conduse de organizații neguvernamentale (ONG-uri) care lucrează cu persoane care se confruntă cu excluziunea. Întreprinderile sociale sunt din toată Europa și acoperă o mare varietate de activități.

Proiectul a analizat de ce aceste întreprinderi sociale au avut atât de mult succes și cum structura dintre ONG și oamenii cu care au lucrat a ajutat afacerea să-și atingă obiectivele. În plus, proiectul a analizat dacă persoanele cu care au lucrat au primit instruire sau mentorat

Proiectul a examinat ce fel de modele de afaceri au dezvoltat ONG-urile și de ce aceste întreprinderi sociale au fost de succes. Proiectul a analizat, în special:

- care au fost procesele de colaborare și cum au participat partenerii
- dacă o organizație a ajutat la dezvoltarea sau sprijinirea acestor întreprinderi prin furnizarea de servicii de start-up precum training, mentoring, finanțare, etc.
- ce fel de servicii de start-up au fost furnizate și ce fel de organizații au participat
- au existat limitări ale capacităților antreprenoriale ale persoanelor expuse riscului de excluziune, precum și ale ONG-urilor participante

O selecție a constatărilor majore și a factorilor comuni de succes ale celor 10 bune practici evidențiate în domeniul întreprinderilor sociale sunt analizate în secțiunea următoare, în timp ce toate cele 88 de exemple de bune practici sunt incluse într-un catalog la sfârșitul acestei cărți.



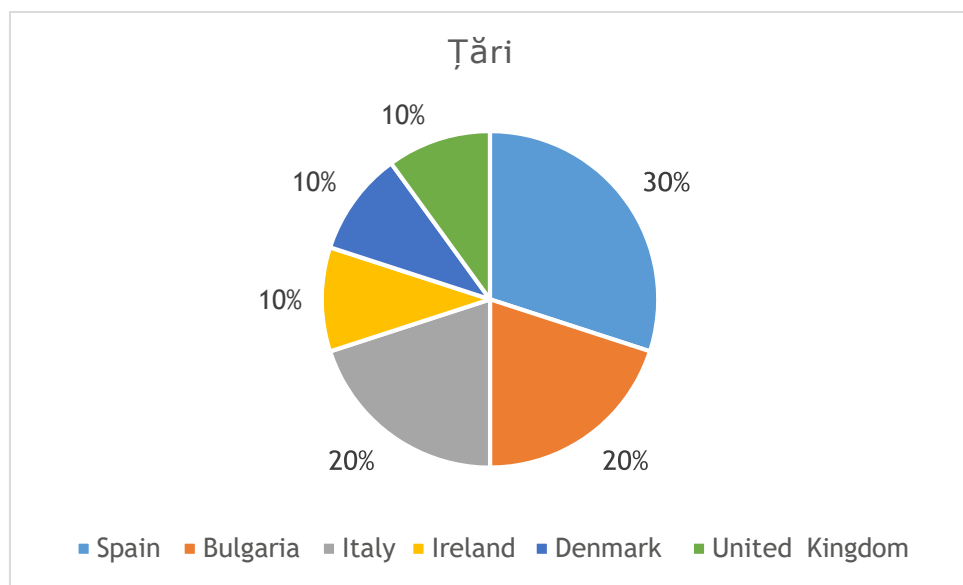
# 10 PROIECTE EUROPENE

Cele 10 întreprinderi sociale europene evidențiate în această secțiune, sunt initiative din Spania, Italia, Bulgaria, Danemarca, Marea Britanie și Irlanda. Scopul lor este să îmbunătățească accesul la locuri de muncă pentru cei care se confruntă cu excluziunea socială.



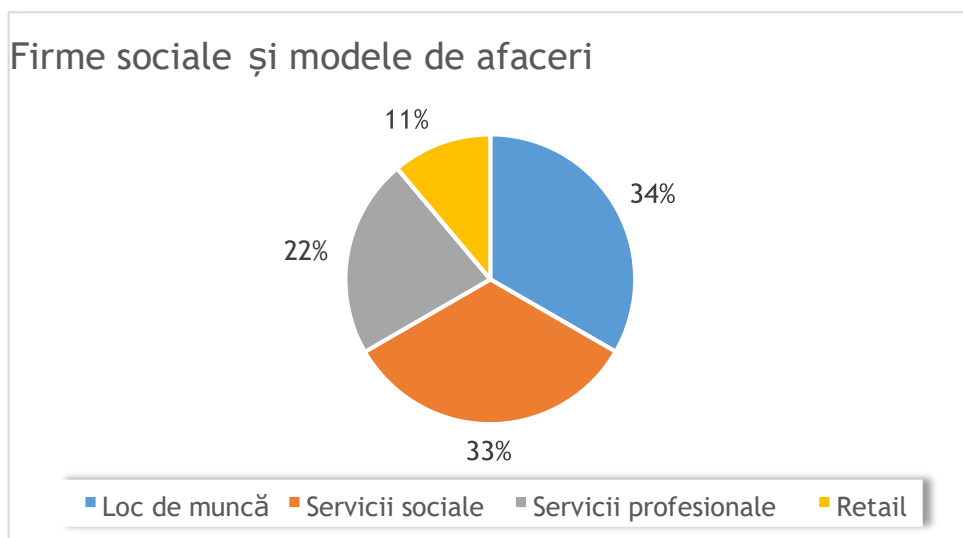


Cele 10 exemple de bune practice vin din Spania (2), Bulgaria (2), Italia (2), Irlanda (1), Danemarca (1), și Marea Britanie (1).



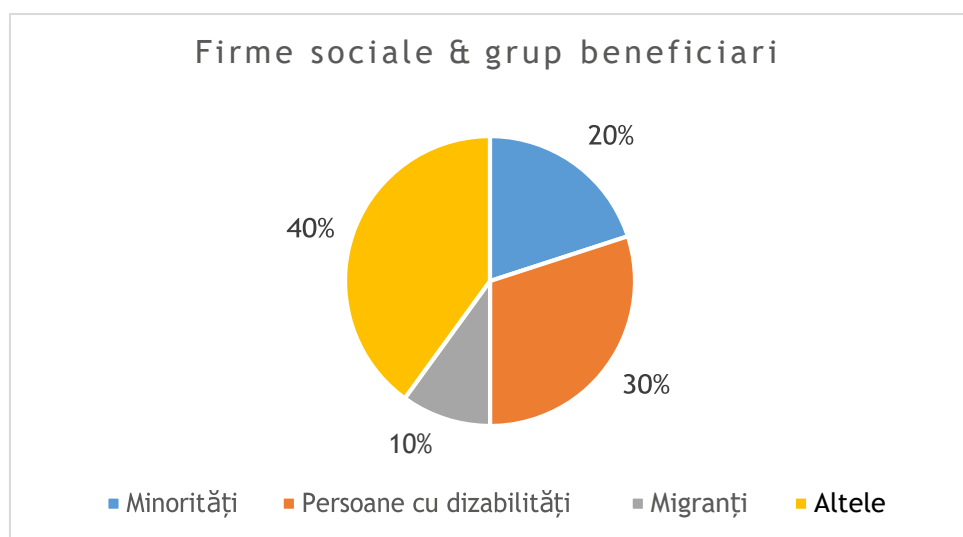
Grafic 1: Întreprinderi sociale pe țări

Toate, cu excepția uneia, erau firme sociale, cealaltă fiind o cooperativă. Serviciile profesionale și ocuparea forței de muncă au fost sectoarele proeminente acoperite de întreprinderi, în timp ce cooperativa s-a concentrat asupra mediului.



Grafic 2: Tipuri de modele de afaceri furnizate de firme sociale

Aceste firme sociale au deservit trei grupuri principale de beneficiari: persoane cu dizabilități (30%), minorități (20%) și migranți (10%). Patruzeci la sută din grupul de beneficiari rămas au fost identificați ca alte grupuri dezavantajate sau vulnerabile. Cooperativa a sprijinit minoritățile.



Grafic 3: Tipuri de grupuri de beneficiari asistați de firme sociale

Modelul de afaceri pentru ocuparea forței de muncă a sprijinit migranții (1) și alte grupuri dezavantajate (2), minoritățile asistate de servicii sociale (1) și persoanele cu dizabilități (2), în timp ce modelul de mediu a servit minorităților. Modelul serviciilor profesionale a ajutat persoanele cu dizabilități (1), în timp ce comerțul cu amănuntul a deservit alte grupuri dezavantajate sau vulnerabile.



# TANDEM

## de Sant Joan de Déu

**SJD** Sant Joan de Déu  
València

Țara: Spania

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Telefon: +34 963 665 070

Website: [https:// goo.su/ bSlaRUI](https://goo.su/bSlaRUI)

Înființată: 1992

*creăm oportunități pentru cei care experimentează lipsa de adăpost*

### OPORTUNITATE DE AFACERI

Ciclismul este un mijloc popular de transport personal în Europa și devine și mai răspândit din motive de mediu și sănătate. Totuși, nu toți bicicliștii au cunoștințe sau abilități necesare pentru a efectua reparații minore bicicletelor, iar întreprinderile de reparații au început să apară ca răspuns la această nevoie. Devine o afacere ideală non-profit, oferind în același timp persoanelor expuse riscului de excludere șansa de a dobândi competențe, experiență, și încredere în viața lor profesională.

### MODEL DE AFACERI

Înființat:1992. Atelierul de Biciclete Tandem face parte din rețeaua extinsă de centre de sănătate și sociale din San Juan de Dios din peste 50 de țări, concentrându-se pe integrarea și sprijinirea celor lipsiți de adăpost, prin formare și angajare în repararea bicicletelor.

Atelierul are programe personalizate de asistență socială care oferă servicii complete și profesionale care vizează integrarea socială. Responsabilitatea personală, respectul, ospitalitatea și calitatea sunt susținute de valorile de bază ale Ordinului.

Publicul aduce bicicletele la atelier pentru reparații. Prețurile depind de lucrările efectuate și de costul pieselor. Deși acest atelier este găzduit într-un garaj închis, are spațiu, iluminat și acces ușor pentru clienți. Profesioniștii și voluntarii instruiesc participanții în mecanica bicicletelor și cum să efectueze reparații simple.

### FORMULĂ DE SUCCES

Acest model necesită puține investiții în afară de instrumentele necesare pentru repararea bicicletelor. Alături de voluntari și profesioniști, este ușor de adaptat pentru a include și alte grupuri excluse social.







Tara: Spania

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Website: <https://www.koopera.org/>

Înființat: 2011

# KOOPERA

## - Caritas

*creăm oportunități pentru cei care experimentează lipsa de adăpost*

### OPORTUNITATE DE AFACERI

Scopul principal este integrarea persoanelor aflate în risc sau în excluziune socială, prin activități care au un impact pozitiv asupra societății și mediului.

Angajarea este principalul instrument de abilitare a oamenilor, deoarece este esențială pentru acces la egalitate și drepturi.

### MODEL DE AFACERI

Koopera este o cooperativă non-profit de clasa a II-a, care reunește diverse entități din Bizkaia, ce promovează îmbunătățirea mediului printr-un Serviciu de colectare a tuturor tipurilor de deșeuri, inclusiv textile, aparate electrice, cărți, jucării, hârtie, mobilier, baterii, materiale periculoase și materie organică.

Serviciile de inserție socio-laborală sunt transferabile în toate domeniile de activitate.



și îmbină formarea la nivel profesional, educațional, la nivel individual. Educatorii sociali ajută la îmbunătățirea capacității de angajare a unui individ și la promovarea calificării tehnice. O bursă de angajare implică companii care doresc să angajeze stagiați de succes.

### FORMULĂ DE SUCCES

Întreprinderea este o rețea legată de Cáritas, companii de inserție, fundații și cooperative de inițiativă socială. Ea dezvoltă servicii de mediu pentru afaceri, oferind în același timp formare și locuri de muncă, construind în același timp o societate mai ecologică, incluzivă și susținătoare. Lucrând pentru îmbunătățirea situației oamenilor pe care îi deservește, aceștia reușesc să facă o economie socială și solidară o realitate.

Koopera are două centre de formare acreditate pentru predarea persoanelor care se confruntă cu excluziunea în Bilbao și Gasteiz.



# EXTRA- ORDINARY PROJECTS



Proyectos  
Extraordinarios

Țara: Spain

Email: [info@proyectosextraordinarios.org](mailto:info@proyectosextraordinarios.org)

Telefon: +34 618 317 339 / +34 606 414 465

Website: [www.proyectosextraordinarios.org](http://www.proyectosextraordinarios.org)

Înființat: (Necunoscut)

*Transformăm deșeurul comercial în produse utile*

## OPORTUNITATE DE AFACERI

Reducerea cantității de deșeuri trimise la gropile de gunoi și la incineratoare este o provocare majoră, iar modalitățile inovatoare de reciclare și reutilizare a deșeurilor sunt foarte solicitate. În întreaga lume, găsirea unui loc de muncă este mult mai dificilă pentru femei decât pentru bărbați și atunci când femeile sunt angajate, acestea tind să lucreze în locuri de muncă de calitate scăzută, în condiții vulnerabile. Aceste două provocări oferă oportunitatea de a reduce risipa și, în același timp, oferă femeilor cu calificări reduse locuri de muncă decente.

## MODEL DE AFACERI

Extraordinary Projects reciclează deșeurile, cum ar fi prelate de camioane și de publicitate, saci de iută, material textil rămas, etc. și sunt proiectate noi produse care utilizează aceste materiale. După ce au primit pregătire profesională în abilități tehnice și antreprenoriat, femeile din Spania și din Africa, apoi produc articole utile. Aceste bunuri sunt, în general, eliminate prin campanii de responsabilitate socială corporativă (CSR) care beneficiază de școlari și deținuți din închisori, etc. Alte articole sunt folosite de corporații ca cadouri de afaceri. Exemple de inițiative de reutilizare reușite includ fabricarea a: 150 de ghiozdane din prelate pentru camioane fabricate în atelierul Nguisguis Bamba, pungii de cadouri corporative din iută în atelierul din Valencia 500 de tocuri de creioane școlare cu rame de bumbac îndepărtate din supraproducție, realizate în atelierul Thies .

## FORMULĂ DE SUCCES

Reciclarea și reutilizarea țin deșeurile departe de gropile de gunoi și reduce poluarea solului, a apei și a aerului. Inspiră creativitatea și economisește bani folosind produse deja deținute în loc să cumpere produse noi. Una dintre cele patru probleme principale de mediu care sunt cel mai probabil să influențeze activitățile unei afaceri este reducerea deșeurilor.

În timp ce Extraordinary Projects operează pe două continente, conceptul său poate fi reproiectat ca o întreprindere mai locală sau regională. În plus, alte grupuri vulnerabile cu un nivel scăzut de competențe pot beneficia de oportunitățile de angajare pe care le poate aduce întreprinderea. Modelul de afaceri este popular în rândul companiilor care produc produse similare de deșeuri și se încadrează cu ușurință în planurile de CSR de afaceri care urmăresc să aibă un impact mare.







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Înființată: 2014

# SOCIAL TEA HOUSE

- IDEA Foundation

*Angajăm persoane tinere  
vulnerabile*

## OPORTUNITATE DE AFACERI

Cafenelele sunt populare peste tot cu o mare varietate de clienți, dar sunt culturale; Caritate, tineret și alte evenimente locale au nevoie de spații locale și accesibile pentru evenimentele lor. O întreprindere care reunește sprijin pentru tinerii dintr-un mediu problematic și le oferă oportunități și instrumente pentru a trăi o viață independentă, oferă o modalitate ușoară pentru membrii comunității de a sprijini ceva bun.

## MODEL DE AFACERI

Din exterior, ceainăria arată ca oricare alta - oferă diferite tipuri de ceai, limonadă de casă, cafea și alte băuturi într-un mediu confortabil, informal - dar se bazează pe principii sociale. Etosul este de a oferi un spațiu social alternativ, cu personal de tineri care au acces limitat la piața muncii.

Sustenabilitatea este asigurată prin evenimente de marketing și închiriere de spații comune de lucru și prezentări. Alte surse de venit



includ donații și finanțare de proiecte. De la deschidere, Ceainăria și-a extins activitățile și a introdus un serviciu de catering. Întreprinderea socială angajează tineri care au crescut în instituții de îngrijire a copiilor și oferă un loc de muncă protejat unde pot face primii pași în viața lor profesională.

## FORMULĂ DE SUCCES

cafenelele s-au dovedit a fi un model de succes. Întreprinderile sociale sunt afaceri pline de compasiune - care generează impact social și/sau de mediu prin activitățile de afaceri.

Modelele de afaceri ale întreprinderilor sociale variază, dar cafeneaua este cu siguranță una dintre cele mai populare și este ușor de înțeles de ce.

Cafenelele pot genera cu ușurință mai mult de un venit, deoarece pot funcționa și ca magazine de cadouri și locuri de evenimente, precum și expoziții. Cadourile și arta nu sunt doar fluxuri suplimentare de venit, ci și un alt canal pentru a afișa meșteșugurile create de oameni care se luptă cu bariere.



# KITE CLUB

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Website: <https://klubhvarchilo.org/wb3/>

Înființată: 2019

*schimbăm vieți pentru tinerii cu dizabilități*

## OPORTUNITATE DE AFACERI

Mulți oameni proiectează și creează produse manual, haine, accesorii, dulciuri etc. Deși sunt văzute în mare parte ca un hobby, sunt bani de câștigat din vânzarea acestor produse. Studii recente au descoperit că majoritatea tinerilor se luptă să facă saltul la vârsta adultă și caută ajutor pentru a găsi o direcție clară și un scop. Acest lucru este valabil mai ales în cazul tinerilor cu dizabilități fizice și mentale. O întreprindere socială este un loc bun pentru a oferi de lucru tinerilor, ajutându-i să se simtă pozitiv în ceea ce privește viața, să se simtă utili, să devină independenți și să învețe noi abilități la locul de muncă.

## MODEL DE AFACERI

The kite Club produce articole artizanale realizate de membrii săi. Activitățile întreprinderii sociale implică tinerii în producția unei varietăți de produse alimentare și cadouri, cum ar fi seturi de ciocolată, biscuiți și lumânări lucrate manual; pachete de birou cu băuturi și aperitive și truse „grădina într-o ceașcă” – semințe de plante și flori de plantat într-un mic

container care poate fi cultivat cu ușurință. Acestea sunt vândute online prin intermediul e-shop-ului organizației.

Tinerilor li se oferă, de asemenea, coaching, de la formare antreprenorială, la ateliere online „succes pe viață”, asistență privind scrierea de CV și abilități de comunicare. Activitățile sociale includ plimbări în natură și excursii, în special destinate celor care nu au avut contact cu peisajul rural.

## FORMULĂ DE SUCCES

Întreprinderea are un dublu scop: înființată ca o asociație non-profit care oferă o varietate de activități de antreprenariat social pentru tineri, încercând în același timp să schimbe atitudinea societății față de tinerii cu dizabilități și probleme mentale.

Magazinele tradiționale care vând artizanat și arte și magazine de hobby se luptă să își facă afacerile atractive pentru cumpărătorii din noua era. Acest model de afaceri reflectă totuși schimbarea obiceiurilor de cumpărături, preferând să opteze pentru surse de comerț online pentru a satisface aceste nevoi în schimbare.



# Social Cooperative Quid

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Înființat: 2013



## Modă etică din surplus de textile

### OPORTUNITATE DE AFACERI

Textilele sunt a doua cea mai mare industrie poluantă. Deșeurile de producție includ resturi, mostre de material deteriorate sau defecte, margini de țesătură și țesături rămase din procesul de tăiere. În medie, aproximativ 15% din țesătura utilizată în producția de îmbrăcăminte este tăiată, aruncată și risipită. Angajând oameni, indiferent de sex, vârstă, nivel de educație, statut socioeconomic, companiile pot contribui la creșterea incluziunii piețelor muncii.

### MODEL DE AFACERI

Quid, parte a Cooperativei Sociale Sociale Quid, o întreprindere socială italiană premiată care oferă oportunități de angajare persoanelor vulnerabile, în special femei, dar și persoanelor cu dizabilități, foști consumatori de droguri, deținuți din închisoare și migranți - care au depășit dificultăți. situații personale sau care se confruntă cu o lipsă de sprijin guvernamental.

Întreprinderea produce articole de îmbrăcăminte de modă sub eticheta „Progetto Quid”, un brand de companie de modă etică și durabilă care creează



îmbrăcăminte în ediție limitată și accesorii făcute din materiale donate de comanii de textile și modă. În fiecare an, ei prelungesc ciclul de viață a mii de role de țesătură prin relațiile lor de colaborare.

### FORMULĂ DE SUCCES

Organizația, înființată în 2013, a început la o scară modestă în Verona, lucrând cu o închisoare pentru femei și vânzând produsele în magazine pop-up locale. De-a lungul anilor, Sociale Quid și-a extins atelierele, punctele de vânzare cu amănuntul și forța de muncă. Până în 2020, au angajat 133 de persoane, dintre care 84% erau femei și 70% cu un fond de excluziune socială și economică.

Astăzi, vânzările se realizează prin aproximativ 100 de magazine multibrand, două puncte de vânzare, un magazin online, șase magazine convenționale, producând o cifră de afaceri de 13 milioane de euro.

Operațiunea este flexibilă și rapidă pentru a răspunde piețelor în schimbare. În 2020, au făcut față provocării pandemiei, transformând producția la fabricarea de măști de protecție personală lavabile în mai puțin de trei săptămâni.





# MOLTIVOLTI



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Înființat: 2014

*Integrăm migranți prin hrană și co-working*

## OPORTUNITATE DE AFACERI

Moltivolti este un punct de adunare în cartierul multiethnic Ballero din Palermo, Sicilia. A fost fondată în 2014 de 14 persoane din opt țări (Senegal, Zambia, Afganistan, Bangladesh, Franța, Spania, Gambia și Italia) și este adesea descrisă ca modelul perfect de integrare și durabilitate.

Meniul restaurantului Moltivolti este un amestec de mâncăruri siciliene și alte mâncăruri etnice inspirate de migranții și solicitanții de azil din multe culturi diferite care se găsesc în Palermo.

## MODEL DE AFACERI

Modelul Moltivolti este foarte apreciat la nivel internațional, cu vizitatori recenti, inclusiv familia regală olandeză și studenți în economie culturală și antreprenariat, de exemplu.

Restaurantul a introdus recent o modalitate inovatoare de a aborda criza economică post-Covid. Clienții sunt invitați să plătească mai mult pentru masă dacă au posibilitatea, astfel încât alte persoane mai puțin avantajate să poată plăti mai puțin. Sunt primite și donații.

Restaurantul este zona de profit pentru că, datorită veniturilor sale, poate finanța cealaltă parte fundamentală a Moltivolti, care este coworking-ul, o legătură importantă cu cartierul din jur.

Zona de co-working, care are spații de lucru pentru 18 persoane, are scopul de a reuni ONG-uri și grupuri de voluntari, permițându-le să colaboreze și să creeze sinergii pe diverse proiecte viitoare. Unele asociații nu își permit să plătească spațiul, dar implicarea lor este încurajată deoarece sunt în concordanță cu viziunea lui Moltivolti despre

lume și contribuie la crearea unui adevărat spațiu comunitar.

Mai recent, fondatorii Moltivolti au demarat două inițiative: în primul rând o nouă organizație non-profit pentru a favoriza o mai mare interacțiune între toți cei care frecventează Moltivolti, fie că sunt refugiați, solicitanți de azil sau persoane defavorizate din comunitatea locală.

## FORMULĂ DE SUCCES

A doua inițiativă este în jurul turismului durabil. Ei au început să promoveze dezvoltarea durabilă și educația prin excursii organizate în Tanzania, Senegal, Maroc și Turcia, unde schimburile sociale și interculturalismul sunt în centrul activității.

Moltivolti a suferit un incendiu devastator la începutul anului 2022 care i-a forțat să se închidă până pe 3 aprilie. Întreaga comunitate din jur a început o strângere de fonduri spontană ajungând la peste 100.000 de euro: această sumă de bani a ajutat la reconstruirea organizației și să plătească salariile pentru cele două luni în care a centrul a fost închis.



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**SPECIALISTERNE**

Passion for details



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Înființat: 2003

# SPECIALISTS

*valorificarea aptitudinilor persoanelor cu autism*

## OPORTUNITATE DE AFACERI

Persoanele autiste se luptă adesea să se simtă bine-venite pe piața muncii, în ciuda faptului că au abilități foarte căutate, cum ar fi atenția la detalii, loialitatea sau o memorie extraordinară, pentru a numi câteva. În timp ce adulții cu autism au dorința de a lucra și de a contribui, ei sunt adesea dezavantajați de procesele tradiționale de recrutare și angajare. Cercetările arată că în competiția bazată pe inovare, companiile au nevoie de idei noi și originale și să fie capabile să recunoască tipuri noi și diferite de valoare - au nevoie de oameni care gândesc diferit.

## MODEL DE AFACERI

Specialisterne este un concept inovator de afaceri sociale care este recunoscut la nivel internațional ca primul și cel mai important exemplu al modului în care adulții cu autism pot deveni efectiv incluși în societate și pot oferi angajatorilor servicii

valoroase și de înaltă calitate.

Întreprinderea lucrează pentru a permite locuri de muncă pentru persoanele neurodivergente prin antreprenariat social, modele inovatoare de angajare și o schimbare națională de atitudine.

## FORMULĂ DE SUCCES

(The Specialists) Foundation este o fundație non-profit, care a generat locuri de muncă semnificative pentru un milion de persoane neurodivergente. Prin creșterea gradului de conștientizare cu privire la abilitățile și drepturile persoanelor neurodivergente și evidențiind talentele acestora, Specialisterne a încurajat cu succes companiile să folosească oameni cu aceste abilități.

Compania este asociată cu Departamentul de Comunicații Globale al Națiunilor Unite (ONU) și este membru al Pactului Global al Națiunilor Unite. Prezintă încredere ca lideri de gândire privind schimbarea pieței muncii și de promovarea Obiectivelor de Dezvoltare (ODD) ale ONU.



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# MOBILITY MOJO



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Înființat: 2021

*consultanță pentru persoanele cu dizabilități pentru industria ospitalității*

## OPORTUNITATE DE AFACERI

Potrivit Organizației Mondiale a Sănătății, în lume există în prezent peste 1 miliard de persoane cu dizabilități. Adăugați la aceasta statisticile Națiunilor Unite privind îmbătrânirea populației mondiale ajungând la 700 de milioane de persoane cu vârsta de 65 de ani sau peste. În timp ce majoritatea hotelurilor sunt deja pregătite să primească oaspeți cu nevoi de accesibilitate, aproape niciunul nu face publicitate clară pentru toate facilitățile, echipamentele și adaptările pe care le oferă. Din cauza lipsei de informații fiabile despre accesibilitate, milioane de oameni decid în cele din urmă să nu călătorească pentru a evita surprizele neplăcute și stresul.

## MODEL DE AFACERI

Lucrând cu experți în accesibilitate și ospitalitate, dezvoltatori de software și experți în vânzări și asistență orientați către clienți, Mobility Mojo a creat un serviciu de audit premiat într-o zonă în care nu exista anterior acest serviciu.

Prin crearea unui sistem independent de rating global pentru accesibilitate, au oferit hotelurilor din întreaga lume un avantaj competitiv prin afișarea caracteristicilor lor accesibile pe site-ul lor.

Folosind setul de instrumente Mobility Mojo, un manager de hotel de oriunde în lume poate colecta date exacte despre caracteristicile sale de accesibilitate, poate integra și afișa aceste funcții pe site-ul lor web într-un mod standardizat în câteva ore.

## FORMULĂ DE SUCCES

Mobility Mojo a înțeles că turismul pentru seniori și accesibilitate este o piață imensă și în creștere și potențialul său economic de netăgăduit, mai ales având în vedere efectul multiplicator, unde o persoană cu nevoi de accesibilitate poate influența unde merge întregul grup.

Platforma premiată funcționează ca TripAdvisor, dar se concentrează pe accesibilitate. Mobility Mojo a oferit oamenilor încrederea de a merge oriunde.



**PAGE&BLOOM**

Powered by women

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# PAGE AND BLOOM

## Flori de hârtie realizate din deșeuri de cărți

### OPORTUNITATE DE AFACERI

Producția de hârtie prezintă adesea riscuri pentru pădurile virgine, vechi: industria de editare a ziarelor și a cărților consumă 153 de miliarde de galoane de apă în fiecare an. Celuloza și hârtia sunt al treilea cel mai mare poluator industrial de aer, apă și sol. Înălțitorii pe bază de clor sunt utilizați în timpul producției, ceea ce are ca rezultat eliberarea de materiale toxice în apa, aerul și sol. Când hârtia putrezește, emite gaz metan, care este de 25 de ori mai toxic decât CO<sub>2</sub>. Adesea, supraviețuitorii abuzului domestic au nevoie de sprijin pentru a (re)căpăta abilitățile și încrederea necesare pentru a intra pe piața muncii. Alte femei beneficiază de experiență de muncă plătită, în vederea angajării ulterioare.

### MODEL DE AFACERI

Page and Bloom creează oportunități de angajare și dezvoltare a carierei pentru femeile care au suferit abuzuri domestice.

Lucrând cu organizații de caritate împotriva violenței domestice, Page & Bloom identifică femeile care ar beneficia de munca sau de a se alătura programelor de formare. Angajații creează flori din hârtie reciclată, care provine din cărți, hărți, partituri și

alte articole din hârtie care, altfel, ar ajunge la groapa de gunoi. Hârtia este donată de biblioteci, magazine de caritate și vânzători de cărți second-hand, folosind cărți care pot fi deteriorate sau altfel greu de vândut pentru lectură.

Munca este flexibilă, sigură și plătită decent. Majoritatea femeilor lucrează cu Page & Bloom aproximativ un an, timp în care sunt ajutate să dezvolte abilități transferabile care le vor ajuta în viitoarele locuri de muncă.

### FORMULĂ DE SUCCES

Prin upciclare, aceste flori de hârtie folosesc mult mai puțin carbon, apă și resurse decât florile cultivate. Florile de hârtie rezultate fac expoziții și buchete florale uimitoare, care sunt foarte populare și ușor vândute într-un magazin online, furnizate clienților corporativi, nunți și alte evenimente sau comandate ca articole la comandă, adaptate cerințelor individuale.

Procesul implică foarte puține instrumente specializate - magia se întâmplă doar cu sârmă, lipici și puțină îndemânare și imaginație. Majoritatea angajaților lor nu au făcut niciodată flori de hârtie până acum, însă învață abilitățile de bază în câteva săptămâni.



# BEST PRACTICE

## ANALIZA

Page 18

Analiza a 88 de bune practici europene din diferite proiecte de afaceri conduse de ONG-uri care lucrează cu persoane expuse riscului de excluziune.

În paginile următoare, analizăm cele 88 de exemple de bune practici care au fost colectate din întreaga Europă, înainte de a le evidenția într-un Catalog la sfârșitul acestei cărți de povești de succes. Studiul a analizat tipurile de colaborări existente, tipurile de instruire disponibile, modul în care aceste întreprinderi au fost sprijinite, precum și provocările cu care s-au confruntat.

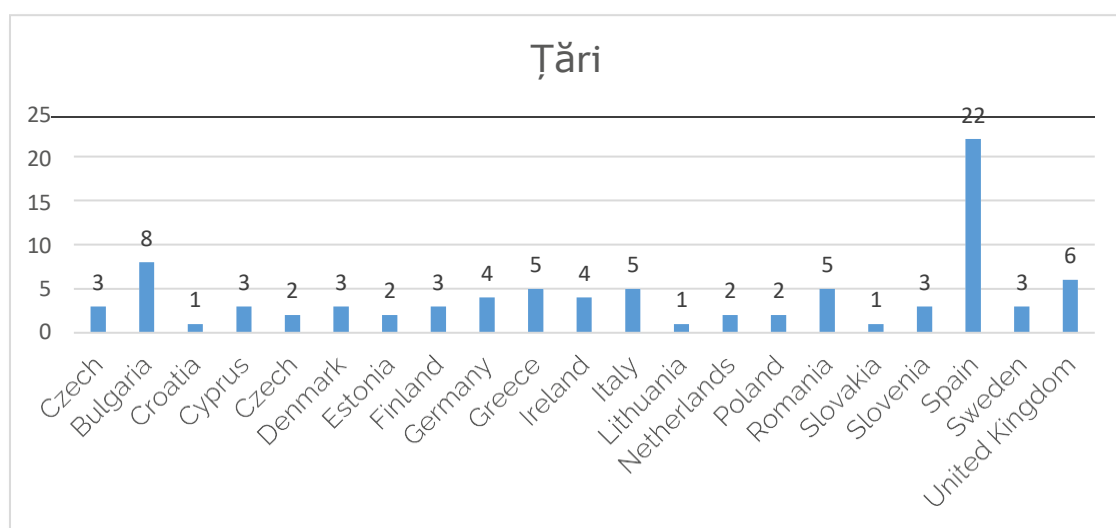
Toate aceste afaceri sunt conduse de ONG-uri care lucrează cu persoane expuse riscului de excluziune. În mod colectiv, aceasta acoperă un segment de afaceri cunoscut sub numele de al treilea sector. Cel de-al treilea sector acoperă o serie de organizații diferite cu structuri și scopuri diverse. Ele nu aparțin sectorului public (adică, statul) și nici sectorului privat (întreprindere privată cu profit). Este posibil să fi auzit alți termeni folosiți pentru a descrie astfel de organizații – sectorul de voluntariat, organizații neguvernamentale sau organizații non-profit.

Organizațiile din sectorul al treilea includ organizații de caritate, de voluntariat și comunitare, întreprinderi sociale și cooperative și funcționează la toate nivelurile societății, de la cel local până la național și internațional, și aduc o contribuție semnificativă la sănătatea și bunăstarea societății.

Incubatoarele de afaceri oferă start-up-urilor și întreprinderilor aflate în stadiu incipient sprijinul și resursele pe care aceste companii tinere le găsesc de obicei greu de accesat. Acest sprijin ar putea implica acces la rețele, investitori și mentori sau spațiu de lucru în comun alături de alte afaceri și profesioniști cu experiență.

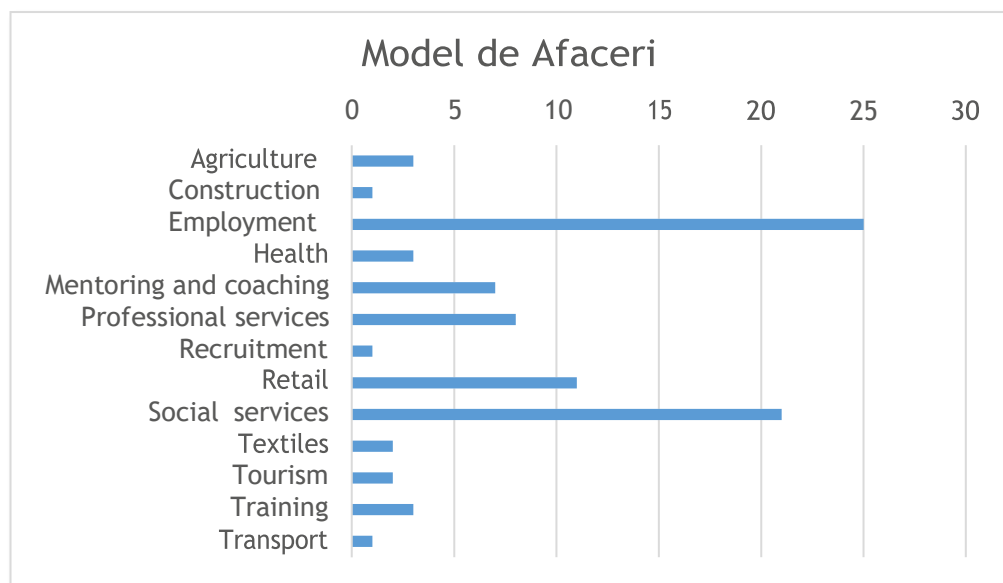
Întreprinderile sociale sunt afaceri și, ca și afacerile tradiționale, își propun să obțină profit, dar își folosesc profiturile pentru a crea schimbări sociale pozitive.

### DATE GENERALE



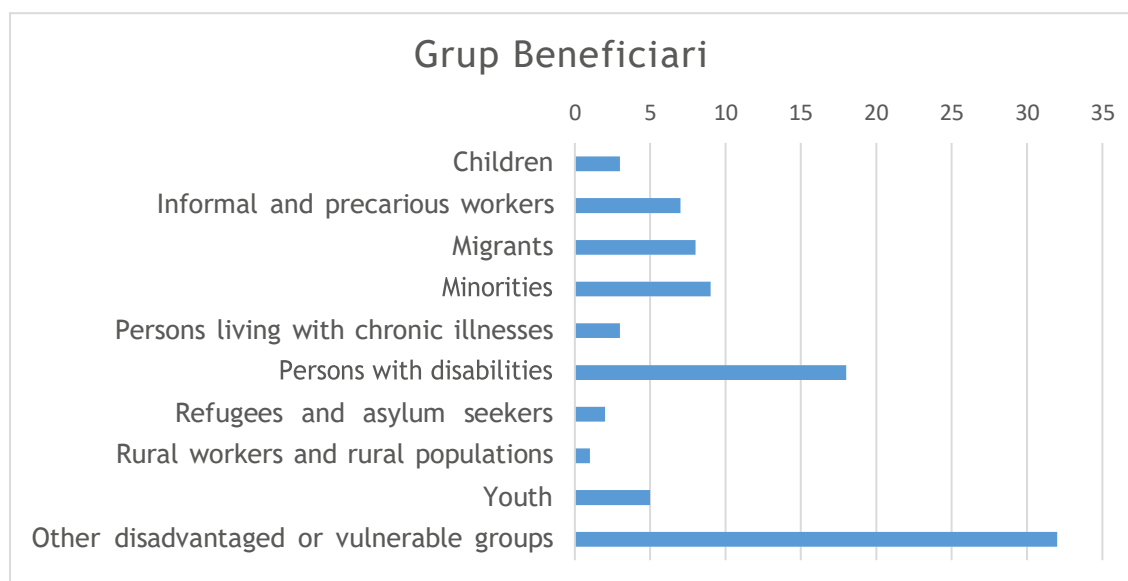
Grafic 4: Întreprinderi sociale pe țări

Puțin peste 25% dintre întreprinderile sociale analizate aveau sediul în Spania, 9% în Bulgaria și 6,8% în Regatul Unit. Întreprinderile rămase au fost distribuite uniform în cele 18 țări europene restante..



Grafic 5: Întreprinderi sociale pe model de afaceri

Cele mai populare modele de afaceri adoptate de întreprinderile sociale s-au concentrat pe ocuparea forței de muncă (28,4%), urmate de serviciile sociale (23,9%), retail la 12,5%, serviciile profesionale (9%) și mentoring și coaching la 8%.



Grafic 6: Tipuri de grupuri de beneficiari deservite de întreprinderile sociale

Privind tipurile de grupuri de beneficiari deservite de întreprinderile sociale, am constatat că 20,5% dintre întreprinderi s-au concentrat pe persoanele cu dizabilități, în timp ce 10,2% au sprijinit minoritățile, 9% migranți, în timp ce alți 8% s-au concentrat pe lucrătorii informali și precari. Cu toate acestea, cel mai mare grup s-a concentrat asupra altor grupuri dezavantajate sau vulnerabile.



## PROVOCĂRI ÎNTÂMPINATE DE ÎNTREPRINDERILE SOCIALE

Unele dintre provocările cheie includ lipsa de vizibilitate, lipsa de finanțare, lipsa cadrelor legale și a structurilor de stimulare, precum și lipsa recunoașterii rolului întreprinderii sociale în cadrul comunității. În această secțiune, aruncăm o privire mai atentă la trei dintre aceste probleme importante.

### Finanțe

O provocare majoră cu care se confruntă sectorul al treilea este dificultatea de a găsi fonduri suficiente pentru a-și susține activitățile.

Unele tendințe importante influențează finanțarea sectorului terț și au modificat relațiile dintre administrațiile publice și sectorul terț. O tendință este internaționalizarea, care se referă la procesul de creștere a inițiativei unei companii locale pe piața internațională. Cuplat cu liberalizarea piețelor, adică eliminarea controalelor într-o industrie sau piață pentru a încuraja intrarea de noi furnizori și a crește intensitatea concurenței. În special, afectează întreprinderile de servicii sau companiile care îndeplinesc sarcini în beneficiul clienților lor, cum ar fi transportul, curățenia, călătoriile, ospitalitatea, întreținerea sau consultanța.

O altă tendință este trecerea administrațiilor publice către plata prin rezultate, un tip de instrument de politică publică în care plățile sunt dependente de verificarea independentă a rezultatelor. Este promovat activ de un număr de guverne pentru o implementare mai eficientă a politicii interne.

Există și implicații cu competiția și colaborarea. Creșterea colaborării dintre administrațiile publice și întreprinderile sociale poate avea un efect marcat asupra concurenței. Contrar instinctului, colaborarea poate duce la o creștere a rivalității. Majoritatea întreprinderilor colaborează din motive ofensive și nu defensive. Ele urmăresc să inoveze și să învețe, mai degrabă decât să înghețe piețele și să crească prețurile.

Această problemă a lipsei de finanțare a administrațiilor publice pentru cel de-al treilea sector amenință menținerea și extinderea drepturilor sociale, incluziunii și bunăstării cetățenilor, deoarece fără organizații sociale solide din punct de vedere financiar, schimbarea socială încetinește și se confruntă cu paralizia.

Pentru abordarea acestor probleme în legătură cu finanțarea organizațiilor din sectorul terț, sunt propuse o serie de soluții care presupun îmbunătățirea cooperării public-private la niveluri de Administrație unde există un transfer mai mare de fonduri. Îmbunătățirea sistemului de finanțare din sectorul terț se referă la două aspecte cheie:

Căutarea unui sistem de finanțare mai sustenabil, care să creeze un mediu de reglementare, cultural și de colaborare mai stabil cu administrațiile publice împreună cu o abordare pe termen lung.

Acest lucru se poate realiza prin promovarea unui nou model de cooperare public-privat care depășește principiul subsidiarității, prin dezvoltarea unui dialog puternic bazat pe raționament sistematic clar, susținut de dovezi. De asemenea, este necesar să se bazeze și să se urmeze exemplele de transferuri publice în care modelul de finanțare este mai unitar. Acest nou model trebuie să acorde atenție schimbărilor care implică noi servicii pentru a satisface nevoile în evoluție și consolidarea cooperării dintre administrația publică și nevoile sectorului.

Este nevoie de a dezvolta îmbunătățiri operaționale în modul în care achizițiile publice și modul în care sunt utilizate finanțarea și subvenționarea programelor sociale.

Transformarea modului în care este finanțat al treilea sector este esențială, în special în aceste vremuri de criză economică. Sectorul social este unul care se confruntă adesea cu provocări atunci când caută și obține finanțare, în ciuda rolului său cheie în reducerea inegalităților.



## Resurse Umane

Antreprenoriatul social nu este întotdeauna recunoscut în general de către public, care este neîncrezător în sector. Acest lucru a condus la o lipsă de conștientizare a utilității și potențialului de colaborare cu întreprinderile sociale, în special în Spania. Această atitudine a contribuit la dificultăți în atragerea de finanțare pentru proiecte din cauza refuzului de a-și asuma riscuri în finanțarea acestor tipuri de întreprinderi. Acest lucru îl face foarte dificil pentru întreprinderile sociale care au nevoie de incubare și finanțare susținută din partea sectorului public în special. Antreprenorii sociali se trezesc adesea atrași în direcții opuse, echilibrând cererea crescută a obiectivului social, pe de o parte, cu îndeplinirea obiectivelor comerciale, pe de altă parte. Majoritatea întreprinderilor sociale operează cu resurse limitate, ceea ce înseamnă că acele întreprinderi care colaborează eficient cu parteneri care pot contribui la abordarea acestor probleme sunt din ce în ce mai probabil să aibă mai mult succes.

Adesea, nevoile de training nu sunt satisfăcute. Au fost identificate trei zone majore care necesită a fi abordate:

- Leadership – succesul organizational necesită pregătire pentru a echilibra diverse roluri implicate și abilitățile și competențele esențiale care sunt necesare
- Atragerea talentelor și recrutarea – leaderii de întreprinderi sociale au nevoie de training pentru a face alegeri conștiente despre modul în care atrag, recrutează și selectează personal și voluntari plătiți
- Managementul forței de muncă – este necesară instruirea în structurarea resurselor umane în cadrul întreprinderilor sociale, astfel încât acestea să poată funcționa cu succes într-un model de forță de muncă pe mai multe niveluri, care include angajați și voluntari, precum și să dezvolte oportunități de angajare intenționate pentru angajații-beneficiari, care se găsesc adesea dezavantajați pe piața muncii

O altă provocare a fost lipsa de training disponibilă pentru antreprenorii sociali din cauza resurselor limitate disponibile și a dificultății de a atrage și reține talente calificate. În plus, există o dezvoltare și o utilizare limitată a măsurilor general acceptate de evaluare cantitativă utilizată în mod obișnuit pentru compararea și urmărirea performanței sau producției.

S-a observat că au evoluat multe rețelele de întreprinderi sociale unde au fost stabilite numeroase inițiative mici cu viziune locală. Acest lucru a făcut ca replicarea și extinderea întreprinderilor sociale să fie foarte dificilă, precum și o lipsă de sprijin general pentru antreprenoriatul social.

Cercetările au arătat că antreprenorii sociali se confruntă cu provocări legate de resursele umane care le afectează capacitatea de a se extinde, de a deveni durabili și de a obține un impact social. Ei se confruntă adesea cu diverse probleme critice de resurse umane, cum ar fi atragerea angajaților din cauza ratelor scăzute de remunerare, oferirea de oportunități de creștere angajaților, reținerea talentelor, oferirea de roluri și sarcini clar definite angajaților, echilibrând în același timp complexitățile naturii mixte a întreprinderii sociale. Întreprinderile sociale ar trebui, mai mult decât oricând, să gândească ieșit din cutie și să încerce o varietate de strategii inovatoare pentru a depăși aceste provocări.

## Recunoaștere

Antreprenoriatul social nu este întotdeauna recunoscut în general de către public, care este neîncrezător în sector. Acest deficit a condus la o lipsă de conștientizare cu privire la utilitatea și potențialul colaborării comunitare cu întreprinderile sociale.

Multe rețele de întreprinderi sociale s-au dezvoltat în unele țări, unde au fost stabilite numeroase inițiative mai mici cu o viziune locală. Acest lucru poate face foarte dificilă duplicarea și extinderea unei întreprinderi, precum și o lipsă de sprijin general pentru antreprenoriatul social. Această abordare a contribuit la dificultăți în atragerea de finanțare pentru proiecte, deoarece a creat refuzul de a-și asuma riscul în finanțarea acestor tipuri de întreprinderi.

Acest lucru îl face foarte dificil pentru întreprinderile sociale care au nevoie de ajutor pentru pornire și finanțare susținută din partea sectorului public în special.

Deficitul în recunoașterea întreprinderilor sociale a contribuit la limitarea resurselor disponibile, precum și la dificultăți în atragerea și reținerea persoanelor calificate și talentate. Acest lucru este agravat deoarece în multe țări este disponibilă puțină pregătire pentru antreprenorii sociali. În plus, există puțină dezvoltare și utilizare a metodelor general acceptate pentru a evalua, compara și urmări în mod semnificativ performanța sau producția.

Un cadru de reglementare, împreună cu politici publice care promovează investițiile în sectorul antreprenoriatului social al organizațiilor voluntare și comunitare, este necesar pentru a sprijini și dezvolta în continuare acest sector.

## Concluzii

Întreprinderile sociale schimbă lumea în bine. Ei inovează, experimentează și completează golul în serviciile existente care nu sunt furnizate de sectorul public sau privat. Acestea ajung la persoanele excluse social, oferind oportunități de voluntariat, formare și angajare și pot contribui la un sentiment de identitate locală, ajutând la dezvoltarea încrederii în sine a localnicilor. Acestea fiind spuse, întreprinderile sociale se confruntă adesea cu obstacole pe care trebuie să le depășească pentru a reuși.

Tipul și scopul întreprinderilor sociale diferă în Europa. De exemplu, al treilea sector este puternic deoarece multe servicii sociale sunt subcontractate întreprinderilor sociale. Cu toate acestea, există o tradiție puternică de cooperative și asociații, în Europa de Sud. În Scandinavia, deși statele bunăstării puternice se ocupă de serviciile sociale de bază, multe grupuri vulnerabile sunt neglijate, inclusiv persoanele în vârstă. În Europa Centrală și de Est, sectorul social începe să apară și se confruntă cu provocările obișnuite, cum ar fi lipsa de organizare, de resurse etc. Există totuși o oportunitate pentru sectoarele cel mai puțin dezvoltate de a învăța din experiențele celor mai avansate întreprinderi.

Finanțarea pare a fi cea mai mare provocare cu care se confruntă întreprinderile sociale, multe întreprinderi nu reușesc să asigure capitalul de pornire. Antreprenorii sociali sunt persoane cărora adesea le este foarte dificil să strângă suficiente fonduri pentru a-și lansa întreprinderea sau pentru a menține funcționarea. În timp ce modelele de afaceri tradiționale asigură finanțare de la bănci și alte instituții financiare, acest tip de finanțare este mult mai dificil pentru întreprinderile sociale. În mare măsură, acest lucru se datorează concepției greșite că aceste tipuri de întreprinderi nu sunt profitabile și nu vor putea rambursa suma împrumutată. În plus, mulți antreprenori sociali nu au abilitățile necesare pentru a genera finanțare. În mod tradițional, multe întreprinderi sociale sunt finanțate prin granturi acordate de organisme caritabile, filantropice și guvernamentale care nu se așteaptă la un profit financiar și sunt mai interesate de impactul pozitiv pe care îl va avea întreprinderea socială.

Cu toate acestea, există oportunități, cu mulți antreprenori sociali care adesea își finanțează sau își asigură resursele întreprinderilor sau primesc ajutor de la familie și prieteni pentru a-și porni întreprinderea. Odată ce au demarat, pot încerca să acceseze fonduri de lansare și investitori deschiși. Crowdfundingul este o altă alternativă. Când întreprinderea începe să se dezvolte, finanțarea prin datorii și capitalul de risc pot fi folosite pentru a extinde activitățile și impactul.

O altă provocare cheie este că multe întreprinderi sociale nu au o strategie de afaceri bună, ceea ce duce adesea la încercarea de a vinde produse sau servicii care nu pot concura cu alte mărci.

Faptul că întreprinderile sociale se concentrează pe nevoile sociale împiedică adesea dezvoltarea unui produs sau serviciu și poate interfera cu dezvoltarea unei strategii de afaceri eficiente în care să poată concura cu sectorul comercial. În plus, mulți antreprenori sociali încep adesea călătoria bazându-se pe bunăvoință și fără cunoștințe anterioare de afaceri. În consecință, multora le lipsește abilitățile manageriale care să le permită să planifice, să efectueze planificare strategică și prognoză financiară etc., ceea ce face ca strângerea de fonduri să fie o provocare.

În cele din urmă, antreprenorii sociali caută să creeze valoare socială abordând inegalitățile sociale din societate; cu toate acestea, întreprinderea își propune și să obțină profit prin modelul său de afaceri. Acest lucru contravine viziunii tradiționale, care asociază întreprinderile sociale cu activități filantropice sau non-profit. Această identitate dublă este o provocare majoră pentru întreprinderile sociale, deoarece modelul lor de afaceri este ambiguu și, în consecință, riscant.

După cum ați văzut, există atât provocări, cât și oportunități în ceea ce privește pornirea și conducerea unei întreprinderi sociale. Cu toate acestea, antreprenorii sociali în devenire nu ar trebui să fie descurajați de provocările cu care se pot confrunta. Din fericire, există o mulțime de informații disponibile pe internet pentru a vă sfătui cum să treceți peste obstacole și apoi să vă inspire să ajungeți la linia de sosire!

Următorul Catalog cu 88 exemple de bune practice este disponibil doar în limba engleză. Cu toate acestea, puteți traduce folosind acest link pentru a descărca [Catalogue](#) -ul pe calculator. Puteți da click pe acest link [Translate Document tool](#) unde puteți încărca catalogul din calculator. Selectați limba și Google va traduce automat catalogul pe care îl puteți descărca direct în calculator.

Credem că veți fi inspirați să schimbați lumea, câte o întreprindere pe rând!

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## JOINT VENTURE – AFACERI DINTRE PERSOANE EXCLUDE SOCIAL și ONG-uri

Pentru mai multe informații despre proiectul Joint Venture, vă rugăm să luați legătura pe email cu Musarat Inayat la Community Action Dacorum:

<mailto:musarat1@communityactiondacorum.org.uk>

Pentru a fi la curent cu progresul Joint Venture, puteți vizita siteul web:

<https://www.jointventureproject.eu/en/home-english/>. Site-ul web al proiectului este disponibil în toate limbile partenere și conține toate informațiile necesare și rezultatele proiectului. De asemenea, vă puteți înscrie pentru buletinul nostru informativ. Din nou, buletinele informative sunt disponibile în fiecare dintre limbile partenerilor de proiect.

De asemenea, puteți da follow proiectului JV dând click pe următoarele linkuri de social media:



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# CATALOGUE

Social Enterprise Best Practice Examples



## JOINT VENTURE

Business between socially excluded people and NGOs



It is difficult to say what defines a best practice, so this Success Story Book therefore presents business models that have proven successful in their particular context and are seen as best practices by the social enterprises that initiated them. They are meant to inspire and help social entrepreneurs start their own businesses and have some ideas on what has worked well elsewhere and why.

Joint Venture has compiled a variety of best practices, from different business types and in different countries, to inspire social enterprises to set up their own social enterprise.

The following best practice examples should motivate potential social entrepreneurs to set up best-in-class social enterprises and initiatives, to base their operations on ethical principles, to consider social, environmental and long-term economic considerations, and to make a positive impact on their stakeholders. Best practice examples have been collected from Austria, Croatia, Cyprus, Czech Republic,

Denmark, Estonia, Finland, Germany, Greece, Hungary, Ireland, Italy, Italy, Lithuania, Netherlands, Poland, Romania, Slovakia, Slovenia, Spain, Sweden and the United Kingdom.

## How to use this catalogue

Each of the best practice examples shown in the catalogue have been sorted firstly by the type of enterprise they are and include agriculture, construction, employment, the environment health, mentoring and coaching, professional services, recruitment, retail, social services, textiles, tourism, training, and transport.

Secondly, each of these categories has been further sorted to reflect the category of activity the enterprises undertake. Each of the best practice examples, shown in the catalogue, have been sorted firstly community-based organisations, NGOs with a commercial arm, social firms, cooperatives, Fairtrade and microfinance.

Lastly, each enterprise is listed alphabetically under each categories.





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# Agricultural

## ■ Community-based Organisation

### 1. Holy Roof by the Therapeutic Addiction Community

Country: Cyprus

Email: [info@agiaskepi.com](mailto:info@agiaskepi.com)

Phone: +35797623508

Website: <https://www.agiaskepi.org/>

Established: 1999

Main problem the enterprise is trying to solve:

The idea for a community for substance rehabilitation was inspired by the positive effect of the monastery's structured program on young men that were showing up there asking for help.

Agia Skepi is a rehabilitation program for persons struggling with long-term substance abuse, based in Cyprus. The program helps users address their dependence and provides them with the necessary skill-set for social reintegration.

The counselling centre is the point of contact for help. It aims to improve the living conditions of addicted persons and encourages them to seek treatment.

The Therapeutic Community, located near the village of Politiko, is a residential centre, where members participate in group therapy, in an ideal environment away from distractions. Daily activities include organic farming, packaging, baking bread, cooking, gardening and sports.

Once the members complete the residential part of the program, they move to the reintegration hostel. While continuing group therapy, they are urged to develop the necessary autonomy to re-enter society as active members.

Agia Skepi also offers counselling and support to users not enrolled in its programs and their families.

#### Business Model:

In the context of work therapy, the community has developed a social entrepreneurship action in the field of organic food products. Bio farming and rehabilitation share core values, such as sustainable and chemically free development, reward through labour and perseverance, and respect for nature. Members of the community farm the land and produce a range of organic products such as fruit, vegetables, dairy, eggs and bread. The products are sold commercial through a major supermarket chain operating in Nicosia and Limassol.

This action has resulted in the creation of a number of jobs for programme graduates. It provides members with a sense of accomplishment and is a source of inspiration for potential members.

More than 75% of those who complete the program manage to rebuild their life away from substances.

In addition, the Centre has developed an online shop, which finances their social activities.

## ■ Social Firm

### 2. Bee Country Paradise by Včelí kraj

Country: Slovakia

Email: [info@kraj.sk](mailto:info@kraj.sk)

Phone: +386 0948 343 289

Website: <https://kraj.sk/>

Established: 2007

Main problem the enterprise is trying to solve:

The Bee Region project was created with support from the Ekopolis Foundation and Bybi. The aim of the enterprise is to raise the awareness of bees and beekeeping and to educate the public on the importance of pollination for the landscape. Moreover, the region is one with the highest rate of unemployment in Slovakia and the enterprise intends to address this trend by creating job opportunities, particularly for marginalised groups.

Business Model:

The enterprise was initially funded through the EEA Active Citizenship and Inclusion programme by a consortium led by the Ekopolis Foundation, working together with Children of Slovakia Foundation and SOCIA. The project is now financially independent through the sale of honey, beekeeping training and workshops. Forty people have been trained in beekeeping so far, mainly Roma, disabled people and unemployed women. Various activities have been attended by 720 people and 1,400 children have participated in experience programmes.

### 3. Eco-social Farm by Korenika

Country: Slovenia

Email: [info@korenika.si](mailto:info@korenika.si)

Phone: +386 70 752 559

Website: <https://www.korenika.si/korenika-en>

Established: 2006

Main problem the enterprise is trying to solve:

Originally, an idea of the Mozaik Society to offer work-skills training and job opportunities for people with disabilities, the Mozaik Society created a partnership with the Korenika Institute. This venture involved renovating an abandoned farm. In 2012, the Korenika eco-social farm was joined by Pribinovina and the refurbishment completed. Korenika's aims to foster respect towards nature and human dignity, nurturing good relationships with the local and global environment. Their business key lies in creating new jobs for vulnerable people and allowing them to do socially useful activities, whilst using the profits to develop and sustain the enterprise in the long-term.

Business Model:

The Korenika social farm is a social enterprise employing people with disabilities and other disadvantaged social groups. The land produces organic foodstuffs, crops, herbs, fruit and vegetables that are processed under their own brand. This produce is sold through a shop. An animal park attracts tourists and young visitors. The main goal is to improve the quality of life in the area by linking traditional cultural traditions with modern activities. The programme aims to help people develop practical work skills and find permanent employment through a variety of activities, such as forestry, agriculture, and environmental services. Through eco-social farming, they help create permanent employment opportunities for people with special needs.



# Construction

## ■ Social Firm

### 4. MagikMe by Inclusive Play

Country: United Kingdom

Email: [magikme@magikme.uk](mailto:magikme@magikme.uk)

Phone: +44 (0) 131 214 1180

Website: <https://www.magikme.uk/>

Established: 2014

Main problem the enterprise is trying to solve:

Together with a group of experts, the founders created a range of specially designed playground equipment that allows children with disabilities to get out of their pushchairs and wheelchairs and play. To date, the equipment has been installed in more than 40 public and nursery playgrounds throughout Hungary.

Families of children with disabilities often feel excluded from playgrounds, one of the most important socialising places for children and families. Average playgrounds might be accessible by wheelchair, but most of the equipment is not suitable for children with disabilities and does not allow them to play together with non-disabled peers.

The innovation is that MagikMe has developed equipment that is suitable for children with disabilities and that encourages children with and without disabilities to play together.

### Business model:

The MagikMe Inclusive Play has been growing since its start. A crowdfunding campaign allowed the company to finish the design of its first model – Pillango – a four-seat rocker. Through the revenues generated, the second model – Bucka – an elevated sandbox was financed. Presently, the third product – a three-seated swing – is being designed. Approximately €20,000 has been invested, and during the 2015-2016 fiscal year, the company had revenues of €25,000.

MagikMe has plans to go international and to roll out its products in many European countries. The venture is selling its products and consulting services to local governments and retailers of playground equipment. The company is also evaluating a licence model to accelerate growth. MagikMe is incorporated in the UK and is a self-sustaining social business, with profits being reinvested.

# Employment

## ■ Community-based Organisation

### 5. Timpers

Country: Spain

Email: [veoveo@timpers.es](mailto:veoveo@timpers.es)

Phone: +34 644 247 814

Website: <https://www.timpersbrand.com/>

Established: 2020

Main problem the enterprise is trying to solve:

Timpers works for the full integration of people with disabilities by only employing people with disabilities, particularly the visually impaired.

Business model:

The design of Timpers' trainers is blind, having been designed by touch alone by people experiencing blindness. This characteristic makes them so special - they are footwear for everyone, attractive and seen with different eyes. Their marketing is unique and diverse from their brand being brand embroidered in braille to the colour contrasts, and packaging in braille.

The enterprise employs a workforce that comprises entirely of people with disabilities and is a certificated Special Employment Centre in Valencian. They contribute to the United Nation's 2030 sustainable development goals by fully integrating people with disabilities, in all areas of life, and with full accessibility.

Profits go towards sponsoring Carmen López, a blind surfer and the current world and Spanish surfing champion and the 5-a-side soccer team for the blind in Alicante, ONCE Alicante Timpers, current National League Championship.

## ■ Microfinance

### 6. Opportunities by Oportunitas

Country: Spain

Email: [info@oportunitasimf.org](mailto:info@oportunitasimf.org)

Phone: +34 722 681 187

Website: <https://www.oportunitasimf.org/emprededor/jorge/>

Established: 2016

Main problem the enterprise is trying to solve:

Oportunitas was founded in 2016, and brings together more than 15 years of experience in the social microfinance sector and in labour inclusion activities.

The enterprise aims to be the first Spanish social microfinance institution, following the model of other European microfinance institutions, which are neither a bank nor a third sector institution. Oportunitas generates opportunities by granting social microcredits to people who cannot turn to traditional banks. In addition, it provides training and mentoring to its users in their professional and personal development process.

#### Business model:

This association offers a range of options, from training for entrepreneurship to a microcredit to start up a business. An example is Cook-working, which rents out kitchens to entrepreneurs for their cooking projects, thus avoiding the problems caused by having to cook at home. The enterprise also offers space so that customers can enjoy their food immediately after it has been prepared.

### ■ NGO with a Commercial Arm

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#### 7. Change Please Coffee by the Change Please Foundation

Country: United Kingdom

Email: Via the website

Phone: +44 20 3744 7434

Website: <https://changeplease.org/>

Established:

Main problem the enterprise is trying to solve:

The Foundation wants to tackle the homelessness crisis by serving people and communities with a simple win-win solution. People buy the coffee and the Foundation helps people experiencing homelessness back into homes and employment.

#### Business model:

The enterprises' pitch is simple: When is a cup of coffee, more than a cup of coffee? When it is a Change Please coffee, because Change Please is where social enterprise and coffee expertise blend, and where every cup they brew and sell helps change someone's life for the better.

Where 100% of profits, goes into giving people experiencing homelessness, a living wage job, housing, training, onwards opportunities and a fresh shot at life. Their coffee is sold wholesale as well as in shops and online.

The Foundation operates an accredited training centre where a Change Please trainee's journey will start. They cover every aspect of coffee making, from green beans and roasting, through to latte art and customer service. The aim is to equip the trainees with the skills and experience they need to start a new career and have a secure place to live. In addition to work-based skills, they focus on the trainee's wider needs. A secure income means improved living circumstances and they assist with any therapy needs. Moreover, they offer support with completing the paperwork necessary to returning to work and managing finances.

---

#### 8. Peoples Aid by Volkshilfe

Country: Austria

Email: [spenden@Volkshilfe.at](mailto:spenden@Volkshilfe.at)

Phone: +43 0800 4000 11

Website: <https://www.volkshilfe.at/>

Established: 1947

Main problem the enterprise is trying to solve:

Since its conception the focus of work at Volkshilfe ranges from the areas of care and support, poverty reduction, labour market policy, childcare, work for the disabled and humanitarian aid in the event of a disaster at home and abroad, through to asylum and migration work.

#### Business model:

Volkshilfe core work is in the areas of nursing care, poverty, asylum and integration, and work. Other areas include childcare, people with disabilities, child poverty, Roma and Sinti in Austria, humanitarian aid and development cooperation.

With its nine national organisations, Volkshilfe supports people with their social services. Whether in mobile care, in homes for the elderly, through integrative labour market projects, in childcare, helping the homeless or looking after refugees and migrants: the focus is on people. The organisation is one of the country's strongest NGOs, employing 9,000 staff and thousands of volunteers. Their work is financed from membership fees, donations, sponsoring, personal contributions, contracts, subsidies and public and private cost reimbursements for social services.

While Volkshilfe Austria operates as an association, Volkshilfe Steiermarkt (one of Austrian regions) is a public-benefit limited liability company and owner of the Volkshilfe gGmbH, which employ 2,800 employees, generating 117 million Euro turnover each year.

---

#### 9. Store with Soul by the PRODE Foundation

Country: Spain

Email: [tienda@yosiquese.com](mailto:tienda@yosiquese.com)

Phone: +34 918 282 144

Website: <https://www.yosiquese.com/>

Established: 2015

**Main problem the enterprise is trying to solve:**

Yosíquesé is an enterprise full of passion and creativity in achieving a true social transformation, where people with disabilities have the same opportunities as other citizens. All the benefits generated by the project go entirely to generating employment or a decent occupation for people with intellectual disabilities, mental illness and other disabilities.

**Business model:**

More than 150 people with intellectual disabilities, mental illness and other disabilities work or have a decent job in this enterprise. Their work ranges from screen-printing t-shirts, sublimating cups, making aromatic candles, soaps, bookmarks, keyrings, jars, backpacks, etc., to counting, putting the packaging on the products, packing and sending web orders.

What most identifies Yosíquesé products, are their fun designs, made by artists with intellectual disabilities, something that, without a doubt, adds authenticity, originality and exclusivity to their products.

---

#### 10. TopManta Solidarity e-shop by the Barcelona Street Vendor's Trade Union Association

Country: Spain

Email: [pedidos@topmanta.store](mailto:pedidos@topmanta.store)

Phone: +44 (0) 131 214 1180

Website: <https://www.topmanta.store/>

Established: 2017

**Main problem the enterprise is trying to solve:**

The enterprise aims to create jobs for sub-Saharan migrants who have been forced to flee their home countries. Current legislation and institutional racism prevent these migrants from accessing decent formal employment.

**Business model:**

TOP MANTA is a brand formed by sub-Saharan Africans migrants and a local NGO that allocates most of its turnover to a collective profit. Through using their skills, a wide range of products are designed and manufactured which are then sold on an e-shop platform. TOP MANTA has a very good communication strategy and uses social media to highlight the issues faced by migrants and the discrimination they face. Many of their products use anti-discrimination slogans.

Profits go towards addressing the needs of these migrants, including housing, legal advice, health, education and culture.



### Challenges:

Unfortunately, sub-Saharan migrants continue to face persecution by the authorities, particularly street vendors, although their customer base and interest in the cause is good.

---

#### 11. Used Items Agency by the Association for Assistance and Self-help of the Homeless (Kralji ulice)

Country: Slovenia

Email: [stararoba.novaraba@kraljiulice.org](mailto:stararoba.novaraba@kraljiulice.org)

Phone: +386 059 010 075

Website: <https://www.kraljiulice.org/>

Established: 2015

#### Main problem the enterprise is trying to solve:

The basic idea of the enterprise is to accept and sell surplus and used items donated by supporters. Items are sold and the earnings used to employ and integrate people experiencing homelessness and further develop the project.

#### Business model:

One of the main purposes of this type of social enterprise is therefore to offer employment, training opportunities, skills development to homeless people with an activity that is also ecologically oriented.

The enterprise connects with antiques professionals who deal with old items. With this support, they also organise an annual 'Auction of Used Items'. Those involved are learning about antiquities, recognising and valuing items that are more valuable. In addition to the day-to-day work, they organise various activities, such as market stalls, sell at the flea market, and participate in various fairs dedicated to collecting antiques and second-hand items.

In 2016, Kralji ulice formally registered the Cooperative Stara roba, nova raba, a social enterprise that, in addition to the activities of forwarding second-hand goods, offers cleaning, removal, and transport services.

### ■ Social Firm

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#### 12. Cooked in Fragrance Laboratory by Regenerations Onlus

Country: Italy

Email: [info@cottiinfragranza.com](mailto:info@cottiinfragranza.com)

Phone: Unknown

Website: <https://www.cottiinfragranza.com/il-progetto/>

Established: 2016

#### Main problem the enterprise is trying to solve:

Initially a project providing professional training in cooking and hospitality inside the Malaspina juvenile prison in Palermo, they have now opened their doors to other socially and economically excluded people. The enterprise is a laboratory for the preparation of high quality baked goods

#### Business model:

Cooked in Fragrance produce cookies and sweets prepared by young people convicted and sentenced to imprisonment. In 2018, Cooked in Fragrance inaugurated a second operational headquarters outside the Malaspina jail to help with sustainability, increase the number of young people involved, and to enable those leaving the juvenile prison an opportunity to continue working in the enterprise after their release, if they want. The new operational centre is located inside a former convent in the heart of the historical city centre. The location provides a place that combines the production of sweet and savoury biscuits, with meals for the city canteens, catering services mixed with sustainable tourism.

In 2019, Cooked in Fragrance inaugurated an Al Fresco Bistrò, which serves breakfast through to dinner and offers a space for events and exhibitions.

Gambero Rosso, an important Italian food school and online food focused paper awarded Cooked in Fragrance the best Italian Food Social Project for 2019, and today Al Fresco is part of the Slow Food Chefs Alliance, thanks to a menu that enhances the raw materials of the territory, the seasonality of the food.

### 13. Diakonie Broumov

Country: Czech Republic

Email: [diakonie@diakoniebroumov.org](mailto:diakonie@diakoniebroumov.org)

Phone: +420 491 524 342

Website: <https://diakoniebroumov.org/>

Established: 1993

Main problem the enterprise is trying to solve:

Diakonie Broumov aims is to provide employment for people with limited resources and provide assistance with social integration, and they do that by tackling also the issue of waste disposal and the use of resources. The cooperative acts as a shelter - housing facility - and assists clients who want to enter or re-enter the job market, finding them employment.

Business model:

The enterprise employs around 160 people and works with old textiles, sorting and processing up to 8000 tons annually. The materials come from various sources such as schools, municipalities, and other organisations. The public's involvement in the activities of Diakonie Broumov is high. Many individuals and groups volunteer to help in the organisation's activities.

One third of the enterprises profit finances the development of the social enterprise, whilst the rest is used to finance activities with a social scope. Financial turnover amounts to 2.3 million Euros annually

### 14. Extraordinary Projects by Proyectos Extraordinarios

Country: Spain

Email: [info@proyectosextraordinarios.org](mailto:info@proyectosextraordinarios.org)

Phone: +34 618 317 339 / +34 606 414 465

Website: [www.proyectosextraordinarios.org](http://www.proyectosextraordinarios.org)

Established:



Main problem the enterprise is trying to solve:

Extraordinary Projects focuses on job creation, professional insertion and entrepreneurship in groups of women with difficulties in accessing the labour market, both in Spain and in Africa. The enterprise provides them with a model, resources, space, and helps them build a new life.

Business model:

The enterprise builds and equips textile workshops in which they develop projects for the manufacture of sustainable products from waste that they convert into value. They work with socially committed companies, developing Corporate Social Responsibility projects with them, and help them to become agents of change.

#### 15. Global Bike by TATU Project

Country: Spain

Email: via website

Phone: Unknown

Website: <https://www.tatuproject.org/es/proyecto-bicicletas/>

Established: 2013

**Main problem the enterprise is trying to solve:**

The Bicycle Shop is a bicycle rental business run by the women of Kazi na Sala, offering a stable income to managers, promoting responsible income management and encouraging saving. TATU also facilitates the process by providing training and mentorship for interested women.

**Business model:**

The enterprise gives the villages of Msitu wa Tembo and Londoto access to bicycle rentals that save community members time and money. As part of the programme, the project's wider goal is to foster economic empowerment by facilitating management and entrepreneurial skill transfer. The Bicycle Project has been managed by TATU Project in partnership with GlobalBike.

Opening a shop in Msitu Wa Tembo, has resulted in a centralised operation. Additionally, they have implemented best practices across the business and achieved efficiency gains. Managers have received extensive mechanical training, allowing the business to also offer maintenance and repair services.

The bicycle project is run by a project manager and a volunteer who work in close contact with the community, regularly attending meetings and nurturing a close relationship between the women of Kazi Na Sala and TATU Project.

**Challenges:**

To implement a more nimble business organisation, the project will require TATU Project staff and the shop's managers to receive extensive training and tutoring as well as substantial labour to support the women in their business endeavour.

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#### 16. Inservice by NAIM - Intervention and Mediation Alternative

Country: Spain

Email: [info@asociacionnaim.es](mailto:info@asociacionnaim.es)

Phone: +34 952 300 800

Website: <http://inservic.es/>

Established: 2010

**Main problem the enterprise is trying to solve:**

The NAIM Association is a non-profit entity in Malaga that generates, among other activities, insertion companies to facilitate the incorporation into the labour market of unemployed people and people at risk of exclusion. Inservice is a company promoted by NAIM.

**Business model:**

Inservice offers a wide range of services including commercial and private pest control and disinfection services. Additionally, they have extensive experience in carrying out works and improvements in homes, premises, shops and companies covering minor as well as major works. Services also cover repair and maintenance services in neighbourhood communities and agencies. Inservice offers a comprehensive range of services related to private, community and public gardens as well as cleaning service in spaces that require special treatment, such as filth resulting from Diogenes syndrome, accidents, traumatic deaths, etc.

## 17. Moltivolti

Country: Italy

Email: [info@moltivolti.org](mailto:info@moltivolti.org)

Phone: +39 091 271 0285

Website: <https://moltivolti.org/>

Established: 2014



**Main problem the enterprise is trying to solve:**

Moltivolti aims to integrate, socially and economically, disadvantaged people in Palermo and the many migrants who live there. The enterprise focuses on integration, closely linked geographically and symbolically to Ballarò, which hosts one of the city's most important open-air markets and represents the crossroad of many cultures.

**Business model:**

The enterprise operates a restaurant with the menu reflecting the countries of origin of the people who work in the business: it is a mix of Sicilian cultural dishes and many other ethnic dishes. A co-working space with 18 places is also provided.

Another piece of Moltivolti is promoting sustainable development and education through organised trips in Tanzania, Senegal, Marocco, and Turkey, etc.

**Challenges:**

Moltivolti experienced a devastating fire at the beginning of 2022 that forced them to close until April 3rd. The whole community around them started a spontaneous fundraising and collected more than 100.000 euros: this amount of money helped Moltivolti to be rebuilt and pay salaries for the two months it was closure.

## 18. Novaterra Catering by the Novaterra Foundation

Country: Spain

Email: [clients@novaterracatering.com](mailto:clients@novaterracatering.com)

Phone: +34 963 212 412

Website: <https://novaterracatering.com/>

Established: 2007

**Main problem the enterprise is trying to solve:**

The foundation's mission is the socio-labour insertion of people through the development of employability, intermediation and job creation, as well as raising awareness of the issues faced by people facing exclusion. Through working with people who have encountered multiple adversities in life, they can be supported to get and keep a job, get back on their feet and live a dignified life.

**Business model:**

Novaterra logistics centre and central kitchen is based in Paterna, Valencia and offer catering services in various locations throughout the province of Valencia and its surroundings. They cater for commercial and private events as well as weddings. The enterprise offers environmentally friendly products such as biodegradable material (plates, napkins, etc.), shops locally and uses Fair Trade products.

The foundation's clients receive training and employment through the catering company as well as professional support at events. Novaterra was awarded the Prize for the Socially Committed Company at the Night of the Valencian Economy 2021.



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## 19. Quid Project by the Social Cooperative Why

Country: Italy

Email: Via website

Phone: +39 045 834 1686

Website: <https://www.quidorg.it/>

Established: 2013



**Main problem the enterprise is trying to solve:**

The Quid project is an award-winning not-for-profit social enterprise that offers safe job opportunities to vulnerable people, especially women, but also other with disabilities, former drug abusers, inmates, NEETs and migrants, who have fought and overcome difficult situations on a personal and social level. The enterprise aims to cultivate the unexplored talent of "enterprising and resilient people", involving them in the production of ethical fashion garments and limited edition clothing and accessories. The "Progetto Quid" label is a recognised fashion brand and sign of an ethical and sustainable.

**Business model:**

The "Progetto Quid" collections come from surplus fabrics made available by prestigious fashion and textile companies. Besides social impact, their focus is on environmental sustainability by the use of textile left overs preventing the waste of thousands of meters of fabric every year.

In 2020, their turnover amounted to 13 million Euros and employed 133 workers, 84% women and 70% with a background of social and economic exclusion. Their net sales come from about one hundred multi brand shops, two outlets, an e-commerce venture and six shops.

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## 20. Regseda UAB

Country: Lithuania

Email: [info@regseda.lt](mailto:info@regseda.lt)

Phone: +370 671 15940

Website: <http://www.regseda.lt/>

Established: 1959

**Main problem the enterprise is trying to solve:**

Regseda is a social enterprise aiming to offer employment opportunities to people with disabilities. The majority of the company's employees are visually impaired, including blindness, as well as people with hearing, movement, nervous system and complex disorders.

**Business model:**

Regseda produces raw material for corrugated board, partitions and pallets, packaging with printing, assembly of furniture fittings, stationery and gifts as well as HFD flat corner cutting, gluing services. The enterprise also offers a day care centre providing social services and leisure activities.

The enterprise encourages the return to work and the social integration of economically inactive people unable to compete on an equal footing in the open labour market. They employ 188 people, 145 with disabilities including 87 with visual impairment. Job opportunities are available to people experiencing blindness as well, such as gluing, folding, strapping, assembling, packing and packing small parts.

## 21. Useful Deco by the Together with You Foundation (ADV)

Country: Romania

Email: [marketing@utildeco.ro](mailto:marketing@utildeco.ro)

Phone: +40 0232 275 568

Website: <https://www.utildeco.ro/>

Established: 2008

Main problem the enterprise is trying to solve:

Useful Deco aims to be an employment solution for young people with disabilities, those leaving the child protection system, or from dysfunctional families. Initially, offering vocational therapy and guidance, training courses to HIV-positive young people, Useful Deco found that employers were reluctant to hire these young adults. This was compounded by the 2008 financial crisis and they decided to develop an integrated concept of social and employment services that best meet the needs of young people with disabilities, especially those who came from the child protection system or families with problems.

Business model:

The enterprise produces various work clothing including uniforms and protective clothing for companies from all over the country and for all industries. They boast more than 800 custom made models, using sustainable materials in various colours. Additionally, Useful Deco makes a wide range of biodegradable packaging products and an extensive range of advertising materials. Profits are used to invest in the enterprise as well as a youth Club providing specialist support, and a national job platform promoting and supporting the employment of people with disabilities. Useful Deco is one of the largest protected units and social insertion enterprise in Romania. Their model is included on the European Commission's website as a model of good practice. In 2016, they were awarded the "EY Social Entrepreneur of the Year" award.

## 22. You Integrate by You Integrate

Country: Spain

Email: via website

Phone: +34 624 29 26 13

Website: <https://integrastuei.org/>

Established: 2010

Main problem the enterprise is trying to solve:

INTEGRAS.TÚ is a registered Insertion Company, which was officially born in 2010, although it has been operating as such since 2002. The purpose of INTEGRAS.TÚ is the socio-labour insertion of women who present special difficulties in accessing the labour market, being at risk of social exclusion, especially women who are victims of gender-based violence, Roma women and migrant women.

Business model:

The enterprise offers catering services offering a healthy food service with high-quality local products and promoting local gastronomy menus, trying to generate the least amount of waste. They offer a variety of culinary specialties including vegetarian, vegan, food intolerance, diabetics, etc. Additionally, INTEGRAS.TÚ offers cleaning services eco-friendly cleaning services.

Challenges:

- Their team of professionals is trained to cover a variety of different services, adapting to the new needs that arise, meaning they constantly introduce new training and information to improve services. This versatility helped them meet the challenges of the pandemic, increase the services offered and by extension, increase the workforce.

# Environment

## ■ Community-based Organisation

### 23. Solidarity Oil by the Solidarity Trail Foundation

Country: Spain

Email: [info@rastrosolidario.org](mailto:info@rastrosolidario.org)

Phone: Unknown

Website: <https://www.aceitesolidario.org/index.html>

Established: 2011

Main problem the enterprise is trying to solve:

The catering industry produces very large amounts of waste cooking oil that is not always disposed of properly. Solidarity Oil acts as a bridge between businesses that generate large amounts of cooking oil and recycling centres, to ensure that the process is properly managed, and that the used oil is recycled correctly.

Business model:

The enterprise connects companies that produce large amounts of used oil and recycling centres that are able to recycle the used oil into fuel. Solidarity Oil offers to collect the used oil from hotels, restaurants and industrial kitchens, etc. The collected oil is then transported to recycling centres, previously identified by Solidarity Oil. These companies pay the enterprise for the oil and turn the used oil into fuel, which they then sell.

Profits from the business are used to fund social action NGOs as well as their own programme that supports people with intellectual disabilities.

## ■ Cooperative

### 24. Koopera by Caritas

Country: Spain

Email: [koopera@koopera.org](mailto:koopera@koopera.org)

Phone: +34 944 523 374

Website: <https://www.koopera.org/>

Established: 2011

Main problem the enterprise is trying to solve:

Koopera works for the integration of people at risk or in a situation of social exclusion who need opportunities through activities that have a positive impact on society, improve the environment and take care of the planet.

Business model:

The enterprise is a network linked to Cáritas, insertion companies, foundations and social initiative cooperatives. The network develops business environmental services, reuse and recycling (textile specialists), sustainable consumption stores, care services for people, etc., that provide training and employment as tools for inclusion, whilst building a more ecological, inclusive and supportive society.



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By working to improve the situation of the people they serve, they succeed in making a social and solidarity economy a reality. They are guided by Innovation and growth, with people at the centre of everything they do.

## 25. RepaNet by Reuse and Repair Network Austria

Country: Austria

Email: [office@repanet.at](mailto:office@repanet.at)

Phone: +43 877 878 700

Website: <https://www.repanet.at/>

Established: 2004

Main problem the enterprise is trying to solve:

RepaNet is committed to the economical and targeted use of material resources, to the highest possible quality of life for all people and, in particular, to the rights and opportunities for vulnerable people to participate in the prosperity of society as a whole. This goes hand in hand with the vehement resistance to the throwaway society, the waste and destruction of our raw material base, and our human potential.

Business model:

The enterprise is a network of 33 members, aimed at avoiding waste and to save resource production and consumption, patterns of repair and re-use, combined with the creation of jobs for the disadvantaged and the provision of affordable quality products for people on low incomes. RepaNet facilitate the shift towards a circular economy by preventing tons of products from ending up in landfills by proposing a mechanism for the collection, repair, re-use and upcycling of waste materials. They connect, advise and inform stakeholders, multipliers and other actors from politics, administration, NGOs, science, social economy, private sector and civil society on how to improve the legal and economic framework conditions for social-economic re-use companies, private-sector repair companies and to create civil society repair and re-use initiatives.

They are active in the award-winning project "BauKarussell (re-use in the construction/demolition sector), which combines the circular economy with the social aspect of creating jobs for those in difficult situations.

The RepaNet association also acts as the national umbrella organisation for the European network, RREUSE (Recycling and Reuse of European Social Enterprises), which represents national social-economic reuse umbrella organisations and networks in the EU.

## ■ Social Firm

## 26. Blagichka by Zero Waste

Country: Bulgaria

Email: [blagichkacooks@blagichka.com](mailto:blagichkacooks@blagichka.com)

Phone: +359 896 976 855

Website: <https://blagichka.com/za-blagichka>

Established: 2016

Main problem the enterprise is trying to solve:

Blagichka is the first zero waste restaurant in Bulgaria and employs disadvantaged young people. They unite the love of food and the preparation of quality with the belief that young people need investment. They want to prevent obesity, and reduce the growing number of disadvantaged young people who cannot find work, through education and skills training.

Business model:

The enterprise provides a restaurant and a local food delivery service. They refuses to use plastic, reduces the amount of materials they need, reuses waste items to make new things, recycles



everything else, and disposes of all its organic waste in a composter. Part of the enterprises profit goes to promoting healthy and balanced nutrition by providing trainings to young people living in care homes and sheltered housing to develop skills to cook, plan shopping for the week, choose quality and affordable food and to take care of their body and spirit through the food they consume. Additionally, they also provide work opportunities by train and employing these young people in the kitchen.

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## 27. CPU Reuse Company

Country: Slovenia

Email: ormoz@cpu-reuse.com

Phone: +386 31 689 920

Website: <https://www.cpu-reuse.com/>

Established: 2011

Main problem the enterprise is trying to solve:

The aim of the social enterprise is to work on the reuse and waste management sectors while implementing long-term programmes for disadvantaged people through formal employment.

Business model:

The enterprise works closely with the local municipalities and municipal sub-units around their headquarters and business units located in six locations in Slovenia. They work with volunteers, innovators and young industrial designers. In addition to 15 full-time employees, they employ hard-to-employ people and provide social integration training to their 45 employees working in the social economy network in this sector. Reuse is ranked second in terms of waste management priority, i.e. before recycling, which underscores its important environmental role.

The collected waste is used to create different items including clothing, backpacks, handbags, and protective masks that are sold via their website online store. The profits of these sales are reinvested in their activities.

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## 28. Ecosia

Country: Germany

Email: info@ecosia.org

Phone: Unknown

Website: <https://www.ecosia.org/>

Established: 2009

Main problem the enterprise is trying to solve:

Ecosia neutralise CO2 emissions by understanding the connection between globalisation, climate change and how planting new trees to make a difference on a big scale. To help the environment they created a search engine to help finance planting and restoration projects.

Business model:

Like any other search engine, Ecosia earns money from clicks on the advertisements that appear above and beside the search results. The advertisements are clearly labelled as Ads and are text links to websites that pay for each click by users. The ads are delivered by their partner, Bing, who pays Ecosia a share of the revenue generated via these ads. They earn a few cents for every click on an ad, or a portion of the purchase price made through an affiliate link. Ecosia then gives the profits from this ad revenue to planting projects.

The enterprise plants in more than 30 countries with local organisations. They only plant trees in deforested areas where historically there have been trees as it offers an environment where trees can actually thrive. They work with native species in order to restore the natural situation that existed before. Occasionally they will plant non-invasive fruit or nut trees alongside native trees in agroforestry systems, to provide income and food for local communities.

# Health

## ■ NGO with a Commercial Arm

### 29. Eco School of Life by the Solidarity Plus Association

Country: Poland

Email: [wandzin@wandzin.pl](mailto:wandzin@wandzin.pl)

Phone: +48 59 8323413

Website: <https://wandzin.pl/>

Established: 1989

Main problem the enterprise is trying to solve:

The Solidarity Plus Association established the "School of Life" to provide professional help and support to people in difficult life situations, including people with HIV and Aids, disabilities, addiction issues, and people experiencing homelessness.

Business model:

The enterprises focus is to combine rehabilitation with environmental programmes to address a complex range of needs through outdoor activities and community based experiences for those taking part in the programme. They aim to be self-sustaining, where food is self-grown and the land is taken care of by the patients offering the opportunity to learn agricultural skills. Healthcare is provided by the local community in exchange for the self-grown products.

Various jobs have been created in the programme due to aligning the School with the International Convention on Biodiversity and the preservation of endangered species. Thus, the school receives financial donations to implement their environmental programmes, which intend to create more than 100 job placements.

Challenges:

Not applicable

## ■ Social Firm

### 30. Centre for Mental Wellbeing by My Mind

Country: Ireland

Email: [hq@mymind.org](mailto:hq@mymind.org)

Phone: +353 818 500 800

Website: <https://mymind.org/>

Established: 2007

Main problem the enterprise is trying to solve:

My Mind estimates that there are more than over 200,000 people in Ireland unable to access counselling and psychotherapy services. My Mind is a not-for-profit social enterprise addressing the gap between the public and private mental health sectors by focusing on providing affordable and accessible mental health services within the community, thus bypassing the need for clinical referral, long waiting lists and high-cost services.

Business model:

The enterprise provides counselling and psychotherapy services in 15 different language through online and face-to-face services. In 2020, My Mind delivered 34,000 appointments and

aims to significantly grow its reach and affect in the coming years. Revenue from fee-paying clients is used to support reduced fees for unemployed clients.

#### Challenges:

A major challenge My Mind faced was with a large demand for its services due to people infected with Covid-19. Supported by the proposed reform of the healthcare system and the national public health and social care service however, My Mind was able to offer free online counselling for those most affected by the pandemic. This support was withdrawn by the authorities at the end of 2021.

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### 31. SoulBottles

Country: Germany

Email: [hello@soulbottles.com](mailto:hello@soulbottles.com)

Phone: Unknown

Website: <https://www.soulbottles.de/en/soulincubator>

Established: 2011

#### Main problem the enterprise is trying to solve:

SoulBottles was founded in Vienna although it is now based in Germany. They are a social enterprise that wants to tackle climate change and plastic pollution by promoting reusable glass and metal water bottles.

#### Business model:

The enterprise produces glass bottles and more recently, metal water bottles that they sell via their online platform. For every bottle sold by SoulBottle, one euro is donated to the German NGO Viva con Agua (<https://www.vivaconagua.org/en/>). Agua is a network of people and organisations committed to establishing access to clean drinking water and basic sanitation for all humans worldwide. In addition, they provide support for social enterprises and help entrepreneurs implement their ideas and projects for fighting plastic pollution. Finally, SoulBottle has created soulincubator, a unique support programme for social enterprises. The programme supports social entrepreneurs in putting their solutions for a plastic-free planet into practice. In this way, we make a positive and decisive contribution to the circular economy.

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### 32. Start with Bites by Start Met Happen

Country: Netherlands

Email: [prien@startmethappen.nl](mailto:prien@startmethappen.nl)

Phone: +31 612774580

Website: <http://www.startmethappen.nl/>

Established: Unknown

#### Main problem the enterprise is trying to solve:

Obesity is a growing problem in the Netherlands and elsewhere. More than half of the population is overweight and even greater among people with additional care needs. Studies show there is an above-average amount of weight and health problems among various vulnerable target groups.

#### Business model:

Start with Bites created a do-it-yourself meal solution for care and wellbeing, by developing practical tools that offer people with extra care needs the opportunity to adopt a better eating behaviour, tailored to the requirements and budget of the client group. They offer care organisation and individuals, with solutions and resources such as their healthy meal box, especially designed for residential care facilities.

The enterprise offers a practical solution that makes cooking with fresh nutritional ingredients, together with clients, both simple and fun. The fresh ingredients are packaged and delivered to clients, together with balanced weekly menus and recipes designed by a professional.

# Mentoring and Coaching

## ■ Community-based Organisation

### 33. Meeting Place Social Innovation (MIT) by of the Knowledge Foundation

Country: Sweden

Email: [socialinnovation@mau.se](mailto:socialinnovation@mau.se)

Phone: +46 040-665 77 54

Website: <https://socialinnovation.se/>

Established: 2010

Main problem the enterprise is trying to solve:

Meeting place Social Innovation is the national knowledge and collaboration platform for social innovations that actively follows what is happening in the field of social innovation, both in Sweden and internationally, to ensure that knowledge and experiences is developed, shared and used. They aim contribute to the United Nation's Development Programme's 2030 sustainable development goals

Business model:

As a collaboration platform, MIT arranges and facilitates meeting arenas to build capacity for innovation that meets societal challenges in collaboration between academia, business, and the public, as well as idea-driven actors.

They have identified a number of urgent and current societal challenges and themes where social innovation is part of the solution. The thematic areas drive change and require mobilisation and cross-border collaborations, as well as focusing on needs and issues. Presently, MIT is working with and bringing together actors for innovation and collaboration in work in the future, child rights, digital inclusion, public health equality and public space safety.

The enterprise uses webinars that provide further knowledge in current areas, to coalitions where actors from different sectors identify common issues and build relationships for joint development, and in-depth cooperation. MSI also arranges network meetings that focus on broadening networks and collaborations.

## ■ NGO with Commercial Arm:

### 34. Foundation for Social Change and Inclusion (FSCI)

Country: Bulgaria

Email: [contact@bgfoodbank.org](mailto:contact@bgfoodbank.org)

Phone: +359 876 406 708

Website: <https://www.fscibulgaria.org/en/about-us/>

Established: 2008

Main problem the enterprise is trying to solve:

The Foundation for Social Change and Inclusion (FSCI) aims to work for the social development and integration of underprivileged individuals, groups, and communities in Bulgaria.



#### Business model:

FSCI breaks the vicious cycle of poverty and social isolation by restoring hope for a better future.

They believe that everyone has the right to access resources and opportunities that help them to live and develop themselves with dignity. They achieve this primarily through their network of family-type housing for young people leaving specialised institutions for children deprived of parental care. Additionally, FSCI works preventively on the early dropout of children from vulnerable communities.

To help fund these initiatives, the foundation created HOPE Soap that engages disadvantaged young people and people at risk of poverty, in productive activities to develop their social and work skills. This creative activity and routine are combined to develop psychosocial skills and work habits within a protected environment. The soap is produced from a ready base, with fragrances and colorants that meet all regulatory requirements for quality and hygiene. The enterprise offers an online catalogue of their products, which are bought by the public and companies for their corporate events.

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#### 35. Social Enterprise Estonia

Email: [info@sev.ee](mailto:info@sev.ee)

Phone: +372 59 047 365

Website: <https://sev.ee/en/front-page/>

Established: 2012

#### Main problem the enterprise is trying to solve:

Being a social entrepreneur can be difficult, especially in Estonia as the sector is new, few people know what social entrepreneurship is, and there are very few people from whom to seek advice. In addition to the difficulty of starting and running a business, creating an innovative business is more difficult. There is no specific legal form in Estonian legislation through which social enterprises are defined.

#### Business model:

Social Enterprise Estonia supports social entrepreneurs to overcome the initial challenges posed by a new business concept, by offering advice from other entrepreneurs who have already experienced similar situations. Clients can gain the knowledge and skills that hundreds of people have applied over the years. Through consultation or training, clients have the opportunity to take a step forward in their business idea and create a greater impact on society and the environment.

The enterprise created and developed the Estonian social entrepreneurship ecosystem by organising an Impact Day festival, training, participating in various commissions and are constantly on the lookout for different ways to help the social business sector grow. They offer individual consultation, international knowledge and practice acquired by research and experimentation with the best practices both in Estonia and abroad, and sharing experiences to learn from previous actions, mistakes and successes.

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#### 36. Social Initiative

Country: Sweden

Email: [info@socialinitiative.se](mailto:info@socialinitiative.se)

Phone: +46 70-091 00 15/16

Website: <https://socialinitiative.se/en/>

Established: 2002

#### Main problem the enterprise is trying to solve:

The power of social entrepreneurship and the social impact it creates, is at the core of the Social Initiative model. The social entrepreneur's objective is not to maximise profits, but solve social or environmental challenges. Yet many budding entrepreneurs lack both capital and non-financial support to get their ideas off the ground.

## Business model:

Social Initiative chooses to work directly with social entrepreneurs, thereby cutting out the intermediate steps. In addition, they create a deeper partnership between businesses, individuals and social entrepreneurs by harnessing the skills of each party. A key part of the model is to measure results to invest in those social entrepreneurs who generate the most substantial impact. Social Initiative's mission is to provide underserved people with the means to improve their lives.

To strengthen social entrepreneurs, the enterprise provides financial support from their partners as a precondition for social entrepreneurs to develop and scale their work. The non-financial support is equally important and includes strategic advice, strengthening impact measurement and sharing lessons learned, and best practice between entrepreneurs.

Working closely with businesses and philanthropists, it provides funding and capacity building to enable social entrepreneurs in India, sub-Saharan Africa, and Sweden to scale and deepen their impact.

## ■ Social Firm

### 37. jumpAgrade by JumpAgrade Limited

Country: Ireland

Email: [info@jumpagrade.com](mailto:info@jumpagrade.com)

Phone: +353 61 513 048

Website: <https://jumpagrade.com/>

Established: 2015

Main problem the enterprise is trying to solve:

In remote areas of Ireland, students often do not have the opportunity to increase their grades by taking extra tuition. By offering top-quality tutoring that complements the work of teachers, jumpAgrade can reduce educational inequality. With up to 15 subjects to choose from, tutoring is available to second-level students, regardless of location, ability, or socio-economic background.

Business model:

jumpAgrade provides targeted academic and wellbeing support to students via an online platform. They work with partners such as University access programmes, Local development companies and corporations to support underrepresented youths in their communities. After assessing students' needs, they are matched with a teacher who addresses their requirements. Students view their schedule of online classes, teacher office hours and assignments, which are tailored to needs of the student who receives personalised video feedback from their teacher. The classes are available on-demand to watch any time that suits. Each week, students can ask direct questions to their teachers.

Students who sign up for JumpAgrade at a cost of €25 per week are given personalised worksheets each week after an analysis is done of their requirements. They work remotely with tutors through the platform. After completing a written assignment, they upload photos of their work and receive written feedback.

jumpAgrade was awarded the Social Entrepreneur Ireland Award for 2019, and more recently a 'Scale Partners' award in 2022. jumpAgrade have also received awards from Rethink Ireland Social Enterprise Development Fund and the Education Innovation Fund.

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### 38. Social Enterprise Incubation Programme

Country: Estonia

Email: [info@seincubation.com](mailto:info@seincubation.com)

Phone: Unknown

Website: <https://www.seincubation.com/>

Established:

Main problem the enterprise is trying to solve:

Building an enterprise means constructing a team. Many entrepreneurs did not start because they were experts at managing finances, optimising operations, or hiring great talent, but because they had a bold idea for social change. Connecting with peers allows questions about critical business functions about which they not experts and makes them a better leader in the process. Entrepreneurs need to surround themselves with people who understand what they are going through, ask the tough questions, and foster personal and professional growth.

Business model:

SEIP is an online network and incubation programme supporting social entrepreneurs, innovators and purpose driven businesses with an extended international network of peers, experts and mentors. Groups work as a friendly business club, where fellow social entrepreneurs support each other on their journey, by sharing their experiences and discussing their current challenges in business development.

Besides the business club, SEIP offers an online incubation programme that matches quality seeds with the best soil for sprouting. Additionally, they provide a three-month online incubation programme for young entrepreneurs (aged 17 - 26 years), and brand strategy workshops. Finally, SEIP offer a Social Entrepreneurship Incubation Programme in cooperation with seven universities, providing students with practice opportunities in business and project development by working directly with social entrepreneurs and purpose driven companies, in different countries.

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### 39. Synthesis Centre

Country: Cyprus

Email: [info@synthesis-center.com](mailto:info@synthesis-center.com)

Phone: +357 22252315

Website: <https://www.synthesis-center.org/>

Established: 2000

Main problem the enterprise is trying to solve:

SYNTHESIS is Cyprus' leader in social entrepreneurship and social innovation. They create and implement research and educational projects that have a social impact, particularly in the fields of social inclusion, employment, entrepreneurship, migrant integration and sustainable development, as well as managing a pioneering social innovation hub, which houses and supports organisations, entrepreneurs and enterprises with a social or environmental mission.

SYNTHESIS aspires to take part in activities that improve individual lives, enhance social inclusion, and contribute to a green and sustainable future.

Business model:

SYNTHESIS is an accredited Vocational Education and Training provider, with a focus on the development of training programmes that empower small enterprises and their employees, as well as enhancing the employability of people who are at the margins of society.

Alongside providing project based financing and providing paid consultation services, the enterprise provides mentoring and support to children and young people at risk of early school leaving. Additionally, teachers and schools are supported to develop programmes that help pupils acquire life and entrepreneurial skills.

SYNTHESIS also provides non-formal education to people who are at the risk of social exclusion, including NEET youth, migrants, people with disabilities, or those with fewer opportunities. The work focuses on developing a combination of knowledge, values and skills, which mobilise youth and adults to engage fully in civic, political and economic life.



# Professional Services

## ■ NGO with Commercial arm

### 40. Sotek the Sotek Foundation sr

Country: Finland

Email: [info@sotek.fi](mailto:info@sotek.fi)

Phone: +358 44 777 0409

Website: <https://www.sotek.fi/>

Established: 2004

Main problem the enterprise is trying to solve:

The Sotek Foundation sr provides personalised, diverse and high-quality services to the hard-to-employ. They develop their services and operations in cooperation with the operating environments. Sotek supports the long-term unemployed, people with disabilities, people with mental disabilities, migrants and young people lacking vocational training.

Business model:

The enterprise offers work services (subsidised work, supported work and training), rehabilitation services, productive work, and day-to-day activities to improve and support their target group. The goal is to maintain and improve an individual's ability to work and function in society.

Engineering and production services provide employment in several different areas and industries. Services include diverse subcontracting jobs, including metal and wood processing and assembly, and renovation and maintenance services for outdoor areas. The production line offers a variety of employment opportunities depending on an individual's ability. In addition to employment, the production line provides an on-the-job learning environment ideal for obtaining professional qualifications.

## ■ Social Firm:

### 41. Specialists by the Specialisterne Foundation

Country: Finland

Email: [info.foundation@specialisterne.com](mailto:info.foundation@specialisterne.com)

Phone: Unknown

Website: <https://specialisternefoundation.com/>

Established: 2003

Main problem the enterprise is trying to solve:

The Specialists Foundation is a not-for-profit foundation with the goal to generate meaningful employment for one million autistic/neurodivergent persons through social entrepreneurship, corporate sector engagement and a global change in mind-set. Innovative thinking and different perspectives offered by autistic/neurodivergent talent is needed more than ever for businesses and institutions to emerge successfully from crises such as COVID-19, helping businesses to adapt to rapidly changing conditions through enabling a resilient and diverse workforce.

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**Business model:**

The Specialists is a socially innovative company where the majority of employees have a diagnosis on the autism spectrum. Employees work as business consultants on tasks such as software testing, programming and data entry for the public and private sectors, for instance systems, applications, and products consultants. By harnessing the special characteristics and talents of people with autism, businesses can get a competitive advantage whilst helping people with autism secure meaningful employment.

The enterprise has operations in numerous locations around the world. The Specialists have successfully created partnerships with a German software company and a US-based global IT company to create 650 and 100 jobs for people with autism.

**42. All Ears by Telehandelshuset**

Country: Denmark

Email: [info@all-ears.dk](mailto:info@all-ears.dk)

Phone: +45 35 10 14 14

Website: <https://all-ears.dk/>

Established: 1995

**Main problem the enterprise is trying to solve:**

People with visual impairments find it very difficult to find jobs, despite having a very special ability for communicating with people and working on the phone. Their visual impairment allows them to be active listeners and particularly good at communication. Additionally, few workplaces take into account the physical and cognitive challenges for people with a disability, making their offices difficult to work in.

**Business model:**

All Ears has united business and social responsibility. Over the years, they have trained and employed around 200 people with visual impairments in fundraising, marketing and customer service. To make everyday life easier for our employees, they use a number of computer programmes, which are designed to help the blind and partially sighted, either by reading aloud from the screen or enlarging the text. In addition, they have made room in the office for service dogs, so that their employees' most important helpers can come to work. They also help bring their employees to and from work when needed.

Recognising that in an increasingly digital world, human contact has never had greater value; their innovative telemarketing model covers fundraising, sales and customer retention. They are also experts in care calling, service calling and booking meetings. Fundraising is one of the most effective ways to increase the revenue of an organisation.

**Challenges:**

The challenge was in building a profitable business model that could turn someone's disadvantage into a successful and competitive telemarketing company.

**43. Brave Lives by SoulEm**

Country: Spain

Email: [info@soulem.org](mailto:info@soulem.org)

Phone: +34 913 821 771

Website: <https://www.soulem.org/>

Established: 2010

**Main problem the enterprise is trying to solve:**

SoulEm has developed professional activities that meet the social needs of vulnerable women and transforms them into specialists. Their work is based on comprehensive training and employment, whilst improving the quality of life of vulnerable women and female migrants.

#### Business model:

The enterprise provides integration opportunities for women who have survived extreme situations, such as human trafficking, gender violence or forced migration, through the sale of quality artisan products that they make. They are registered as a public utility and operated as a Social Insertion Company, promoted by the Between Women (Entre Mujeres) Association. The project consists of a reception, training, employment and integration programme.

Lampshades are created by hand by the women being served, which are purchased by prestigious hotel chains. The lampshades are handcrafted and made to measure, with various shapes and materials, while taking care of quality and decoration trends. Sewing and art therapy workshops have recently been included in the programme. Brave lives took second place in the MAD+ awards for social entrepreneurship in the Madrid City Council.

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#### 44. Hongares by the Association with Values

Country: Spain

Email: francisco@hongares.com

Phone: +34 605 592 599

Website: <https://www.hongares.com/>

Established: 2019

#### Main problem the enterprise is trying to solve:

Hongares is made up of a group of entrepreneurs, each of whom faced problems settling in a foreign country while looking for better opportunities for their families. They know the difficulties migrants face in trying to find a place to live. To address the issue, they collaborated with national advisors from Asociación con Valores, to meet the housing hopes of the many migrant families and NGOs in Valencia.

#### Business model:

The enterprise is the first agency specialising in rental management for migrants and NGOs in Valencia. They have a professional team providing a tenant management service for their network of private owners, collaborating real estate agents and investors with a social vision. Hongares manages the tenancy while guaranteeing economic stability with long-term contracts that are budgeted and subsidised by the state. Tenants are permanently supervised by social workers to avoid complaints from neighbours and the local community.

Similarly, Hongares' specialised advisors and professionals offer a personalised, professional and innovative service for users of NGOs, as well as migrants with recurring income, by matching them up with an appropriate tenant. Many of these families are referred to Hongares by international reception programmes subsidised by the Ministry of the Interior.

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#### 45. Mobility Mojo

Country: Ireland

Email: hello@mobilitymojo.com

Phone: +353 1 525 3013

Website: <https://www.mobilitymojo.com/>

Established: 2021

#### Main problem the enterprise is trying to solve:

Mobility Mojo works with hotels to help them deliver an inclusive and welcoming experience for guests with accessibility needs. According to the World Health Organisation, over one billion people globally live with some form of disability and an estimated half of these people do not travel as a result. Despite living in the most information rich time in history, 15% of the world's population still face barriers to travel and work partly because of a lack of accurate information on accessibility. Mobility Mojo wants to solve that problem.



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**Business model:**

Mobility Mojo has made hotel accessibility information simple for hotels and workplace environments combining technology and human resources to empower hotels and facilities around the world to open their doors to everyone, including those with disabilities.

The enterprise has built a toolkit that enables a hotel manager anywhere in the world to collect accurate data about the accessible features in their premises. This allows the hotel to integrate and displays their accessible features on their website in a standardised way. Mobility Mojo's dynamic team consists of accessibility and hospitality experts, innovative developers, and customer-focused sales and support. They are revolutionising inclusion and accessibility for millions of people, giving everybody the confidence to travel where they want.

**46. Radiant Cleaners**

Country: United Kingdom

Email: [office@radiantcleaners.co.uk](mailto:office@radiantcleaners.co.uk)

Phone: +44 7504 240988

Website: <https://www.radiantcleaners.co.uk/>

Established: Unknown

**Main problem the enterprise is trying to solve:**

Radiant Cleaners aim to reduce unemployment and homelessness in Nottingham. They provide tailored support and jobs for employees to overcome their barriers to employment and to succeed in their job with Radiant Cleaners. The change enables them to generate better lives for their employees, provides better job security and offers regular income while demonstrating the value of ethical business practices.

**Business model:**

The enterprise provides professional cleaning services to commercial spaces from between two hours a week and up to 10 hours per day. They also remove waste from construction sites and clean offices, toilets, canteens and staff welfare cabins, raising standards of hygiene and cleanliness onsite, and provide cleanliness standards and disinfection routines for hospitality venues.

Radiant Cleaners were awarded the 2021 UK Social Enterprise Award.

**47. Social Few**

Country: Sweden

Email: [hello@thesocialfew.com](mailto:hello@thesocialfew.com)

Phone: +46 073-504 36 84

Website: <http://www.thesocialfew.com/>

Established: 2019

**Main problem the enterprise is trying to solve:**

The Social Few is an insight-driven growth agency - meaning that they continuously insert analysis, data, and reasoning into the decision making process - that works for inclusive and sustainable societies. Their focus is on minority groups and their personal perspectives to ensure that organisations will not need to be significantly updated as technology advances by including more perspectives and reflecting the society we live in.

Through self-developed methods, they conduct language and target group-adapted surveys, digital dialogues and information initiatives for the quarter of Sweden's population that many often talk about but not with - minorities.

**Business model:**

The Social Few We conduct multilingual digital quantum and qualification surveys with Sweden's largest minority groups, locally, regionally or nationally while conducting internal analyses, including perspectives, within organisations to find perceptions that lead to



sustainable and inclusive growth. The tasks are then refined into relevant insights that are adapted to the current assignment or challenge. Based on these insights, they help organisations develop working strategies with a focus on conversion and impact.

The enterprise creates and launches measurable outlets for activating the people and target groups that organisations want to understand, reach and influence, whether internally or externally, and provide concrete proposals for future iterations.

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#### 48. Offploy

Country: United Kingdom

Email: Via their website

Phone: Unknown

Website: <https://www.offploy.org/>

Established: 2016

Main problem the enterprise is trying to solve:

Offploy's aim is to support people with criminal convictions into meaningful, mentored and sustainable employment while helping to fill a chronic skills shortage, reduce reoffending and to make society safer.

Business model:

Offploy is a recruitment company that has created a pathway to connect businesses and ex-offenders, and support both through every step of the employment journey. Their dedicated team of peer mentors supports ex-offenders and works with candidates through a nine-step candidate journey to ensure they have the best chances of securing and sustaining employment. Three of these stages are around education and our team of trained social employment advisors deliver and refer candidates to courses specific to their developmental needs and the employer's requirements. Offploy delivers a range of courses centred on motivation and employability as well as employer specific courses from CSCS card certification to business administration and customer service. For businesses, they offer specialist legal advice, HR guidance, staff training and more, so that from start to finish, companies only face opportunities, not obstacles.

In 2016, Offploy's founder, himself an ex-convict, was awarded Yorkshire's Young Entrepreneur of the year.

# Retail

## ■ Cooperative

### 49. Fair and Bio

Country: Czech Republic

Email: [objednavky@fair-bio.cz](mailto:objednavky@fair-bio.cz)

Phone: +420 734 178 199

Website: <https://www.fair-bio.cz/>

Established: 2011

Main problem the enterprise is trying to solve:

Fair and Bio roast Fairtrade-certified coffee and employ people with disabilities while promoting economic, social and environmental sustainability.

All Fair & Bio grains are Fairtrade certified to support a fair trade setting and decent work. The vast majority of their coffee is grown organically and their carbon footprint as low as possible to care for the planet

Business model:

Fair and Bio is a social enterprise and the first cooperative coffee roaster in the Czech Republic and are members of the Ripes Europe (Network of Social Solidarity Economy). They roast their coffee in Kostelec and Labem in Central Bohemia for cafes, corporate and domestic markets. The coffee is hand-packed by people with disabilities who have been employed by the business.

Through cooperatives, they follow a common form of fair trade business - most growers in the countries of the global South involved in fair trade are currently organised in cooperatives, which creates a significant contribution to sustainable development. By occasionally hosting representatives from the Fair and Bio's roasting cultivation sites and cooperatives from Latin America and Africa they help to complete a sustainable coffee supply chain,

### 50. New Human by Humananova

Country: Croatia

Email: [info@humananova.org](mailto:info@humananova.org)

Phone: +385 040 500 765

Website: <https://humananova.org/>

Established: 2011

Main problem the enterprise is trying to solve:

New Human is a cooperative whereby through its activities, contributes to the building of a tolerant society and a balanced use of resources. Its main aim is to facilitate a work path for people with disabilities and other disadvantaged groups through employment in the production and sale of textile products, made from leftover fabrics donated by local markets.

Business model:

New Human is a social enterprise operating in three areas: the environmental, social and economic sectors. The enterprise employs 45 employees, including 25 people with disabilities and another 13 from other socially marginalised groups.

They collect donated textiles from their containers and local authority recycling centres. These items are sorted and those that can be reused are sold in their second-hand store. Cotton from

the rest of the items is extracted and made into cloth, which is then sold to the industrial cloth sector. Any other raw materials are then extracted and made into new products. In cooperation with Regeneracija Zabok, any remaining fabrics are ground and processed to become valuable felt or non-woven textiles, which are then packed and exported within the European Union.

A tailoring shop and sewing room create new products from either recycled or new cloth, and then sold on their online platform. Other activities include organising textile waste collection actions and creative workshops about textile recycling.

New Human is recognised as the leading Croatian example of a social enterprise for labour integration and reuse.

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#### 51. Solidarity Shop by the Valencian Association for Solidarity with Africa (AVSA)

Country: Spain

Email: [cotasacooperativa@gmail.com](mailto:cotasacooperativa@gmail.com)

Phone: +34 630 29 16 12

Website: <https://cotasa.org/>

Established: Unknown

Main problem the enterprise is trying to solve:

People immigrating to Spain from sub-Saharan Africa find it difficult to cope with the differences in culture and language, as well as finding employment. AVSA is a social work cooperative that supports sub-Saharan migrants to integrate into the local community through education and employment.

Business model:

The enterprise provides job opportunities in growing food products by taking over and cultivating unused allotment plots. The food produced is sold in the popular local market and in their Solidarity Shop. Additionally, AVSA provides shelters for the migrants and provides them with a small amount of financial support so that they can pay their utility bills, as well as regular language training to facilitate their integration.

The enterprises' income comes from the sale of the food. The enterprise is also developing an online store to complement their conventional shop.

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#### 52. Coffee Circle

Country: Germany

Email: [kundenservice@coffeecircle.com](mailto:kundenservice@coffeecircle.com)

Phone: +49 30 39821384

Website: <https://www.coffeecircle.com/en>

Established: 2010

Main problem the enterprise is trying to solve:

Coffee Circle's main aim is to sell coffee coming from certified fair trade where economic success is combined with social impact. The idea behind the enterprise is to personally scout for good coffee around the world and sell it in Berlin while supporting the community the coffee comes from. The coffee is high quality, single origin, organic coffee sourced directly from countries like Ethiopia.

Business model:

The enterprise follows strict principles to ensure that the coffee farmers receive a salary that is above the world market rate and invests €1 for every kilogram of coffee sold to develop projects that they implement together with the farmers. These projects promote economic independence and local ownership of project activities and actions together with measurable and realistic goals. Impact reports are regularly published. Projects focus on education, health and coffee cultivation to make a sustainable change to the living conditions of the local farmers. Ongoing projects are based in Ethiopia, Kenya, the Democratic Republic of the Congo, and

Myanmar. So far, €2.5 million have been invested in the coffee regions involved, reaching 174,978 beneficiaries through their 19 projects.

Every year, Coffee Circle visits countries to find the best coffees in the world. In the process, they taste dozens of coffees in so-called cuppings, sipping and smelling their way through countless aromas in diverse combinations before selecting the best coffee beans from the current harvest. In Berlin, Coffee Circle roasters develop individual roasting profiles for each variety, allowing them to develop coffees to satisfy every taste. The coffee is then packed to protect the aroma and shipped in a climate-neutral way.

## ■ Social Firm

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### 53. Mifuko by the Mifuko Trust

Country: Finland

Email: Via their website

Phone: +358 50 470 3829

Website: <https://mifuko.com/>

Established: 2009

Main problem the enterprise is trying to solve:

In Swahili, mifuko means pocket, and the Mifuko Trust supports social advancement in sub-Saharan Africa and aims to ensure that no one is left with empty pockets. For the artisans in Kenya, Tanzania and Ghana, it means fair pay, empowerment and less dependence on unpredictable farming as a source of income. The enterprise is guided by their core values in everything they do, uniqueness, joyful and socially responsible. All their items are made from high-quality materials that can be recycled in an environmentally friendly process.

Business model:

Mifuko was founded by two Finnish designers who were inspired to combine modern design with traditional Kenyan handcraft and fair trade. To shed light to the stories of the people behind the products, each Mifuko product carries the name of the artisan who made it. They sell baskets, home décor items, scarves in an online store on their website. All their products are 100% handmade from sustainable materials such as sisal, recycled and upcycled plastic, paper, milulu, elephant grass, wood, ceramics and leather.

Mifuko is a member of World Fair Trade Organisation (WFTO), the highly regarded global community of social enterprises that practice Fair Trade.

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### 54. Chocolatier by Stanimira Chocolate House

Country: Bulgaria

Email: [stanimira@stanimirachocolatehouse.com](mailto:stanimira@stanimirachocolatehouse.com)

Phone: +359 888 939 947

Website: <https://www.stanimirachocolatehouse.com/en/>

Established: 2015

Main problem the enterprise is trying to solve:

Stanimira Chocolate House was founded by Tania Georgieva, a woman who lost her sight when she was 12 years old. The Chocolatier specialises in making high-quality organic and eco-friendly artisan chocolates and providing accommodation and job opportunities for vulnerable people.

Business model:

The enterprise specialises in creating and making high-end individual chocolates that are then sold on their online platform. The chocolatier also produces various other chocolate products including candies, chocolate figures, food and beverages, and creating events using chocolate products.

Importantly, Stanimira Chocolate House provides access to employment for vulnerable groups by creating opportunities for social and labour integration through training and employment in the chocolatier. The enterprise has implemented various projects with EU and national government funding. They are certified as ec0-chocolate Chocolatiers and are a member of the British Bulgarian Business Association.

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#### 55. Kirmal by the Con Il Sud Foundation

Country: Italy

Email:

Phone:

Website: <http://www.vocidelverboviaggiare.org/>

Established:

Main problem the enterprise is trying to solve:

Food, travel, storytelling, rights and multiculturalism are the ingredients of the "Voices of the world to travel - a Mediterranean welcome" enterprise. The project offers young people from different backgrounds a unique opportunity for human and professional training in the tourism and catering sector.

Business model:

Kirmal is an experimentation in the field of social and labour inclusion, placing tourism as an encounter between the different cultures living in Palermo. By working with the symbolic boundaries between local communities and migrant cultures, they created a new, more contemporary and mestizo description of the city. Additionally, the enterprise created job opportunities for migrants and non-migrants alike.

The enterprise is a multi-service social start-up that works in the area of cross-cultural gastronomy and experiential tourism, formed from the training experience of a group of 30 young aspiring migrant and local entrepreneurs. Kirmal is an example of cross-cultural social business, to change the social perception of migrant work in the south by developing pro-activities and social entrepreneurship as a work opportunity.

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#### 56. Lapapo

Country: United Kingdom

Email: Unknown

Phone: Unknown

Website: <https://lapapo.co.uk/>

Established: Unknown

Main problem the enterprise is trying to solve:

Lapapo believes that children with additional needs deserve more - more support, more awareness and more inclusion. They believe that parents and carers, who constantly give their best to support their children, deserve a dedicated space. Lapapo aims to raise awareness by making it easier for parents to find products for their children and share advice.

Business model:

The enterprises website is part shop, selling specialist products for children with special needs, and part online community, where parents can ask questions and receive support from others with similar experiences.

Challenges:

The founder has been building the business in her spare time, while working full-time as a special needs teacher. Now the site is online, she is about to go part-time with her job so that she can devote more time to running the business. She hopes that she will soon be in a position to leave teaching entirely and work full-time on growing the site. She is looking for investors, support from local businesses and volunteers to help with the website.



## 57. Page and Bloom

Country: United Kingdom  
 Email: [hello@pageandbloom.com](mailto:hello@pageandbloom.com)  
 Phone: Unknown  
 Website: <https://www.pageandbloom.com/>  
 Established: Unknown



Main problem the enterprise is trying to solve:

Page and Bloom creates employment and career development opportunities for women who have experienced domestic abuse. Working with domestic violence charities, Page and Bloom identifies women who would benefit from working or joining their training programmes.

Business model:

Page and Bloom creates employment and career development opportunities for women who have experienced domestic abuse. Working with domestic violence charities, Page and Bloom identifies women who would benefit from working or joining their training programmes. The employees create flowers from recycled and salvaged paper, which comes from books, maps, sheet music and other paper items that would otherwise end up in landfill. The paper is donated by libraries, charity shops and second-hand booksellers, using books that may be damaged or otherwise difficult to sell for reading.

## 58. Proteus by Byowave

Country: Ireland  
 Email: [contact@mysite.com](mailto:contact@mysite.com)  
 Phone: +353 834 227 664  
 Website: <https://byowave.io/>  
 Established: 2020

Main problem the enterprise is trying to solve:

Byowave estimates that there are more than 180 million gamers with disabilities worldwide, who are thus unable to play video games and aim to remove the exclusion and isolation felt by people with disabilities due to the design of video game controllers.

Business model:

The enterprise has designed and produced the Proteus Controller in response to that challenge. The controller allows users to build an individualised modular, accessible and customisable video game controller kit with everything needed to build a game controller in any configuration required.

ByoWave has ensured that disabled gamers have had a say in every part of the journey to develop the Proteus Controller and have tested the controller with disabled gamers, all over the world, to solve the problem of inaccessible video game controllers.

## 59. Woods by Human Results

Country: Denmark  
 Email: [info@humanresults.dk](mailto:info@humanresults.dk)  
 Phone: +45 20 77 44 03  
 Website: <https://humanresults.dk/>  
 Established:

Main problem the enterprise is trying to solve:

Woods by HUMAN Results aims to establish a connection to employment for vulnerable young people. They have created a workshop and through that, employment opportunities for their target group, specifically those aged 15 - 30 with complex underlying challenges. Moreover, these young people will be former criminals, active criminals or are at risk of being involved in crime. The focus is on reducing vulnerability, exclusion and social inequality.

**Business model:**

Woods BY HUMAN Results is a subdivision of HUMAN Results. They have established the trademark WOODS and produce timber goods for home decoration and furniture. Used timber is collected and used to make new timber products that are then sold from a conventional shop as well as online. Woods make a wide range of outdoor garden furniture and shelters, interior décor items and furniture from recycled timber. Profits help fund their work with vulnerable young people.

# Social Services

## ■ Cooperative

### 60. The Social Pantry by TEB - School Workshop Barcelona

Country: Spain

Email: [tebbarceloneta@teb.org](mailto:tebbarceloneta@teb.org)

Phone: +34 932 215 512

Website: <https://www.teb.org/es/>

Established: 1974

Main problem the enterprise is trying to solve:

The TEB Cooperative Group believes in the abilities of people with intellectual disability and in the need to foster them as far as possible while constructing an inclusive environment. They aim to create an inclusive life for people with intellectual disability and provide support for their families through workshops that provide quality products and services.

Business model:

Taller Escola Barcelona (TEB) is the cooperative group that brings together the different cooperatives that make up TEB. The enterprise gradually expanded its activities to other parts of Barcelona, and currently has two sites in Sant Andreu, TEB/Estació and TEB/Sant Andreu, plus another one in the Verdum neighbourhood, TEB/Verdum. The cooperative has its head office in Sant Andreu, where it shares a building with 8,000 m<sup>2</sup> of floor space opened in 2006 with the cooperative group's general services.

TEB Barcelona is the owner of a special employment and occupational therapy centre, and provides integration services. Its business activities are focused on industrial services: a paint factory and on manufacturing odour removers. Its facilities are approved for handling cosmetics and food. They also pack and market exotic salts.

## ■ Social Firm

### 61. Living Project Foundation

Country: Spain

Email: [info@proyectovivir.es](mailto:info@proyectovivir.es)

Phone: +34 96 385 70 58

Website: <https://www.proyectovivir.es/>

Established: 1994

Main problem the enterprise is trying to solve:

The Living Project Foundation is a non-profit organisation that fights for the development, emancipation and empowerment of women, based on the principles of gender equality and social justice. They aim to build transforming experiences by supporting women who are in a situation of vulnerability and who, due to the aggravating factor of gender, find it impossible to exercise their rights. To this end, they offer comprehensive, human and personalised support.

#### Business model:

The Living Project provides comprehensive and personalised support that offers economic security, training, moral support and psychological care, training to improve employability as well as help with childcare. Their training workshops involve guidance on employment, basic principles of electricity, sales, creative sewing, and applied technologies.

The enterprise operates a store that sells second-hand items that have been donated by the public. The profits from which help to finance their work with vulnerable women

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#### 62. Bulgarian Food Bank (BFB)

Country: Bulgaria

Email: [contact@bgfoodbank.org](mailto:contact@bgfoodbank.org)

Phone: +359 876 406 708

Website: <http://www.bgfoodbank.org/en/>

Established: 2012

#### Main problem the enterprise is trying to solve:

The Bulgarian Food Bank (BFB) plays a vital role in improving hunger in Bulgaria and is the hub for food banks and raising awareness around hunger. It is a member of the Global Food Banking Network and the European Food Banking Federation. The BFB has held numerous food drives and events on occasions such as World Food Day. Bulgaria, as a whole, has taken action to ensure food security. By working with various organisations, implementing different policy changes and providing volunteer opportunities for individuals and groups, Bulgaria is decreasing hunger at a fast rate.

#### Business model:

The enterprise transforms food excess into a resource for different food support programmes. BFB collects donated food, which is delivered to warehouses where it is processed by volunteers. The food is then forwarded to partnering organisations to support their programmes and services for people in need.

Bulgarian Food Bank Foundation is the first registered food bank operator in Bulgaria, being a reliable partner to food industry companies in their effort to reduce food waste. The food secured by BFB reaches 8,000 people in need weekly, while 20,000 people annually are served through different food programmes supported by the enterprise.

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#### 63. Cabillon Farm by the EDES Foundation

Country: Spain

Email: [fundacionedes@fundacionedes.org](mailto:fundacionedes@fundacionedes.org)

Phone: +34 985 628 192

Website: <https://fincaelcabillon.org/>

Established: 2006

#### Main problem the enterprise is trying to solve:

The Cabillon Farm aims to integrate socially, people with intellectual disabilities into the labour market. They began their activity as a special employment centre creating job opportunities for the people they worked with before operating the farm, which offers their clients job opportunities.

#### Business model:

The enterprise is an economic and social project on a farm donated by the Town Hall of Tapia de Casariego. Their marketing model is based on direct sales, promoting trust between producers and consumers, and establishing fair trade relations for producers and consumers. Produce from the farm is sold, alongside other products, in their store and in regional markets through supportive consumer groups. The farm also offers gardening services that are

environmentally friendly and raise awareness of organic farming via training and dissemination activities.

#### 64. eLiberare

Country: Romania

Email: [info@eliberare.com](mailto:info@eliberare.com)

Phone: Unknown

Website: <https://www.eliberare.com/en/>

Established: 2013

**Main problem the enterprise is trying to solve:**

Human trafficking is a serious crime that happens in many countries, including Romania, which is one of the main sources of men, women, and children being exploited throughout Europe. There are more people in slavery today than in any other time in history with thousands of people from Romania are being exploited every year. Of those trafficked, 57% are sexually exploited, 73% recruited by relatives or friends and 37% were minors. eLiberare focuses on fighting this phenomenon.

**Business model:**

To fight this phenomenon, they launched their Bani pe Bune (Good Money) website - <https://banipebune.ro/> - that poses as a recruitment site advertising fake jobs to inform people of the dangers of going after jobs that look too good to be true. Once on the site, visitors are encouraged to apply for one or more of the "amazing" jobs advertised. If someone applies for one of these jobs, a video on human trafficking in Romania appears along with trafficking statistics.

Another campaign, "Scoala Altfel", which means a "different kind of school", is a national programme promoting informal education focused on human trafficking, reaching 37 of the 41 counties in Romania. The campaign involved sending educational resources to schools throughout the country, including a lesson plan, pamphlets, flyers and the video "Nefarious" to raise awareness and educate the students.

#### 65. Entrepreneurship and Social Economy Group (EKO)

Country: Greece

Email: [info@ekogreece.com](mailto:info@ekogreece.com)

Phone: +30 210 523 2044

Website: <https://ekogreece.com/sample-page-2/who-we-are>

Established: 2013

**Main problem the enterprise is trying to solve:**

EKO, the Entrepreneurship and Social Economy Group, is a non-profit organisation based in Athens and operating at a local and European level, with youth as its main target group. Their primary aim is to contribute to the creation of an inclusive society, free from prejudice and discrimination.

**Business model:**

EKO's team has experience in the management and coordination of national and international projects and initiatives, including quality assurance, dissemination and sustainability planning. Their members have diverse expertise, which they utilise in conducting research, developing intellectual products and implementing training, according to each project's needs.

The enterprise designs and implements a variety of activities, and training for youth participation, empowering vulnerable youth and boosting youth employability, and designs and implements a variety of local and international advocacy and awareness events, as well as educational activities for the promotion of peace and intercultural dialogue & solidarity. EKO also collaborates with players in the social economy sector to promote sustainable social and



economic models and enhance entrepreneurial skills and attitudes in young people, women and vulnerable groups. Finally, they implement a wide range of youth-work activities aimed at serving the key needs and aspirations of young people.

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#### 66. Epanodos

Country: Greece

Email: [grammateia@epanodos.org.gr](mailto:grammateia@epanodos.org.gr)

Phone: +30 210 881 5904

Website: <https://www.epanodos.org.gr/english/>

Established: 2003

Main problem the enterprise is trying to solve:

EPANODOS is a non-profit Legal Entity of Private Law supervised by the Greek Ministry for Citizen Protection and is the official agency for providing ex-prisoners with "after-care" services in Greece. They aim to provide vocational support, as well as prepare and promote the social reintegration of ex-convicts. Its scope includes encouraging, strengthening and adopting initiative from private, non-profit bodies or volunteer organisations active in the field of social exclusion.

Business model:

The enterprise provides psychological support, legal and employment counselling and support upon their release from prison. Ex-prisoners are provided with information about benefits entitlement, sickness insurance. Material benefits, especially financial ones, are limited and they rely mainly on motivating ex-prisoners, however they can be provided with a temporary stay of up to 10 days at certain hotels, free meals at a restaurant, a free phone card and public transport tickets.

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#### 67. e-Romnja Association

Country: Romania

Email: [office@e-romnja.ro](mailto:office@e-romnja.ro)

Phone: +40 031 425 1992

Website: <https://e-romnja.ro/en/despre/>

Established: 2012

Main problem the enterprise is trying to solve:

Over time, negative images of the Roma promoted by the media, literature and the arts have had a major negative impact on the lives of Roma women, leading to inaccessibility of resources, and making them invisible and marginalised. Most importantly, their lack of visibility as women has a significant impact on public policies and programmes adopted to improve their situation. E-Romnja was founded by a group of activists to put the problems of Roma women on the public agenda. They work for the respect, integrity and dignity of Roma women and challenge the stereotypical image of Roma women, to reflect the reality and diversity of their lives.

Business model:

e-Romnja approach is intersectional, in the belief that democracy cannot exist without the full participation of women in the development of the communities to which they belong.

The enterprise focuses on community development through grassroots activities in three Roma communities around the country and being advocates for local budget redistribution to address the issues faced by Roma communities as well as financing programmes to meet the needs and issues Roma women are confronted with. Lastly, it acts as a watchdog to ensure that the rights of Roma women are observed and that the images of Roma women are realistically represented in the media, public spaces, and by politicians.

e-Romnja provides Integrated services for the Roma living in vulnerable communities, encourages participation through education for democracy, promotes solidarity networks for

Roma women, and provides innovative learnable reading tool for low skilled women. Moreover, the enterprise supports Roma women to develop local communities, tackles violence against women and girls, organises grassroots democracy by Roma women in the areas of empowerment and participation, create a common framework to understand the identities, privileges, and oppression of Roma women and other groups which intersect their work, promotes a "Sisterhood" mentoring programme. As well as combating discrimination against Roma women in Europe.

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#### 68. Green Laundry by the Global Initiative on Psychiatry – Sofia Foundation

Country: Bulgaria

Email: [sofia@gip-global.org](mailto:sofia@gip-global.org)

Phone: +359 298 778 75

Website: <https://socialenterprise.bg/obstestvena-peralnya-zelena>

Established: 2009

Main problem the enterprise is trying to solve:

The Green Laundry aims to benefit people with mental disabilities and their immediate environment by creating employment opportunities and support for their social and labour integration. Alongside the activities related to running the laundry, the enterprise aims to implement a programme of occupational integration and help build a supportive environment that allows such to acquire and develop the necessary skills.

Business model:

The enterprise is equipped with small washing machines and dryers, which are thoroughly disinfected after each use, using only quality detergents from world-renowned manufacturers. Consequently, ensuring cleanliness, freshness and long-term use of treated clothing, bedding, tablecloths and more. Services include transport and ironing with orders completed and delivered within one to three days.

Their numerous and diverse clients comprise of businesses and individuals alike. Business clients include public health services, educational establishments, foundations and associations, homeless shelters, temporary accommodation centres, homes and day centres, etc.

Income from the social enterprise is reinvested in the foundation's work achieving a social effect on people from vulnerable groups - providing employment, improving their living standards, creating conditions for the development of their capacity as individuals despite the consequences of the disease.

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#### 69. Happy Moms Association

Country: Romania

Email: [contact@happymoms.ro](mailto:contact@happymoms.ro)

Phone: +40 722 612 965

Website: <https://happymoms.ro/>

Established: 2014

Main problem the enterprise is trying to solve:

According to the Romanian Association of Banks, 50% of Romanians take out loans without studying any comparative offers, only 40% know what a debit card is, while 75% of Romanians do not know what an overdrawn account means - show the results of a study conducted by the. The Happy Moms Association contributes to the well-being of the community through projects in the field of entrepreneurial and financial education for mothers, children, young people and the family in general. They support personal and professional development through educational projects in the fields of entrepreneurship and finance.

#### Business model:

Business Kid is a financial education programme for the whole family. Children learn through theatre plays and through playing, as well as through practical workshops on how to earn, spend and save money. Additionally, they learn the differences between need and want. Parents learn through practical exercises on how to budget. The programme involves a storybook, a play and workshops held in the children's schools.

The enterprise also provides an online innovative financial education programme, "Business Kid", to introduce children to the world of money through a series of interesting and fun activities in Braşov, Cluj, Alba Iulia and Făgăraş. The programme is free, suitable for children between the ages of seven and 11, and available online.

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#### 70. Hub Nicosia by Synthesis

Country: Cyprus

Email: [info@hubnicosia.org](mailto:info@hubnicosia.org)

Phone: +357 222 523 15

Website: <https://www.hubnicosia.org/about-us>

Established: 2014

#### Main problem the enterprise is trying to solve:

Hub Nicosia is a youth-oriented educational centre, co-working space and community of individuals, organisations and enterprises with cultural, environmental or social aims. Their aim is to be the first incubator for social enterprises in the country.

#### Business model:

Hub Nicosia offers a co-working space with desks, offices, and seminar and meeting rooms. The enterprise focuses on mobilising youth to engage fully in the civic, political and economic life of the country by offering learning opportunities to strengthen soft skills for empowerment, democratic participation and active citizenship, employment skills to assist youth transition into employment and enterprise skills so participants can start their own enterprises. Additionally, Hub Nicosia aims to develop new skills for professionals, particularly in the creative and cultural sector, enhance intercultural dialogue and promote shared EU values and mutual understanding through the arts, and equip youth and educators with skills, tools and competencies to raise awareness about global issues and to build capacity around sustainable development.

The initiative is financed through project funding (EU and local government), the renting of co-working space and the organisation of events, and successfully facilitates the social and labour inclusion of migrants through training and conventional employment. Hub Nicosia is a member of the European Creative Hubs Network.

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#### 71. HumanRights360

Country: Greece

Email: [contact@humanrights360.org](mailto:contact@humanrights360.org)

Phone: +30 210 640 0214

Website: <https://www.humanrights360.org/who-we-are>

Established: Unknown

#### Main problem the enterprise is trying to solve:

HumanRights360 is a civil society organisation that seeks to protect and empower the rights of all and without discrimination although they pay particular emphasis on the most disadvantaged and vulnerable populations. They give priority to addressing the most pressing human rights violations, both acute and chronic, as a prerequisite for maintaining the rule of law in our society.

**Business model:**

The enterprise provides an integration service that provides legal aid to people experiencing homelessness, support for the reintegration of prisoners and activities to combatting racial violence. HumanRights360 defends the rights of migrants at the land border at Evros by providing legal and psychosocial support in the reception and identification centre. Finally, that act as human rights advocates and promote sustainable development.

**72. iliaktida MAKE**

Country: Greece

Email: [contact@iliaktida-amea.gr](mailto:contact@iliaktida-amea.gr)

Phone: +30 225 104 5577

Website: <https://iliaktida-amea.gr/en/about/>

Established: 1997

**Main problem the enterprise is trying to solve:**

iliaktida AMKE, is a civil society actor (Civil Non-Profit Company), created through the needs of the local community in Lesbos to combat social exclusion through employment and personalised counselling of People with Disabilities and vulnerable population groups.

**Business model:**

The enterprise supports vulnerable groups of asylum seekers by offering housing within the city or in the broader residential area, under the ESTIA 2021 Programme. The programme focuses on the provision of good living conditions and support to applicants of international protection by providing functional and suitable homes and support services.

In collaboration with UNHCR and UNICEF, Iliaktida has set up nine accommodation facilities for unaccompanied asylum-seeking minors. Through the National Programme TAME, the enterprise also houses 16 year-old unaccompanied minors in supervised apartments, providing health care, psychosocial and legal advice, education and vocational guidance, cleanliness, etc. Practising

Iliaktida continues to support local people with disabilities and of social vulnerability throughout their efforts for social integration, for the prevention of racism – especially due to the latest focus on refugee and migrant populations.

**73. Kite Club by the No Impossible Things Association**

Country: Bulgaria

Email: [office@nnn-varna.org](mailto:office@nnn-varna.org)

Phone: +359 878 183 875

Website: <https://klubhvarchilo.org/wb3/>

Established: 2019



**Main problem the enterprise is trying to solve:**

The Kite Club meets the needs of young people with physical and mental disabilities by providing a place where they can study, work and socialise and a team of specialists who support and motivate the young people to develop further. Some of these young people are employed in the Association's social enterprise. In addition to these activities, Kit Club seeks to raise awareness of the issues faced by youth with disabilities.

**Business model:**

The enterprise sells goods produced by young people with physical and mental disabilities on their online store, as well as services provided by the same young people. Catering services provide freshly prepared appetisers and drinks for home and office. From quality farm products, without preservatives and additives. 'Plant yourself a garden in a cup' sets with herbs and flowers for home or office, computer and advertising services, including a mini printing house for flyers,

cards, posters, etc. Additional services include quality colour copying and printing, lamination, binding, preparation of presentations, and professional translations from and into English.

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#### 74. Maria's World Foundation

Country: Bulgaria

Email: [office@mariasworld.org](mailto:office@mariasworld.org)

Phone: +359 242 397 41

Website: <https://www.mariasworld.org/en/>

Established: 2012

**Main problem the enterprise is trying to solve:**

There are 46,000 people with intellectual disabilities in Bulgaria, of which 8,000 live in the capital Sofia. People with intellectual difficulties in Bulgaria make up one of the most discriminated and isolated groups in society. Maria's World Foundation aims to improve the quality of life of people with intellectual disabilities and their families by supporting them in achieving their full potential. Primarily they achieve this by providing access to high-quality services, developmental training and employment opportunities suited to individual needs. Additionally, the foundation fights against the discrimination and social isolation of people with intellectual disabilities.

**Business model:**

The foundation's sheltered café complements and builds on the other programmes of the centre. The café is a place for work rehabilitation and acquisition of skills depending on individual needs, and an opportunity to practise and further develop their work and communication skills. The enterprise aims to integrate people with intellectual difficulties into other suitable work places in the mainstream labour market.

Additionally, the foundation has developed Bon Appétit, which provides training for young people with intellectual disabilities in the acquisition of basic work skills and the performance of complex tasks. This is achieved through providing catering services for workshops, business breakfasts, lunches or dinners, coffee breaks, receptions or corporate parties, etc. These events allow these young people to prepare and serve meals and to demonstrate their work and social skills within a real working environment.

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#### 75. METAdrasi

Country: Greece

Email: [info@metadrasi.org](mailto:info@metadrasi.org)

Phone: +30 214 100 8700

Website: <https://metadrasi.org/en/metadrasi/>

Established: 2009

**Main problem the enterprise is trying to solve:**

METAdrasi facilitates the reception and integration of refugees and migrants, and upholds and protects the fundamental human rights of displaced and persecuted people. The name METAdrasi is a synthesis of the Greek words "meta" and "drasi, meaning "then + action" and encapsulates their purpose and philosophy."

**Business model:**

METAdrasi provides interpretation through 350 interpreters, trained and certified by the organisation in 43 languages and dialects as well as accommodation facilities, guardianship, foster care and support in independent living for unaccompanied and separated children. Additionally, the enterprise supports other vulnerable groups by providing legal aid to asylum seekers, certification for victims of torture and humanitarian aid together with the education and integration of refugees and migrants through educational programmes, Greek language lessons, multilingual support guides and remedial education for children, as well as soft-skills



training, traineeship opportunities and work placements. METAdrasi is financed mainly by project funding and donations.

## 76. Roma Entrepreneurship Development Initiative (REDI)

Country: Romania

Email: [office@redi-ngo.eu](mailto:office@redi-ngo.eu)

Phone: +40 743 767 579

Website: <https://redi-ngo.eu/about-redi-2>

Established: 2016

**Main problem the enterprise is trying to solve:**

The Roma Economic Development Initiative is an ecosystem builder focusing on developing tools to increase the economic empowerment of vulnerable communities. Led by a team of young Roma Professionals from different European countries, REDI aims to provide access to affordable finance for Roma entrepreneurs in Central, Eastern Europe, and the Balkans and provide technical assistance for a selected pool of entrepreneurs to increase their expertise and skills. The enterprise is dedicated to facilitating funding for start-ups and businesses among Europe's most vulnerable group - the Roma people, leading to long-term employment and boosting job opportunities in the communities.

**Business model:**

In cooperation with the REDI Fund, REDI NGOs are active in three main directions. Firstly, community outreach, through its network of business facilitators, identifies potential eligible entrepreneurs, pre-assessing their business potential and referring them to different partner microfinance institutions. Secondly, building a network of Roma lending specialists, i.e. loan officers and credit risk officers, focused on assessing loan requests from Roma entrepreneurs. Lastly, supporting the development of Roma business clubs acting as resource-sharing hubs for Roma entrepreneurs active in a specific region, and thus developing a pan-European network of interconnected clubs to create the basis for REDI-run Social Enterprises.

Since the direct target group and primary beneficiaries of REDI's activities are the Roma, they strive to design and implement the organisation's projects and programs to promote Roma's inclusion, economic empowerment, facilitating access to finance for Roma entrepreneurs, and Roma communities. The economic growth in Roma communities will contribute to their inclusion in society by creating more job opportunities, business initiatives, and investments.

## 77. Social Catering by For You Woman

Country: Spain

Email: [asociacion.portimujer@gmail.com](mailto:asociacion.portimujer@gmail.com)

Phone: +34 963 476 774

Website: [www.asociacionportimujer.org](http://www.asociacionportimujer.org)

Established: 2011

**Main problem the enterprise is trying to solve:**

For You Woman contributes to the fight against gender violence and for the empowerment of women to exercise their rights and to achieve gender equality, social justice, sustainable human development, and peace. Reports indicate that during the pandemic, migrant women are usually one of the groups most exposed to job loss, due to both their socio-demographic profile and the type of jobs, which they usually occupy. Through the provision of catering services, their strategy is to offer employment to integrate migrant women over 45 years who are unemployed, vulnerable and facing difficulty in accessing the job market.

**Business model:**

The enterprise provides catering services to the hotel and catering sector as a means of integrating vulnerable migrant women. Initially, the participants receive individual help in

deciding which side of the catering business they want to work in and then provided with the necessary skills through workshop training.

The training methodology involves creating four equal groups of women to work in either administration, waitering, kitchen assistance, or in public relations, marketing and protocol. Participants are invited to attend all 10 workshops to deepen their understanding of the business. Subjects covered are cooking, customer care and service, waitering, protocol, safety and hygiene, pastry and confectionery, event planning and organisation, cocktail and ethnology, basic English skills, and catering management.

## 78. The Social Teahouse

Country: Bulgaria

Email: [info@thesocialteahouse.bg](mailto:info@thesocialteahouse.bg)

Phone: +359 899 166 156

Website: <https://thesocialteahouse.bg/en/>

Established: 2014



Main problem the enterprise is trying to solve:

Basic competencies, such as social and communication skills, emotional intelligence and basic work habits, are imperative to develop in this world. They offer young people living in care, a three-year mentoring programme that supports them in adjusting to an independent life. The mentors themselves come from a variety of backgrounds (education, medicine, design, engineering, hospitality, etc.) and each has their own unique approach and contribution to the programme.

Business model:

The Social Teahouse is a place for tea and herbal drinks, events, workshops and most of all, a sheltered workplace for young people from local social institutions. Their goal is to support young people from a problematic social environment by providing opportunities and tools to live an independent life through personal and professional development. Besides serving tea and lemonade on their first-floor lounge, they have an events and presentations space on the second floor and a co-working space on the third floor. Since its opening, the Social Teahouse in Varna has become a centre for many cultural, charity, youth and alternative events in Varna. Major revenue streams from economic activity, donations and project funding ensures the enterprise's sustainability.

Challenges:

One of the main challenges faced by the enterprise is the sustainable functioning of the Teahouse. Thanks to our loyal supporters, volunteers, the people who organise and attend the cultural and other events, they have managed to fund their cause while developing the local cultural and social life.

## 79. Solidarity Shops by the Pro-liberty Foundation

Country: Spain

Email: [libertiendas@prolibertas.org](mailto:libertiendas@prolibertas.org)

Phone: +34 957 485 325

Website: <https://www.prolibertas.org/portfolio-items/tiendas-solidarias/>

Established: 2001

Main problem the enterprise is trying to solve:

Pro-liberty Foundation aims to fight against marginalisation and the social exclusion of people who lack the means of finding a solution, through social and labour integration.

Business model:

The enterprise operates two shops, one in Madrid and the other in Cordoba. Liberty Stores sells both new and second-hand donated clothes, footwear, accessories and other products from businesses and the public in each of their stores. All the profits obtained are reinvested directly

into the various programmes carried out by the Foundation, such as the Trinitarians social dining room and the Miguel Ferrer shelter.

They support people experiencing homelessness, vulnerable families, prisoners and ex-prisoners, migrants and others at risk of social exclusion. The Foundation offers comprehensive care, orientation and social programmes for prisoners, a day centre programme for people experiencing homelessness and a comprehensive care, orientation and social integration programme. Additionally, they provide job opportunities in their two shops.

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#### 80. Tandem by San Juan De Dios

Country: Spain

Email: <https://goo.su/bSlaRUI>

Phone: +34 963 665 070

Website: <https://goo.su/bSlaRUI>

Established: 1992



**Main problem the enterprise is trying to solve:**

Sant Joan de Déu València is a non-profit religious organisation dedicated to caring for homeless people in Valencia, through its Social Care Programmes, developed to meet the needs of people experiencing homelessness, with a focus on social integration.

**Business model:**

The enterprise provides an Occupational Centre to provide a daily routine, encourage social interaction, while providing employment through manufacturing jobs and occupational training. The Centre established a bicycle repair workshop, where the programme participants are employed, with the profits going into helping to maintain the Centre and its integration work. Bike repair workshops are also made available to the public.

# Textiles

## ■ Social Firm

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### 81. Federation for Associations (HUMANA)

Country: Spain

Email: [info@humana-spain.org](mailto:info@humana-spain.org)

Phone: +34 938 402 182

Website: <https://www.humana-spain.org/que-puedes-hacer-tu/comprar-ropa/>

Established: 1987

Main problem the enterprise is trying to solve:

The Federation for Associations is connected to the International Humana People-to-People Movement, which aims to achieve a greater positive impact on global development by strengthening cooperation among its members. The 30 member associations are independent and located throughout Africa, Asia, Europe, and the Americas. They share a common set of values to protect the planet, build communities and help people to organise, thus boosting their capacity for change and positive action. They aim to protect the environment through the reuse of textiles and to improve the living conditions of developing communities, both nationally and internationally, through programmes based on solidarity and the active organisation of people, with special attention to young people.

Business model:

Every year more than 2 million donors deposit their used clothes in the enterprises containers while more than 1 million people use their second-hand stores enabling them to promote environmental protection and funding their cooperation and social aid programmes.

Donors deposit clothes, footwear and home textiles in one of 5,000 containers available in 15 regions in Spain. Alternatively, supporters can deposit their donations at any of their 44 stores in Barcelona, Madrid, Seville and Granada. These stores offer a multi-brand selection of second-hand clothing, footwear, accessories and home textiles in various styles and trends, at affordable prices. Each year, more than 18 million kilos are donated whilst 550 jobs have been created.

Each year HUMANA is involved in developing projects, both with its own funds and with other funds from grants and public and private donations, in more than a dozen countries, including China, Ecuador, Laos, Malawi, Mozambique, Namibia, Senegal, and Zambia. Their cooperation programmes provide support in education, agricultural and rural development, renewable energy and energetic efficiency, contagious diseases, emergency assistance, and technical support. Since 1987, €32 million have been invested in these types of projects.

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### 82. Makers Unite

Country: Netherlands

Email: [share@makersunite.eu](mailto:share@makersunite.eu)

Phone: +31 207 230 506

Website: <https://makersunite.eu/>

Established: Unknown

Main problem the enterprise is trying to solve:

Makers Unite is a textile-based creative agency with a social mission to support newcomers with access to the job market through the collaborative design and production of sustainable products and in the process, shifting narratives around immigration globally. They support the

creative talent of newcomers by providing them with training programmes that develop both soft and hard skills enabling them to work independently as well as working with the agency on their partner's creative assignments.

#### Business model:

The enterprise operates a Creative Lab that aligns participants with the demands of the Dutch creative industry and its multi-disciplinary nature. During the programme, they work individually with participants to connect them to their next professional step. The six-week programme covers design methodologies, masterclasses from industry experts, training in the Dutch working culture, assessment of professional skills, and the writing of CVs, portfolios, and career plans.

The enterprise produces and delivers high quality textile products and creative ideas that come from unique perspectives. They manufacture high quality sustainable clothing for promotional and fashion purposes, and design and develop textiles into fashion collections and merchandise, specialised in re-purposing waste material. From strategy to storytelling and from video or photography concepts to exhibitions, the experienced newcomers work with partners on tailored workshops for creative thinking. A remote Makers Workshop provides a unique experience where people are guided by newcomers during a creative online workshop, thus creating meaningful connections between people from different cultural backgrounds.



# Tourism

## ■ NGO with Commercial Arm

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### 83. Linnanmäki Amusement Park by the Children's Day Foundation

Country: Finland

Email: Via their website

Phone: +358 10 5722 200

Website: <https://www.linnanmaki.fi/en/>

Established: 1950

Main problem the enterprise is trying to solve:

Linnanmäki amusement park was founded in 1950 by six child welfare organisations. In 1957, the six organisations created the Children's Day Foundation. The Foundation develops and maintains the amusement park to raise funds for child welfare work.

Business model:

Linnanmäki is Finland's oldest and most popular amusement park, located in the Alppila quarter of Helsinki. The amusement park has over 40 rides, many different games, as well as restaurants and cafés. The most popular ride in the amusement park is the wooden roller coaster.

The Children's Day Foundation maintains and develops Linnanmäki amusement park to raise funds for work on child welfare. So far, the Children's Day Foundation has donated over €120 million to this important cause. While visitors have fun at the park, they also support child welfare.

The Children's Day Foundation was founded by six child welfare organisations: the Central Union for Child Welfare, the Mannerheim League for Child Welfare, Barnvårdsföreningen i Finland, the Federation of Mother and Child Homes and Shelters, Parasta Lapsille and Save the Children.

Challenges:

Not applicable

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### 84. Magdas Hotel by Caritas of the Archdiocese of Vienna

Country: Austria

Email: [info@magdas-hotel.at](mailto:info@magdas-hotel.at)

Phone: +43 1 7200 288

Website: <https://www.magdas-hotel.at/en/>

Established: 2012

Main problem the enterprise is trying to solve:

For people with a refugee background, it is difficult to find work in Austria. Initial lack of German language skills, the resentment of many employers, as well as the circumstance that refugees are only allowed to accept work after receiving a positive response to an asylum application, which often takes months or years, makes integration difficult.

The Magdas Hotel is a social enterprise situated in Vienna and part of a social business funded by Caritas of the Archdiocese of Vienna. People seeking asylum from 11 nations are employed at the hotel.

### Business model:

The hotel is economically self-sustaining and employs 14 different migrant nationals seeking asylum. Originally, a Caritas retirement home, the building was adapted to be a hotel using a Caritas loan and crowdfunding. Together the conversion cost more than €1.5 million. During the refurbishment, a programme of recycling and upcycling in respect of the hotel's furniture and facilities was implemented. Supported by Viennese architecture office "Alleswirdgut" and the artist Daniel Büchel, former furniture and fittings were converted into tables, lamps, benches, and mirrors, etc.

- With the support of the Federal Ministry for Digitisation and Business, a further focus was added enabling apprenticeships to be awarded. Currently 13 young people with a refugee background are being trained to work in various areas of the hotel.

# Training

## ■ Cooperative

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### 85. The Association of Disabled People for the Environment - EKON

Country: Poland

Email: Via their website

Phone: +48 225 466 065

Website: <https://ekon.org.pl/aktualnosci-en>

Established: 2003

Main problem the enterprise is trying to solve:

Ekon has a twofold aim: first to support the vocational training of people with disabilities and secondly, the creation of job opportunities in the environmental sector and on the open labour market.

Business model:

Ekon has created an environmental protection enterprise that provides a door-to-door waste collection service, with the waste products being recycled. Their waste collection system is convenient for residents and highly valued by those who use the service. The waste materials are separated, with 90% being turned into new materials and used again. By implementing various employment projects, EKON Association supports people with disabilities to pursue a career or return to work. More than 300 people with disabilities have been employed in Warsaw in the field of environmental protection, waste separation and recycling.

The enterprise, together with the Non-Public Centre of Social Functioning and Vocational Rehabilitation of Adult People with Disabilities, implements specialist-training programmes in diverse soft skills training for the workplace. Within the framework of the Platform for the Integration of Disabled People (PION), EKON provides supported employment on the open labour market. More than 300 people with disabilities have been employed in Warsaw in the field of environment protection and recycling.

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### 86. Valemour by the Vale Un Sogno Coop Social Cooperative

Country: Italy

Email: [info@valemour.it](mailto:info@valemour.it)

Phone: +39 045 242 6071

Website: <https://valemour.it/>

Established: 2010

Main problem the enterprise is trying to solve:

Valemour is a business generator that was created to encourage the employment of young people with intellectual disabilities by providing job opportunities through the creation of a social and participatory economy, capable of realising shared social value in the operational area. They adopt an intervention logic that provides taking full responsibilities for the employee and offering a personalised and integrated pathway. The cooperative operates both on social needs and on job placement.

#### Business model:

Valemour has created a social inclusion and community relations programme to help young people with intellectual disabilities to live independently. At the end of a rehabilitation process managed by the Più di un Sogno Foundation, young adolescents begin their first experiences of autonomy by living in an apartment. Eventually, longer term housing solutions are found. To help with independence, Valemour has formed enterprises that employ these young people.

The programme has created a corporate catering service, "Good Food" that offers the company a corporate catering service for employees' lunches and for special events. The large kitchen laboratory, professionally equipped, offers new employment opportunities to those who find it difficult to find employment elsewhere because of their disability. Through a dedicated web-app, employees order their lunch from a weekly rotating menu. Italian legislation requires companies to include people with disabilities in the company, thus Good food enables businesses to comply through the provision of catering services.

Another social enterprise is "Good Look" that creates clothing and accessories products and co-branding with brands already on the market. Cobranding companies include Dondup, HTC, Reign, K-Way, and Geox. Its products are characterised by the skilful use of colour and quality involving small artisans or other social cooperatives. The products can be purchased on their online e-shop.

### ■ NGO with commercial Arm:

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#### 87. Outside the Box by Über den Tellerrand

Country: Germany

Email: [team@ueberdentellerrand.org](mailto:team@ueberdentellerrand.org)

Phone:

Website: <https://ueberdentellerrand.org/start-englisch/>

Established: 2013

#### Main problem the enterprise is trying to solve:

Outside the Box wants people to live in a society founded on social cohesion, mutual respect and inclusiveness, and in which all people are treated as equals. They want to enable people of different backgrounds to meet as peers and work to advance and spread our vision of an open and tolerant society to enable intercultural coexistence across Germany and Europe for the long term.

#### Business model:

Outside the box creates opportunities for people of different cultures to meet and get to know each other, based on shared interests. They provide diverse activities, mentoring programmes, cookbooks and cooking courses to bring people together in over 35 cities across Germany and around the world.

The enterprise brings people together as equals, creating opportunities for personal exchange and friendship between those with or without refugee experience. Their network includes intercultural communities in 40 cities, throughout Germany, Austria, the Czech Republic and Colombia. At culinary, creative, and sporting events, people from different cultures regularly interact with and get to know and appreciate each other.

The headquarters of Outside the Box is the Kitchen Hub in Berlin Schöneberg, and is a place for almost daily joint activities. The Hub creates activities around cooking, gardening, beekeeping, making music or languages. Their professional cooking courses are not just about creating dishes and enjoying a relaxed dinner – with guidance from chefs from Afghanistan, Syria and Niger – participants learn about other countries and their culture and traditions. They also opened a café in Munich that employs migrant.

# Transport

## ■ Community-based Organisation

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88. TECHO by the University of Reus

Country: Spain

Email: Unknown

Phone: +34 877 640 825

Website: <https://www.dipta.cat/empren/hub/teco>

Established: 2020

Main problem the enterprise is trying to solve:

Teco is a company committed and dedicated to the environment, with the goal to make their city a green place through ecological mobility.

Business model:

The enterprise operates in the city of Reus where they sell, maintain and repair electric scooters as well as vehicles for people with reduced mobility, and electric bicycles. Additionally, they provide training and job opportunities in their shop/repair facility for people facing exclusion in the city.





# JOINT VENTURE

Business between socially excluded people and NGOs