



# A MAPPING OF WORK INTEGRATION SOCIAL ENTERPRISES

## *AMONG MEMBERS OF EURODIACONIA*

*DECEMBER 2013*



## TABLE OF CONTENTS

Introduction .....	3
Austria.....	5
Organisation: Diakonie Österreich .....	5
Czech republic .....	7
Organisation: Slezská Diakonie .....	7
Organisation: Diakonia ECCB .....	8
Denmark .....	10
Organisation: Dansk Diakoniråd .....	10
Organisation: Kofoeds Skole.....	11
France.....	12
Organisation: Fédération d'Entraide Protestante .....	12
Germany .....	13
Organisation: Diakonie Deutschland.....	13
Kosovo.....	15
Organisation: Diakonie Kosova .....	15
Serbia .....	16
Organisation: Ecumenical Humanitarian Organisation .....	16



## INTRODUCTION

Work Integration Social Enterprises (WISE) are a specific form of Social Enterprises (SE). The European Commission defines Social Enterprises as undertakings whose main objective is to achieve a social impact, re-investing any profit made to achieve these social goals and promoting participatory governance. The objective of WISE is to address problems of long-term unemployment and occupational inactivity of disadvantaged people in the labour market through job creation. WISE are therefore an important tool for social inclusion, as they are means of empowering people and they benefit the community in the larger sense. They can help contribute to reaching the EU 2020 targets of reducing unemployment and promoting active inclusion (REF).

There are significant variations between WISE.<sup>1</sup> First, in sheltered workshops/employment people with disabilities are employed directly by the WISE and supported through permanent subsidies. The aim is not necessarily to integrate people with disabilities into the open labour market, but to offer an occupation. We can distinguish between sheltered workshops where work is on-site, where a person is temporarily transferred to another assignment, where the person is placed in the open labour market but under the conditions of sheltered workshops<sup>2</sup> or finally, where small teams of workers are hired by external organisations (e.g. to take care of various community services).<sup>3</sup> There is some controversy about sheltered workshops in Europe. This is mainly linked to fact that the income received by people in the sheltered workshops would not be considered as a “decent wage” and they may not be covered by social security.<sup>4</sup>

A second type of WISE aims to provide people with serious social problems or with a severe disability the means to (re) socialise by employing them in an environment where they interact with a mix of people, generally also offering them some on-the-job training. A third type of WISE focuses more on the creation of permanent self-financed jobs through setting up a social enterprise. Initially the WISE receives temporary government subsidies for workers before gradually the WISE becomes self-financing, paying their workers from their own market resources. The target group here are not only people with disabilities, but also long-term unemployed, young low-qualified people or benefit recipients. Finally, and the most common form it seems, are WISE that provide disadvantaged people (long-term unemployed and young, low qualified people) with work experience while helping them find work on the mainstream labour market.

### What are Eurodiaconia members doing?

Eurodiaconia members have long been involved in supporting disadvantaged people in numerous ways through WISE. A number of our members offer training and education opportunities, provide work in sheltered workshops, encourage active participation in society and facilitate transitions to the regular labour market for disadvantaged people. The main target groups for WISE among Eurodiaconia members are people with disabilities, long-term unemployed, migrants, young and low-qualified people, ex-prisoners,

---

<sup>1</sup> See Diesis. 2009. *A WISE way of working: Work Integration Social Enterprises and their role in European Policies. National Cross Cutting Reports*. And Davister, Catherine, Jacques Defourny and Olivier Gregoire. 2004. *WISE in the European Union: An overview of existing models*. EMES.

<sup>2</sup> See, for example, the project in Austria ‘Kulinarium Salzburg’, p. 6

<sup>3</sup> For more on these distinctions, see Zelderloo, Luk and Jelle Reynaert. 2007. *An international comparison of methods of financing employment for disadvantaged people*. EASPD

<sup>4</sup> You can find an overview of the discussion by Katharina Meichenitsch from Diakonie Austria here [http://www.eurodiaconia.org/files/other\\_soc\\_policies/120622\\_shelteredworkshopsKM.ppt](http://www.eurodiaconia.org/files/other_soc_policies/120622_shelteredworkshopsKM.ppt)



social welfare recipients, people with addiction problems and homeless people. In addition, diaconal WISE work with different methods of integration. Some members offer work experience and on-the-job training while others aim to create long-term employment opportunities. For those disadvantaged groups for whom integration in the open labour market would be difficult, some members offer sheltered workshops, employing mainly people with disabilities. Finally, in some WISE the aim is (also) to socialise groups through social contact with others. Many projects will combine different methods of integration of disadvantaged people, according to people's needs.<sup>5</sup>

Members face some significant challenges in running WISE, including sustainable funding, or the lack of regulatory framework on national level. Many European countries do not have a legal framework defining, e.g. work in a sheltered workshop or defining possible tax reductions for WISE. Some members also highlight the difficulty of ensuring a flexible entrance and exit for people with disabilities between a sheltered workshop and the regular labour market. Such feedback on the challenges members face is helpful to feed into Eurodiaconia's advocacy work at EU level to influence debate and policy developments relevant to social enterprises. Eurodiaconia has been engaging in the discussions at EU level on how to support social enterprises more generally.

At a workshop on Social Economy organised by Eurodiaconia in June 2012, members highlighted that it would be useful for them to know more about different social enterprise projects run by Eurodiaconia members, as a means to best practice sharing and mutual learning.<sup>6</sup> To follow-up on this, the secretariat has carried out this mapping exercise of members' WISE.

## About this mapping

This mapping aims to provide an overview of some of the work our members do to socially and economically integrate disadvantaged people into the labour market. The list is not exhaustive, but provides a first overview of some ongoing projects members are organising. This document can be used as a reference tool, and will be regularly updated. The Eurodiaconia secretariat welcomes further contributions from members, and encourages members to share projects, so it can work towards establishing a more complete overview of the work diaconal WISE are doing.

Total number of projects: 16

---

<sup>5</sup> For a more comprehensive overview of the four-fold typology of modes of integration, see Davister et al. 2004. *WISE in the European Union: An overview of existing models*. EMES.

<sup>6</sup> You can access the full report of the workshop here : <http://www.eurodiaconia.org/files/Events/report.pdf>



## AUSTRIA

### Organisation: Diakonie Österreich

#### Diakonie de la Tour

**Name of project:** *Sprungbrett Glöcklturm*

- **Description:** This is a new project (2013) and one of the first in Austria that aims to integrate people with disabilities into the regular labour market. Each potential employee has someone from Diakonie de la Tour who accompanies and supports them through all the steps in the new working environment (Begleitperson) – so with applications, then support particularly at the beginning during the internship, etc. This accompanying person ensures transition from job applicant to employee (also making sure that there is a replacement in case of emergency leaves).
- **Location of project:** Lienz, Austria
- **Aim of project:** Create a win-win situation for both people with disabilities and employers. Such social contact in, for example the work place, is crucial when working towards social inclusion. Work as a social factor is important, also to strengthen self-confidence of people.
- **Staff and volunteers:** Full- and part-time staff.
- **Target group:** People with disabilities
- **What training is offered:** Transition to employment in the regular labour market. First offer of an internship, paid 100€ a month by Diakonie de la Tour. In the second phase, they receive 200€ a month, of which half is paid by the cooperating enterprise. The ultimate aim is a full employment contract with the cooperating enterprise/company.

**Contact person:** Kathrin Zabernig – Team coordination

**Email:** [kathrin.zabernig@diakonie-delatour.at](mailto:kathrin.zabernig@diakonie-delatour.at)

**Phone:** +43 664 88 27 26 46

**Location:** Lienz, Austria

**Website:** <http://www.diakonie-delatour.at/sprungbrett-gloecklturm>

---

### Organisation: Diakonie Österreich

#### Evangelical Diakonia Gallneukirchen

**Name of project:** *Der Laden*

- **Description:** A shop that sells products fabricated in the sheltered workshops of the diaconal work, and fair trade products from developing countries. It therefore combines products made in the sheltered workshop in Schladming by people with disabilities and fair-trade products from developing countries.
- **Location:** Schladming, Austria
- **Aim of project of project:** Develop the potential of people with disabilities; raise awareness among the population about the valuable role people with disabilities play in the city; and to encourage consumers to buy fair-trade products
- **Staff and volunteers:** People with disabilities sell products in the morning and voluntary helpers work in the afternoon.
- **Target group:** Three target groups: 1) producers in developing countries; 2) people with disabilities; 3) consumers buying these fair-trade products.



- **What training is offered:** People with disabilities work independently in the sales, take over leadership positions and bring suggestions for the further development of the overall project. They receive training to work as salespeople in the shop.
- **Sources of funding:** Diakonie Austria and any profits made. The yearly budget is about 9500€
- **Outcomes:** about 600 customers; 21 people with disabilities as producers and 20 volunteer staff members.

**Contact person:** Hannes Gruber (German, English); Daniela Scharer (German, English, French, Italian)

**Email:** [h.gruber@diakoniewerk.at](mailto:h.gruber@diakoniewerk.at); [d.scharer@diakoniewerk.at](mailto:d.scharer@diakoniewerk.at)

**Location:** Schladming, Austria

**Website:** [www.diakoniewerk.at](http://www.diakoniewerk.at) and <http://www.diakoniewerk.at/de/612/IDnews=15474>

---

## Organisation: Diakonie Österreich

### Diakoniewerk Salzburg

**Name of project:** *Kulinarium Salzburg – Integration mit Geschmack*

- **Description:** Production of high-quality food for catering with service delivery included. They deliver to schools, companies, etc. for various occasions. People with disabilities follow an apprenticeship or are employed in the kitchen and are hence integrated into a normal work routine. However, this is still in the form of sheltered employment.
- **Location of project:** Salzburg, Austria
- **Aim of project:** Develop the potential of people with disabilities; raise awareness among the population about the valuable role people with disabilities play in society
- **Staff and volunteers:** Three full-time employees. 17 young people with disabilities following an occupation/training + 5 following an apprenticeship.
- **Target group:** people with mental health problems or physical disabilities, young people between the age of 20 and 25
- **What training is offered:** training in cooking. Five also follow an apprenticeship as a cook. With the end of the qualification, the aim is also to help them integrate into the regular labour market.

**Contact person:** Georg Maringer – Project coordinator

**Email:** [georg.maringer@diakoniewerk.at](mailto:georg.maringer@diakoniewerk.at)

**Phone:** +43 662 421 242 10

**Location:** Salzburg, Austria

**Website:** [http://www.diakoniewerk-salzburg.at/de/Kulinarium\\_Salzburg/](http://www.diakoniewerk-salzburg.at/de/Kulinarium_Salzburg/)

---



## CZECH REPUBLIC

### Organisation: Slezská Diakonie

**1. Name of project** **CHRNA – social firm of Slezská diakonie, Krnov**

- **Description:** CHRNA is a social firm operating since 2008 in the field of production decorative items, gifts and promotion items. It also provides gardening services. It runs two workshops with more than 25 staff members with disability. CHRNA also runs two shops with its products – these shops are based in Krnov and in Ostrava city. The aim of the project is to provide working opportunities for people with disabilities and develop their skills.
- **Target group:** people with disabilities

**Contact person:** Petr Světlík, [chrpa@sdk.cz](mailto:chrpa@sdk.cz)

**Location:** Krnov, Czech Republic

**Website:** [www.chrpakrnov.cz](http://www.chrpakrnov.cz)

---

**2. Name of project:** **Second hand shop / charity shop BAZÁREK**

- **Description:** This project provides opportunities for long-term unemployed people to have a work experience as a shop assistant in the second hand shop. In the shop there are various items (pottery, porcelain dishes, small furniture, decorative items, clothes...) which are given by people for free. The shop offers these items for a low price (or at negotiable price) which are very accessible also for low income people. The charity shops are run in two towns – Třinec and Český Těšín.
- **Target group:** long unemployed people

**Contact person:** Dorota Sikorová, [d.sikorova@slezskadiakonie.cz](mailto:d.sikorova@slezskadiakonie.cz)

**Location:** Třinec and Český Těšín, Czech Republic

---

**3. Name of project:** **RENEWAL project, Český Těšín**

- **Description:** The RENEWAL project aims to help long term unemployed people who are socially excluded. It focuses on support of the people to gain new working and social skills or improve them. The key activity is to renovate historical cars, but this is only a tool to provide socio-therapeutic support (and training working places) to socially excluded people.
- **Target group:** homeless people, people with alcohol or drug addiction

**Contact person:** Stanislav Mrózek, [s.mrozek@slezskadiakonie.cz](mailto:s.mrozek@slezskadiakonie.cz)

**Location:** Český Těšín, Czech Republic

**Website** (only in Czech): [www.renewalproject.cz](http://www.renewalproject.cz)

---

**4. Name of project:** **Baguettes/sandwiches production, Třinec**

- **Description:** The project is focused on production of baguettes/sandwiches which are sold within Slezska Diakonie activities (for example within trainings, conferences) and also externally. The production of baguettes is run within the socio-therapeutic activities for homeless and endangered women, but there is a strategy for further development as a social enterprise.
- **Target group:** homeless people, abused women



**Contact person:** Gedeon Koukol, [g.koukol@slezskadiakonie.cz](mailto:g.koukol@slezskadiakonie.cz)

**Location:** Třinec, Czech Republic

---

## 5. Name of project: **Printing services**

- **Description:** This project offers both working places and training places to homeless people or people with disabilities. It is a project starting in 2014 and provides various types of printing services within Slezská Diakonie and for public. These services are accessible in Moravian-Silesian Region.
- **Target group:** homeless people, people with disabilities

**Contact person:** Gedeon Koukol, [g.koukol@slezskadiakonie.cz](mailto:g.koukol@slezskadiakonie.cz)

---

## 6. Name of project: *Kavárna Empatie (Coffee-bar Empathy)*

*(Closed in 2012 due to reduced of government funding for services)*

- **Description:** A café offering training working places for people with disabilities where they can develop skills that they can use in the labour market and their daily life. The coffee-bar has a capacity of 35 places, with a children's corner, a PC corner (free for people with disabilities), exhibitions in small gallery, additional cultural and educational program for the public
- **Location of project:** Frydek-Mistek, Czech Republic
- **Aim of project:** The aim is to support independence and self-sufficiency of people with disabilities through this training programme in the coffee-bar and thus to contribute to their social inclusion. While at the same time combating societal prejudices towards people with disabilities.
- **Target group:** People with mental health problems or physical disabilities
- **What training is offered:** on-the-job training and training with a qualification in the end (form of an internship). Learn skills to become waiters but also how to communicate with guests, within staff team, etc. The training runs for about 1 year.
- **Outcomes:** In 2009, 10 people with disabilities successfully completed the training program and 5 out of them have been employed in the coffee-bar (part-time)

**Location:** Frydek-Mistek, Czech Republic

**Website:** <http://www.dobrovolnik.cz/informace/kavarna-empatie-predstavuje-dobrovolnickou-cinnost/> and <http://www.slezskadiakonie.cz/>

---

## Organisation: **Diakonia ECCB**

### 1. Name of project: *Café Restaurant Kačaba*

- **Description:** A WISE providing rehabilitation to people with disabilities. The café has room for about 50 guests, there is a children's corner and Wifi + two fixed computers. There are also cultural events (exhibitions, film screenings, concerts, discussions, etc.)
- **Location of project:** Pilsen, Czech Republic
- **Aim of project:** The aim is to improve working and social skills and thus increasing the chances of people with disabilities to get a job on the labour market.
- **Target group:** People with mental health problems or physical disabilities

**Contact person:** Ladislav Novy – Manager

**Email:** [ladislav.novy@moznostitujsou.cz](mailto:ladislav.novy@moznostitujsou.cz)





**Phone:** +420 731 475 386  
**Location:** Prokop 17, 301 00 Pilsen  
**Website:** <http://www.kacaba.cz/>

---

## 2. Name of project: *SECOND HELP*

- **Description:** A second hand shop employing people with disabilities – but aim is to create various companies/social enterprises. The project has been running since 2010.
- **Location of project:** Pilsen, Czech Republic
- **Aim of project:** promoting employment of people with disabilities; enabling support for people with disabilities by offering training, support plan and long-term assistance in looking for a job.
- **Target group:** People with mental health problems or physical disabilities
- **What training is offered:** skills for labour market; on-the-job training
- **Sources of funding:** EU Funding<sup>7</sup>
- **Outcomes:** 12 people with disabilities are fully employed

**Contact person:** Edward Reznicek  
**Email :** [eduard.reznicek@moznostitujsou.cz](mailto:eduard.reznicek@moznostitujsou.cz)  
**Phone:** +420 739 244 683  
**Website:** <http://www.esfcr.cz/projekty/second-hand-second-help>

---

## 3. Name of project: *Sewing Workshop*

- **Description:** Sewing workshops for migrants who are in administrative detention (the length of which can reach up to half a year). Most of them are undocumented migrants, some of whom are able to continue to stay in the Czech Republic after release, others are deported back to their country of origin. The sewing workshop runs three times a month (five sewing machines).
- **Location of project:** Prague, Czech Republic
- **Aim of project:** Provide a useful occupation for migrants by maintaining a work routine and training in sewing skills. But also providing social contacts, by talking together and telling stories. Long-term aim is to prevent depression and hopelessness among migrants who are detained.
- **Target group:** Migrants in detention
- **Sources of funding:** Local and/or national authorities

**Contact person:** Alena Fendrychová – coordinator for working with migrants  
**Email:** [fendrychova@diakonie.cz](mailto:fendrychova@diakonie.cz)  
**Phone:** +420 739 244 668  
**Location:** Prague, Czech Republic  
**Website :** <http://scps.diakonie.cz/nase-sluzby/program-prace-s-migranty/sici-dilna/>

---

<sup>7</sup> <http://www.esfcr.cz/projekty/second-hand-second-help-1>



## DENMARK

### Organisation: Dansk Diakoniråd

#### YMCA

**Name of project:** *Efforts in the Outskirts*

- **Description:** The aim is to provide training opportunities and employment in private and public companies to vulnerable people living in disadvantaged (often peripheral urban) areas. There are eight cafés in remote areas, where participants can build up personal and professional skills. In eight social cafés, all part of the NGO YMCA Social Work in Denmark, a locally based project worker offers project participants the opportunity to challenge their problems and gradually prepare for a job by taking part in the daily work in the café. Meanwhile, the participants and the project worker together work on reducing or removing other problems standing in the way of improving the participants' life situation. The project is a follow-up from previous successful projects 'directly into work' (2004-2007) and 'effort on the edge' (2007-2010). This project will run from 2011-2014.
- **Location of project:** The project is placed in 8 social cafés in Denmark. The social cafés are situated in the outskirts of Denmark – areas, which are known for the lack of jobs: Café Paraplyen in Haslev, Café Paraplyen in Odense, Café Parasollen in Haderslev, Café Paraplyen in Varde, Café Jydepotten in Grindsted, Café Parasollen in Viby J., Kafé Kolind in Kolind and Café Parasollen in Aalborg.
- **Aim of project:** The aim of the project is to provide disadvantaged people with skills training and job opportunities. The project must support 300 or more vulnerable people get into work or education within the project period. Also, the project must establish 35 new work places for vulnerable people in work integrating social enterprises. Furthermore, the project must involve 100 volunteers to support the participants' path into work or education.
- **Staff and volunteers:** 1 project manager, 5 administrative workers at YMCA Social Work Denmark's headquarter, 8 project workers, 8 local daily managers, 1 external evaluator, 2 strategic directors from a public relations bureau, 2-300 people in vulnerable life situations with other problems than unemployment, 100-120 volunteers
- **Target group:** long-term unemployed; social welfare recipients; young low-qualified people, people with mental health problems or disabilities, people with a migrant background, people with an alcohol and/or drug addiction, ex-offenders and homeless people.
- **What training is offered:** on-the-job training with a qualification at the end. The training is provided by the project manager and expert consultants from relevant firms.
- **Sources of funding:** We aim for the WISE's to become self-sustainable by selling the right products to the consumers, but also to establish local contracts with the municipality on providing training opportunities for people in vulnerable life situations.
- **Outcomes:** The unofficial results are great- more than half of the participants are supported into work or education. We expect the project evaluator's statistics on the project in February 2014, where we have the official results.
- **Challenges:** The main challenge, we experience is that it is difficult project workers who have both a big heart in the right place for the vulnerable people and to have the knowledge/interest in learning about how to establish a WISE and run it making profits.

**Contact person:** Mai-Britt Kruse – Project coordinator

**Email:** mkb@kfumsoc.dk



**Phone:** +45 2048 1782

**Location:** Denmark

**Website:** <http://www.kfumsoc.dk/info/projekter/indsats-i-udkanter/>

---

## Organisation: Kofoeds Skole

- **Description:** Kofoeds Skole is a self-governing, independent organisation since 1928. Since 1998 new schools have been built in various places in Denmark but also internationally. By providing education and training to more than 3000 students a year, the school helps people develop their own pathway. The school does not want to offer passive care to individuals, but emphasizes an equal partnership in all activities, hence aiming to increase students' self-confidence. As a WISE, the school offers workshops that work as sheltered employment.
- **Location of project:** Copenhagen; (+ in Arhus; Poland, Estonia, Lithuania, Czech Republic, Armenia).
- **Aim of project:** Provide the means to empower disadvantaged people. Through providing help to self-help the school aims to address problems associated with long-term unemployment, social isolation and loneliness. The workshops give students the necessary tools to enter the labour market and they fortify the students' social and personal skills.
- **Staff and volunteers:** Permanent staff of about 150 people (teachers, counsellors, skilled craftspeople). NB: Students undertake much of the school's building and equipment maintenance, while assembly work, printing, grounds maintenance and gardening are contracted out to local businesses and also residents.
- **Target group:** People above the age of 18, unemployed and with a legal right to residency in Denmark = students (not 'users', or 'clients').
- **What training is offered:** As well as educational courses, the school also offers about 30 workshops holding each between 12 and 26 student places, e.g. kitchen and cafeteria; cleaning; carpentry; wood workshop; electrical workshop; printing; clothes and furniture; hair dresser; car repair; transportation services; ship project; etc. Most workshops function as ordinary jobs with professional challenges and a good working atmosphere. The social consultants put together an action plan with the students for the period needed. Separately, there are also three programmes aimed at helping students to enter the labour market, so-called job trainings: 'At Work Again II', 'Tempo' and 'UNO'. Here students receive individual advice; they apply for jobs and participate outside in work trainings.
- **Sources of funding:** about 75% comes from governmental sources. The rest: public donations, contracts with Copenhagen municipality and some small commercial contracts linked to the school's workshops. Two of the job trainings 'At Work Again II' and 'Tempo' are supported by the European Social Fund.
- **Outcomes:** Each year about 400 students use the training workshops. 22 percent of the students leave the workshops for a job or for further education.

**Contact person:** Ole Meldgaard – Head of international activities

**Email:** [ole@kofoedsskole.dk](mailto:ole@kofoedsskole.dk)

**Phone:** +45 41 73 32 56

**Location:** Copenhagen, Denmark

**Website:** <http://kofoedsskole.dk/>

---



## FRANCE

### Organisation: Fédération d'Entraide Protestante

#### La Remise

**Name of project:** *La Remise – association loi 1901 contribuant à l'insertion sociale*

- **Description:** An initiative of the 'Diaconat Protestant', 'Secours Catholique' and 'Récupération Ozanam à Vaulnaveys' in 1989. The aim is to help disadvantaged women integrate into the labour market. Second aim: distribute good quality, but not expensive, clothes. Today, they collect not only clothes but also CDs, books, kitchenware, etc. They have three shops selling their products.
- **Location of project:** Grenoble, France
- **Aim of project:** Provide disadvantaged people with skills training and job opportunities.
- **Staff and volunteers:** the small staff helps in coordinating activities, animating the network of volunteers and providing resources. There are 40 employees, of whom 32 are in the 'integration process'. 50 volunteers.
- **Target group:** low-qualified people, particularly women
- **What training is offered:** on-the-job training for maximum one year. After that usually they receive a contract (of 26 hours a week – allowing the person to pursue training) and a salary.

**Contact person:** Contact via the website <http://laremise-asso.org/nous-contacter>

**Location:** Grenoble, France

**Website:** <http://laremise-asso.org/index.php>

---

### Organisation: Fédération d'Entraide Protestante

#### Association des établissements du domaine Emmanuel

**Name of project:** *CAT du Val d'Europe*

- **Description:** this project has been running since 2003. A company providing 110 work places to people with disabilities.
- **Location of project:** Bailly-Romainvilliers, France
- **Aim of project:** provide adults with mental health problems who are momentarily or in the long-term unable to work on the regular labour market, with a professional and social life. The institute allows each person to progress and work at their own rhythm. Each worker also receives training.
- **Staff and volunteers:** 110 adults with mental health problems working in the compound. Full-time staff: 17 (administration, medical service, education, and general services) and some volunteers.
- **Target group:** adults with mental health problems
- **What training is offered:** on-the-job training.

**Contact person:** Eric Rychen - Director

**Email:** [esatduvaldeurope@aede.fr](mailto:esatduvaldeurope@aede.fr)

**Phone:** +33 160 42 71 50

**Location:** Bailly-Romainvilliers, France

**Website:** <http://www.aede.fr/esat-du-val-d-europe/>



## GERMANY

### Organisation: Diakonie Deutschland

#### Diakoniewerk Duisburg GmbH, Evangelische Gesellschaft Stuttgart e.V.

**Name of project:** *Neue Arbeit*

- **Description:** One of the largest WISE in Germany. Particularly to help long-term unemployed back on to the labour market. Strong cooperation with JobCentre, who sends people to NeueArbeit for work. People can work in various different areas: mechanics (production); services (consumer service; restaurant; gardening; TV; Press; etc.); culture
- **Location of project:** Stuttgart, Germany
- **Aim of project:** re-integrate people into the labour market; provide training, work and education so that people can acquire necessary skills.
- **Staff and volunteers:** 1400 employees
- **Target group:** Long-term unemployed; people with mental health problems; people with physical disabilities; young people
- **What training is offered:** See here for the catalogue of all the services offered  
[http://neuearbeit.de/downloads/2013\\_angebote\\_und\\_dienstleistungen\\_boschuere.pdf](http://neuearbeit.de/downloads/2013_angebote_und_dienstleistungen_boschuere.pdf)
- **Sources of funding:** Local authorities; regional job centres; European Social Fund

**Contact person:** Contact person according to project/service: <http://neuearbeit.de/index.php/angebote-fuer-arbeitssuchende/kontaktbuero-arbeitshilfen>

**Phone:** +49 711 273 010 (General phone number)

**Location:** Stuttgart, Germany

**Website:** <http://neuearbeit.de/>

---

### Organisation: Diakonie Deutschland

#### Diakoniewerk Duisburg GmbH

**Name of project:** *KadeDi*

- **Description:** Department store selling second-hand furniture, clothes, etc. They receive the second-hand products either through donations or through housing changeover, when people move out of their home. In Duisburg since 2005 (1700 square metres); since 2007 in Dinslaken, in cooperation with Diakonisches Werk Dinslaken, since 2008 in Wesel and since 2011 in Duisburg-Rheinhausen. Any profits are reinvested.
- **Location of project:** Duisburg, Dinslaken, Wesel, Rheinhausen – Germany
- **Aim of project:** (re) integration of disadvantaged people into the labour market
- **Staff and volunteers:** 30 full-time employees; over 200 participants and employees with a short-term contract.
- **Target group:** wide range of disadvantaged people
- **What training is offered:** training with qualification at the end in the one of the department stores
- **Sources of funding:** Donations, Diakoniewerk

**Contact person:** Siegbert Weide – Manager

**Email:** [siegbert.weide@diakoniewerk-duisburg.de](mailto:siegbert.weide@diakoniewerk-duisburg.de)



**Phone:** +49 203 931 38 00 (General phone number)

**Location:** Duisburg, Germany

**Website:** <http://www.diakoniewerk-duisburg.de/>

---

## Organisation: Diakonie Deutschland

### Diakonie Schleswig-Holstein

**Name of project:** *Projekt 101 Jobs*

- **Description:** Together with the Bundesagentur für Arbeit (governmental department for employment) this project aims to create more jobs for people with severe disabilities on the regular labour market. This does not mean that 'new' jobs specific to people with disabilities need to be created, but rather, finding a way to integrate them into a new working environment.
- **Location of project:** Schleswig-Holstein, Germany
- **Aim of project:** integration of people with disabilities into the regular labour market - the aim is to create at least 101 jobs between 2012 and 2013.
- **Target group:** people with disabilities

**Contact person:** Silke Harmsen; Uwe Blender

**Phone:** +49 433 159 31 41 or +49 433 159 31 42

**Location:** Schleswig-Holstein, Germany

**Website:** <http://www.diakonie-sh.de/seite.3/seite.3.3.2/index.html>

---



## KOSOVO

### Organisation: Diakonie Kosova

**Name of project:** *Organic Production of Chicken and Eggs in Mitrovica Municipality*

- **Description:** Farm producing organic eggs and chicken and employing people with disabilities, since 2011. They have 7.54 HA of land available where the farm is and the stables are set up.
- **Location of project:** Mitrovica, Republic of Kosovo
- **Aim of project:** Production of quality and organic food; give people with disabilities the opportunity to earn a small income through 'work therapy in agriculture'; encourage farmers to start changing from conventional to organic food production; raise awareness about organic food consumption
- **Staff and volunteers:** 4 paid staff (1 butcher, 2 agronomists, 1 economist); 14 people with disabilities (the group is called 'Handikos')
- **Target group:** People with disabilities or mental health problems; social welfare recipients
- **What training is offered:** on-the-job training: in different fields such as: food delivery, daily care for chickens, help in slaughtering work, packing of food and eggs according to weight, night guards of the farm. Training given by a German specialist on organic poultry farming.
- **Sources of funding:** Local authorities; European Funds; profits are reinvested
- **Outcomes:** Set up the Farm building/offices; set up four stables; an open land with 750 chickens; all the infrastructure (electricity, water, etc.) is in order; 14 members of Handikos trained to continue work in the Farm; professional staff ready to continue with organic farming
- **Challenges:** Secure funding for the next 24 months, before they become a sustainable project!

**Contact person:** Bernd Baumgarten

**Email:** info@diakonie-kosova.org

**Phone:** +420 739 255 278

**Location:** Kosovo

**Website:** <http://www.diakonie-kosova.org/> (website under construction)

---





## SERBIA

### Organisation: Ecumenical Humanitarian Organisation

**Name of project:** *Resource centre for people with disabilities*

- **Description:** Centre offering education and practical work to people with disabilities to enable them to acquire necessary skills for the labour market. Running since 2002.
- **Location of project:** Novi Sad, Vojvodina, Serbia
- **Aim of project:** Improve the quality of life; enable social inclusion, self-confidence and independence. Enhance advocacy for people with disabilities. The project aims to provide alternative social welfare services for people with disabilities through the acquisition of practical knowledge and skills, hence improving their position on the labour market.
- **Staff and volunteers:** Full time employed staff: 1 program coordinator; 2 project associates; 1 project assistant with a disability; 1 driver. Volunteers: 1 hostess of day centre; 20 volunteers as course leaders and in charge for day centre activities (8 of which are people with disabilities, who get monthly reimbursement according to hours worked). Over 100 beneficiaries each year.
- **Target group:** People with mental health problems or physical disabilities between the age of 18 and 50
- **What training is offered:** On-the-job training and training with a qualification/diploma at the end of each course passed. They offer education (computer, digital printing, foreign languages, sign language). Possibilities for practical work include the provision of information, psycho-social support and legal counselling.
- **Sources of funding:** Local authorities; financial resources from ethical investments. Any profits are reinvested
- **Outcomes:** In 2012, 139 people with disabilities visited the resource centre. There were:
  - 6 basic computer courses; 4 advanced computer courses
  - 6 English language courses (different levels); 3 sign language courses
  - 2 sewing courses; 1 glass painting course; 1 bakery course; 1 weaving course; 3 jewellery crafting courses; 4 finger knitting courses; 1 cookery course; 1 decoration course;
  - 1 assertive training+ 1 training for volunteers at the resource centre, 25 volunteers were engaged in project implementation – 10 of which were people with disabilities.
- **Challenges:** insufficient funds for project implementation. In the first six months and after applying for local funding several times, two small projects were approved and an additional 2.600 EUR were raised. EHO filed an official complaint because of the extreme reduction of the budget and the approval transparent was not transparent. However, this did not change much and the funds they managed to raise for 2013 are not enough to cover all project costs.

**Contact person:** Tamara Blagojević – program coordinator

**Email:** tamarab@ehons.org

**Phone:** +381 21 469 616

**Location:** Novi Sad, Serbia

**Website:** <http://resursnicentar.ehons.org/en/about-us/>