



# resit

Rede de Empresas Sociais  
de Inserção pelo Trabalho

## Strategy 2020

*International Seminar*

*Work Integration Social Enterprises – old challenges, new pathways*

*26.06.2015*

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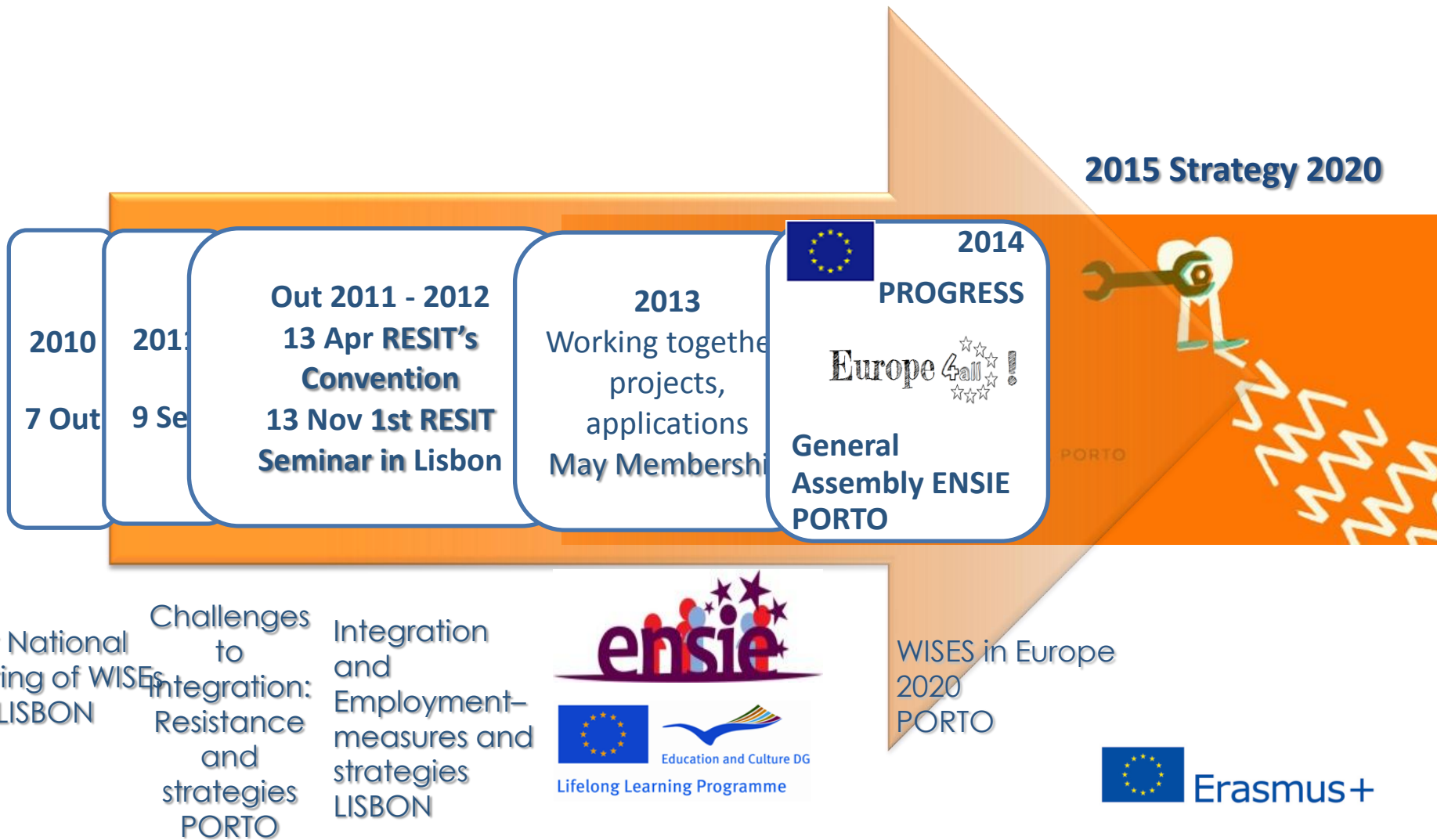


# Who are we



resit  
Rede de Empresas Sociais  
de Inserção pelo Trabalho

...an informal *bottom up* network



# diagnosis

...the problem...

...the causes...

## Persistence of high levels of poverty and exclusion from the labour market among disadvantaged groups

### Companies/Employers

Difficulties in hiring/firing

Structural tendency to hire over-qualified people

Destruction of jobs  
weakening of labour market

### State

Weakness of the policy for WISEs

Weak policies (internships, etc.) that lack efficiency

Weakness to care for people with demand needs

Weakness of integration against poverty

### Social Economy

Fragmentation of the experience on the field (weak evaluation vs fickle public funding)

Weak culture of integration through work

Polarised social economy sector (cooperative and social sector vs innovation & WISEs)

diagnosis

...the consequences...

## **Companies/employers**

Stigma/Discrimination  
of recruitment and  
HR

Loss of credibility

Structural deficit  
qualifications and  
competitiveness

## **Social economy**

Weak social responses, unable  
to break the vicious cycle of  
integration/exclusion of the  
labour market

Impoverishment of the  
population

Push for the reinforcement of  
assistentialist and new social  
responses (empowerment,  
innovation)

## **State**

...ts of inefficiency and  
ineffectiveness

...answer to rights

...cy to delegate  
...bility of families  
...in the making  
...s in the market

**Dispersion of critical mass for the intervention on  
labour and social inclusion**

**Persistence of high levels of poverty and exclusion from  
the labour market among disadvantaged groups**

# RESIT's Strategy

**Transversal axis: national and international networked work**

RESIT, ENSIE

(DLBC/AUDIS), Job Centres, municipalities, government,  
Portugal Social Innovation Initiative

**Axis 1 – IOD  
Methodology – a  
new model of  
intervention on offer  
and demand of  
labour**

**Axis 2 – New  
Model of WISE**

**Axis 3 – A public  
policy for  
integration  
through work**



## Axis 1 – IOD Methodology

**To replicate and adapt to the Portuguese reality, the already tested methodology – in France and Belgium**

Innovative methodology (sustainable idea, replicable, scale), alternative solution (more effective) regarding the traditional approaches of Job Centres

Empowerment and non-discriminatory regarding target audiences

### **IMPACT:**

Increase of long-lasting work for disadvantaged groups

Reduction of recruitment and selection and of the companies' turnover

**Reduction of public expenditure**  
vis-à-vis other policies

## Axis 2 – New Model of WISE

**Economically productive structures (managed in a sustainable manner) in different sectors of economic activity which offer:**

**1. Working mechanisms that might combine different responses for integration**(accordingly to the variables and contexts):

- Responses of integration for the regular labour market**
- Permanent employment**

**2. Training in a real work context** (non-formal education methodologies)(namely **IOD; certification of qualification**)

## Axis 2 – New Model of WISE

### **IMPACT:**

**Access to social rights** for a significant share of the disadvantaged audiences

**To boost local economy**

**Reduction of public expenditure**

## Axis 3 – A public policy for integration through work

Proposal for a  
political/legal framing  
of WISEs

### IMPACT:

More and better  
**opportunities for social inclusion** for those in situation of exclusion from the labour market

**Better intervention conditions for social economy organisations** for those who work with integration through labour

**Bigger efficiency and effectiveness of public policies of employment and social inclusion**



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