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COMPENDIUM OF GOOD PRACTICES

Education for Labour Market Integration: Enabling Educators to Better Target
Low-Qualified Adults



EDUCATION FOR LABOUR
MARKET INTEGRATION



Romni



Fundacja Europejski
Instytut Outsourcingu

iasis

This compendium is a comprehensive guide to 24 identified good practices in various fields, including but not limited to education, health care, social services, and business. The purpose of this compendium is to provide readers with examples of successful strategies and initiatives that can be adapted and implemented in their own settings. Each good practice presented in this compendium has been carefully analyzed and evaluated for its effectiveness, feasibility, and potential transferability. The identified good practices range from innovative approaches to solving common problems to established programs that have proven to be successful over time. The compendium is organized into sections that correspond to the various fields of application, with each section providing an overview of the context and challenges faced in that field, followed by a description of the identified good practices, and concluding with a discussion of the transferability and potential impact of these practices.

Readers of this compendium will gain insights into effective strategies and best practices from various fields and learn how to apply these lessons in their own organizations and communities. The compendium aim to be a valuable resource for policymakers, practitioners, researchers, and anyone interested in promoting positive change and improving outcomes in their respective fields.

This compendium serves as a testament to the power of good practices and their potential to transform the way we approach commong challenges. By sharing these successful strategies and initiatives, we hope to inspire others to adopt similar approaches and contribute to the creation of a more sustainable, equitable and prosperous world.

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1. Greece

1.1. Fabric Republic

▶ General information about the good practice (GP)	
Title	▶ Fabric Republic
Country, region and municipality of implementation	▶ Greece
Timeframe (start date, end date unless ongoing)	▶ Ongoing
Level of implementation (local/regional/national/transnational/other)	▶ National
Webpage or other online info about the good practice	▶ http://www.fabricrepublic.gr/en/
Name and contact information of the implementing organization	▶ Fabric Republic (Initiative of IASIS NGO) ▶ T. +30 211 411 7120 ▶ On Thessaloniki 65B Avenue, 143 42, Athens ▶ E.fabricrepublic.adm@gmail.com
Brief description of the implementing organization (max 500 characters)	▶ Fabric Republic is a non-profit organization, implemented by IASIS NGO, and employs people from vulnerable social groups through the «Housing and Reintegration» program. In addition, the program is realized with the donation of Stavros Inarches Foundation

▶ **Good practice description**

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)

- ▶ Fabric Republic is a clothing management system which employees vulnerable individuals facing social, economic and educational difficulties, such as disabled people, Roma, migrants etc.
- ▶ The activities of the integrated clothing management system of Fabric Republic are:
 - ▶ Collection of excess clothing
 - ▶ Sorting (everyday use clothing in good condition / unsuitable for use / suitable for re-use)
 - ▶ Cleaning / Disinfection with professional equipment
 - ▶ Classification (Adult / Women / Children / Infants – [S / M / L / XL] – Winter / Summer etc.)
 - ▶ Packaging / Storage
 - ▶ Distribution to solidarity organizations with privately owned vehicles
 - ▶ Sending what is unsuitable for use to recycling companies
 - ▶ Reuse (design and production of up cycled creations)
 - ▶ Communication – Dissemination of results

Short description of the problem the good practice aims to tackle (max 1000 characters)

- ▶ The quality of life of the Greek population has been affected to a large extent by the long-term financial crisis of the country. One in three Greeks lives in conditions of poverty or social exclusion. Having said that, at the same time, the increase of refugee influx (which has been increased 30% only in the first quarter of 2018) increased dramatically the population which is socially marginalized.
- ▶ Therefore, the aforementioned issues have resulted in another crisis where our fellow human beings want to get

	<p>dressed decently, without having the ability to do it. Every year in Greece, thousands of tons of clothes end up to available solidarity organizations or consortiums or in the worst scenario to garbage. However, those organizations and consortiums rarely have staff and suitable facilities for the proper management of unnecessary clothing, thus, staying in warehouses for years with all that entails from the hygiene point of view.</p>
<p>Main objectives of the good practice (max 1000 characters)</p>	<ul style="list-style-type: none"> ▶ The ultimate goal of Fabric Republic is the optimization and modernization of cyclical management of excess clothing and its vision is the collective development of social and ecological consciousness for a Zero Waste reality. Apart from that, Fabric Republic aims to engage vulnerable individuals in social cooperatives, provide clothing to people in need, and raise awareness of the public through campaigns about the issues it is trying to tackle.
<p>Target groups (max 500 characters)</p>	<ul style="list-style-type: none"> ▶ Vulnerable individuals facing social, economic, educational or health-related issues, such as disabled people, Roma people, migrants, etc. (To be employed and engaged into the social cooperative) ▶ Individuals from vulnerable social groups with clothing needs ▶ Public benefit organizations ▶ Volunteers ▶ Solidarity organizations ▶ Recycling Companies ▶ And anyone interested from the general public who wants to purchase clothes

<p>Measures to involve the target groups (max 500 characters)</p>	<ol style="list-style-type: none"> 1. To engage into the social cooperative, the individual should come from a vulnerable social group 2. Anyone who cannot purchase clothes due to adverse conditions 3. Anyone interested can purchase clean clothes from the e-shop 4. Anyone interested can be volunteer 5. Companies and organizations must operate into related fields to receive clothing donations
<p>Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)</p>	<p>Fabric Republic is innovative because:</p> <ul style="list-style-type: none"> ▶ Under a professional and scientific coordination, it is operating a comprehensive integrated management system that focuses on today's social needs, sustainability and sustainable development ▶ It is employing socially marginalized individuals ▶ It is reducing the overuse of natural resources ▶ It is decongesting the waste system ▶ Actively contribute to society by donating clean clothing to solidarity organizations and vulnerable individuals
<p>Evidence of success (results achieved) (max 1000 characters)</p>	<p>The results of the first year:</p> <ul style="list-style-type: none"> ▶ 12.937kg of clothing were offered to recycling companies ▶ 21.252kg were offered to solidarity organizations ▶ Has lower the emissions of CO2 by 150.000kg ▶ 25.000 were the beneficiaries <p>The results until now:</p> <ul style="list-style-type: none"> ▶ 30 tons of clothing per year are offered to non-profit organizations and 15 tons to recycling companies ▶ 40.000 beneficiaries ▶ 171.344kg of lower CO2 emissions

Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)

- ▶ It was difficult to find a financier for the project
- ▶ It is a challenge to manage the workforce as it consists of a diverse community: Vulnerable employees facing socioeconomic, education, or health related issues and volunteers.

How could this intervention be improved (max 500 characters)

The initiative can be improved if it acquires European dimensions and its results are multiplied.

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should

The initiative can work well in the rest of the EU member countries. The only prerequisites to fully implement and initiate a similar program are the Funding, and the Resources in terms of facilities, human workforce, including the scientific committee, volunteers and vulnerable individuals.

<p>be met to allow the transfer?) (max 700 characters)</p>	
<p>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)</p>	<ul style="list-style-type: none"> ▶ Funding: approx. 200.000 EUR per year & revenue from e-shop sales ▶ Resources: Premises to host the initiative, scientific committee to supervise, and a social cooperative with vulnerable individuals and volunteers as employees

1.2. The Digital Welcome Programmed (WELCOME)

General information about the good practice (GP)	
<p>Title</p>	<p>The Digital Welcome Programmed (WELCOME)</p>
<p>Country, region and municipality of implementation</p>	<p>Greece, Belgium, Germany, Italy and Spain</p>
<p>Timeframe (start date, end date unless ongoing)</p>	<p>Start date: 01/10/2017 End date: 30/06/2019</p>

Level of implementation (local/regional/national/transnational/other)	Transnational within EU member countries
Webpage or other online info about the good practice	https://digitalwelcome.eu/about/
Name and contact information of the implementing organization	<p>ALL DIGITAL (BELGIUM) MEDIA ACTIE KUREGEM STAD (BELGIUM) IASIS NGO (GREECE) FONDAZIONE MONDO DIGITALE (ITALY) COLECTIC (SPAIN) CENTRO STUDI CITTA DI FOLIGNO ASSOCIAZIONE (ITALY)</p> <p>https://digitalwelcome.eu/partners/</p>
Brief description of the implementing organization (max 500 characters)	<p>IASIS NGO is a non-governmental, non-profit organization active in the field of Social Inclusion, Mental Health and De-institutionalization, which actively participates in the psychiatric reform promoted by the Ministry of Health and Social Solidarity and the European Union. Organization's main objective is to provide psychosocial support and education to people who either belong to the range of or are at risk of exclusion, and to adult learners in the humanitarian field.</p>

Good practice description

<p>Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)</p>	<p>“The Welcome Programmed” (WELCOME) is a project for migrants and refugees. It developed a training programmed combining different IT skills adapted to the needs of migrants and refugees. Consortium partners developed a programmed of creative IT workshops, including methodology and training materials, based on best practices of the partners and beyond. Afterwards, trainers from partner organizations have been trained to use the programmed and its materials in pilots. These trainers run two rounds of pilots.</p> <p>During the piloting, third-country nationals aged 16 to 30 took part in the programmed and improved their IT skills, language and soft skills through creative IT workshops.</p> <p>They have been trained as mentors and then worked as volunteers and organize 40 creative IT workshops, reaching 400 people in total in mixed groups of third country nationals and European nationals. The content of these workshops fostered peer learning and exchanges between local communities and third country nationals.</p>
<p>Short description of the problem the good practice aims to tackle (max 1000 characters)</p>	<p>The refugee influx increased dramatically in the EU since the 2015 onwards and many migrants and refugees who arrived where struggling to engage into the labor market of the respective hosting country. Most of the migrants where either unskilled or semiskilled workers working in fields where physical effort was more required than mental, for instance in sectors of agriculture. Individual with IT-related skills were and are still in demand in the EU, hence the partnership considered this program as a good practice initiative.</p>
<p>Main objectives of the good practice (max 1000</p>	<p>The aim of the project “WELCOME Programmed” was to exchange best practices between organizations specialized in digital inclusion of disadvantaged groups and, based on this</p>

characters)	exchange, to develop and pilot an innovative methodology for social inclusion of third country nationals in educational and social activities, cultural life, volunteering and digital creation activities.
Target groups (max 500 characters)	<ul style="list-style-type: none"> ● Asylum seeker or a refugee ● Teacher, trainer, social worker or youth workers working with newcomers third country nationals ● An NGO working with migrants and refugees
Measures to involve the target groups (max 500 characters)	<p>The measures taken to involve target groups were:</p> <ul style="list-style-type: none"> ● Disseminations through posts, social media, etc. ● Awareness campaigns
Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)	<ul style="list-style-type: none"> ● Curriculum that can be applied in all the EU member countries ● IT creative workshops ● In demand training materials
Evidence of success (results achieved) (max 1000 characters)	<p>The project has been awarded as «Best practice in ‘Promoting Values’» from the Lifelong Learning Awards (https://www.iasismed.eu/iasis/welcome/?lang=en)</p> <p>2 Years’ Results:</p> <ul style="list-style-type: none"> ● 5 countries ● 6 cities

	<ul style="list-style-type: none"> ● 12 trainers and 120 young 3rd country nationals involved ● 120 touching digital stories ● More than 720 hours of training ● More than 20 workshops animated by youngsters <p>https://digitalwelcome.eu/brochure/</p>
<p>Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)</p>	<p>It was a challenge to actively involve the end users of the program, namely the 3rd country nationals, as they are unable to committee due to their vulnerable social status.</p>
<p>How could this intervention be improved (max 500 characters)</p>	<p>The initiative can be improved if it acquires more European dimensions and its results are multiplied.</p>

<p>Good practice transferability</p>	
<p>Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the</p>	<p>The initiative can work well in the rest of the EU member countries. The only prerequisites to fully implement and initiate a similar program are the Funding, and the Resources in terms of facilities, and human workforce.</p>

<p>implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)</p>	
<p>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)</p>	<p>Funding: approx. 300.000 EUR Workforce: Scientific committee of trainers and researchers of partners & Facilities to run IT workshops</p>

1.3. Transversal model for migrants

General information about the good practice (GP)	
Title	Transversal model for migrants

Country, region and municipality of implementation	Greece, France, Cyprus, Portugal, Bulgaria, Spain, Turkey
Timeframe (start date, end date unless ongoing)	2018 - 2020
Level of implementation (local/regional/national/transnational/other)	Translational
Webpage or other online info about the good practice	http://www.transversalmodel.eu/
Name and contact information of the implementing organization	ITG Conceal (France) IASIS (Greece) CSI (Cyprus) Mind shift (Portugal) BFE (Bulgaria) SSF (Spain) BAU (Turkey) http://www.transversalmodel.eu/?page_id=21
Brief description of the implementing organization (max 500 characters)	IASIS NGO is a non-governmental, non-profit organization active in the field of Social Inclusion, Mental Health and De-institutionalization, which actively participates in the psychiatric reform promoted by the Ministry of Health and Social Solidarity and the European Union. Organization's main objective is to provide psychosocial support and education to people who either belong to the range of or are at risk of exclusion, and to adult learners in the humanitarian field.

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)

To support migrants in their journey, seven partner organizations:

- a) Identified skill gaps, educational factors and successful methodological approaches through research process (Intellectual Output 1: Desk report about the topic)
- b) Enhanced the professional development of Counseling Units and VET educators facilitating the assessment, validation and recognition of learning outcomes for Migrants’ support. (Intellectual Output 2: Training Curriculum)
- c) Designed practical activities, based on the Transversal innovative pedagogical approach, to support counselors and VET educators in their counseling everyday work and routine with migrants. (Intellectual Output 3: Toolbox)
- d) Created useful resources to disseminate better understanding of different and innovative methodological approaches for supporting migrants towards their integration in Europe. (Intellectual Output 4: Training of Trainers’ Guidebook)
- e) Designed and implement an innovative digital space and practical tools addressed to both counselors and educators to develop knowledge on different elements related with migrants and support them through interactive learning elements (Intellectual Output 5: Training Apps and learning platform for both target groups)

Short description of the problem the good practice aims to tackle (max 1000 characters)

“Transversal Model for Migrants” Project emerged from a European context characterized by:

- a strong inequity between the average economic and social situation of workers in Europe and the one of EU migrants, who have, often less rewarding job positions, lower wages, fewer

	<p>opportunities for career development, and of lesser opportunity to get a better job position (transversal mobility).</p> <ul style="list-style-type: none"> - a still insufficient answer to migrants in order to search a solution to change this discrepancy; - a lack of tools and guidance for Trainers, coaches, VET educators and social workers, who are supporting migrants within the UE in the field of transversal competences.
Main objectives of the good practice (max 1000 characters)	Transversal Project aims to empower teachers, trainers and counselors to facilitate and empower migrants with skills in order to promote higher job position or economic and social integration within Europe.
Target groups (max 500 characters)	<ol style="list-style-type: none"> 1. Trainers, Coaches, Career counselors, VET educators and social workers but as well 2. Migrants themselves, who are also final beneficiaries.
Measures to involve the target groups (max 500 characters)	<p>The measures taken to involve target groups were:</p> <ul style="list-style-type: none"> ▶ Disseminations through posts, social media, etc. ▶ Awareness campaigns
Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)	<ul style="list-style-type: none"> - Teaching skills that are "in situ", "real" and "lived" skills, to learn to become a manager of their lives, to make decisions, and to aspire to responsibilities; - Development of a coaching dimension of migrants on the part of trainers, considering migrants as full actors, like any other professional.

characters)	
Evidence of success (results achieved) (max 1000 characters)	http://www.transversalmodel.eu/?page_id=18
Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)	It was a challenge to actively involve the end users of the program, namely the migrants, as they are unable to committee due to their vulnerable social status.
How could this intervention be improved (max 500 characters)	Through disseminating and multiplying its results.

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the	The initiative can work well in the rest of the EU member countries. The only prerequisites to fully implement and initiate a similar program are the Funding, and the Resources in terms of facilities, and human workforce.
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<p>implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)</p>	
<p>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)</p>	<p>Funding: approx. 200.000 EUR Workforce: Scientific committee of trainers and researchers of partners</p>

1.4. Municipality 4 Roma

General information about the good practice (GP)	
Title	Municipality 4 Roma
Country, region and municipality of implementation	Italy, Greece, Bulgaria
Timeframe (start date, end date unless	Ongoing

ongoing)	
Level of implementation (local/regional/national/transnational/other)	Transnational
Webpage or other online info about the good practice	https://municipality4roma.eu/?lang=en
Name and contact information of the implementing organization	<p>MUNICIPALITY OF CAMPOBASSO (ITALY)</p> <p>IRPPS – NATIONAL RESEARCH COUNCIL (ITALY)</p> <p>ARES 2.0 – ECONOMIC AND SOCIAL RESEARCH – INSTITUTIONAL COMMUNICATION (ITALY)</p> <p>OPERA NOMADI (ITALY)</p> <p>CENTER FOR SUSTAINABLE COMMUNITIES DEVELOPMENT (BULGARIA)</p> <p>IASIS NGO (GREECE)</p> <p>https://municipality4roma.eu/partners/?lang=en</p>
Brief description of the implementing organization (max 500 characters)	IASIS NGO is a non-governmental, non-profit organization active in the field of Social Inclusion, Mental Health and De-institutionalization, which actively participates in the psychiatric reform promoted by the Ministry of Health and Social Solidarity and the European Union. Organization’s main

objective is to provide psychosocial support and education to people who either belong to the range of or are at risk of exclusion, and to adult learners in the humanitarian field.

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)

The project aims at strengthening the Roma social group, so that they can now properly approach government, and not only, services and receive assistance. In addition, the support of the Roma in the interaction with the institutions is important. The project expands a previous model already tested in Rome at Campo basso and spreads it to three other municipalities in Greece and Bulgaria.

The objectives of the project will be achieved through a series of actions:

- Analysis of the training needs of the actors involved, in order to outline a well-founded and effective intervention program. The needs analysis is conducted through the administration of questionnaires and focus groups
- Training for operators operating in the area of Campo basso to improve the social inclusion process and develop more homogeneous and effective procedures
- Training aimed at the local Roma community to ensure an easier access to services and greater civic participation
- Creation of moments of meeting and mutual learning between operators and Roma communities to facilitate constructive discussions and the creation of shared inclusion paths
- Dissemination of the inclusion model developed so far in

	<p>other communities in Bulgaria (Municipality of Tran) and Greece (Municipalities of Athens, Philadelphia-Chalcedonies and Moschaton) to guarantee a wider reproducibility of the intervention model and provide the project with an international scope</p>
<p>Short description of the problem the good practice aims to tackle (max 1000 characters)</p>	<p>Despite international efforts, Roma experience various forms of discrimination at ground level which has a tremendous impact on Roma access to basic citizenship right. Social interventions with Roma too often focus on actions aimed at the Roma group only, and policies and programs rather often lack an integrated approach that takes into account the social and local context. On the contrary, it is paramount to acknowledge the importance of the relationship between Roma and institutions</p>
<p>Main objectives of the good practice (max 1000 characters)</p>	<p>Municipality4Roma is an ambitious project that aims to contribute to the inclusion of the Roma community in Campo basso by applying an intervention model based on an informed and mature dialogue between public and private services and the Roma community.</p> <p>The two-year project aims specifically to:</p> <ul style="list-style-type: none"> ● Stimulate the convergence between the Roma community and the different categories of operators belonging both to the public and private system ● Share a model of acceptance of the Roma community in the institutional and welfare system capable of employing the right levers for a profitable and effective involvement of the community, taking into account the current rules and the social and cultural factors that affect this integration process

Target groups (max 500 characters)	<ul style="list-style-type: none"> ● Roma ● Municipality of Reggio Calabria (IT), Tarn (BG), Ampelokipi (GR), and one of the EGTC Feline Pole network (GR) ● Schools staff ● NGOs
Measures to involve the target groups (max 500 characters)	<p>The measures taken to involve target groups were:</p> <ul style="list-style-type: none"> ● Disseminations through posts, social media, etc. ● Awareness campaigns
Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)	<ul style="list-style-type: none"> ● Involve Roma in the design of policies and programs directed to them ● Create a controlled and friendly environment where the three actors in play (Roma, Institutions and NGOs) can discuss outside the usual stressful situations ● Make operators from PA have a space for learning and open discuss
Evidence of success (results achieved) (max 1000 characters)	<p>This is an ongoing project but the expected results can be seen here: https://municipality4roma.eu/il-progetto/?lang=en</p>
Main problems encountered in implementing and description of the measures taken to overcome them	<p>It is a challenge to actively involve the end users of the program, namely the Roma people, as they are unable to committee due to their vulnerable social status.</p>

(max 700 characters)	
How could this intervention be improved (max 500 characters)	Through disseminating and multiplying its results.

Good practice transferability	
Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)	The initiative can work well in the rest of the EU member countries. The only prerequisites to fully implement and initiate a similar program are the Funding, and the Resources in terms of facilities, and human workforce.

Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)	Funding: approx. 140.000 EUR Workforce: Scientific committee of trainers and researchers of partners & Facilities to run workshops / awareness campaigns
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2. Italy

2.1. Amice per la strata - Friends on the street integration of homeless people and drug addicts (Italy)

General information about the good practice (GP)	
Title	Amice per la strata - Friends on the street integration of homeless people and drug addicts (Italy)
Country, region and municipality of implementation	Liguria, Campania, Veneto
Timeframe (start date, end date unless ongoing)	<p>The Project has been operational since 1980. It was activated by the Community of S. Emilio, a non-profit organization that in Italy and in many other countries of the world has been carrying out interventions for the reception, assistance and reintegration of socially weak and disadvantaged people for years. Specifically, "Amice per la strata" is a project that moves along two main lines of intervention:</p> <p>accompanying people along gradual reintegration paths; the protection and improvement of the quality of life.</p>
Level of implementation (local/regional/national/transnational/other)	This ability to regenerate is demonstrated by the force that the project - also thanks to the support of an organization that has demonstrated its know-how reach

General information about the good practice (GP)

	<p>ambitious goals - manages to have not only throughout the country (in Liguria, in Campania, in Veneto) but also in many countries poor people of neighboring Africa.</p>
Webpage or other online info about the good practice	<p>www.santegidio.org</p>
Name and contact information of the implementing organization	<p>Community of Sant'Egidio Via di San Gallicano 25 / A ROME Contact person: Alessandro Moscetta Telephone: +39 334 8135420 → info@santegidio.org → www.santegidio.org Facebook: →Sant'Egidio Community</p>
Brief description of the implementing organization (max 500 characters)	<p>The Community of Sant'Egidio (Italian: Comunità di Sant'Egidio) is a lay Catholic association dedicated to social service, founded in 1968 under the leadership of Andrea Riccardi. The group grew and in 1973 was given a home at the former Carmelite monastery and church of Sant'Egidio in Rome, Italy. In 1986 it received recognition from the Roman Curia of the HolySee as an international association of the faithful. Its activities include the Church's evening prayer together daily as a stimulus for lending assistance to a whole spectrum of needy persons: "lonely and non-self-</p>

General information about the good practice (GP)

sufficient elderly, immigrants and homeless people, terminally ill and [HIV/AIDS](#) patients, children at risk of deviance and marginalization, nomads and the physically and mentally handicapped, drug addicts, victims of war, and prisoners."^[1] The community also has a high profile in the area of peace negotiations, in addressing the [AIDS epidemic in Africa](#), and in its opposition to capital punishment. It takes an [ecumenical](#) approach in all of its work. Sant'Egidio is a network of small communities of fraternal life, currently present in 73 countries distributed as follows: Europe (23), Africa (29), Asia (7), North America (8), South America (5). There are an estimated 50,000 members.

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training

Why is it special?

This ability to regenerate is demonstrated by the force that the project - also thanks to the support of an organization that has demonstrated its know-how reach ambitious goals - manages to have not only throughout the country (in Liguria, in Campania, in Veneto) but also in many countries poor people of neighboring Africa.

Meanwhile, it is a special project because in these years he has materially helped many lonely people and abandoned producing

Good practice description

sessions, events, material published etc.) (max 1500 characters)	<p>significant results</p> <p>in terms of reintegration into society, of leaving situations of dependence and exploitation. It's a moreover, a special project because it manages to solve all those situations of discomfort caused by not feeling cared for, assisted, included. In this sense, the first material support (listening, food, clothing, medical care) triggers a virtuous circuit of understanding, listening which, by breaking material and mental fences, facilitates a real path to escape from a condition of isolation and loneliness.</p>
Short description of the problem the good practice aims to tackle (max 1000 characters)	<p>The good practice of the Community of Sant'Egidio aims to tackle a wide range of social issues including providing assistance to the elderly, immigrants, homeless people, the terminally ill, HIV/AIDS patients, children at risk of deviance and marginalization, nomads, the physically and mentally handicapped, drug addicts, victims of war, and prisoners. In addition to its social service activities, the community is also involved in peace negotiations, addressing the AIDS epidemic in Africa, and opposing capital punishment. The overarching goal of the Community of Sant'Egidio is to promote peace, justice, and social solidarity, while taking an ecumenical approach in all of its work.</p>
Main objectives of the good practice (max 1000 characters)	<p>The main purpose of the project is to deal with people who - by being placed or placed in the margins of our society - often do not know not even to own rights. Not always the public institutions intervene to respond the needs of reintegration and acquisition of minimal social skills, expressed by these people.</p> <p>Although the methodology of the project is not particularly innovative, it constantly manages to implement increasingly targeted and specific solutions and services in relation to the different target audiences within the varied world of the homeless.</p>

Good practice description

This capacity for regeneration is demonstrated by the strength that the project - also thanks to the support of an organization that has proven to be able to reach ambitious goals - manages to have not only on the entire national territory (in Liguria, Campania, Veneto) but also in many poor countries of neighboring Africa.

The main purpose of the project is to intervene for fill a void, a deficit of support and targeted intervention.

Target groups (max 500 characters)

The target group is represented by individuals that are alone, without family or other kinds of relationships. That condition is common with all the homeless people who suffer as well from many other problems such as mental illness, alcohol and drug issues. Many of them are ex-offenders and almost all of them come from families with serious social, cultural, and economic problems. Most of them are foreign and there is an increase in the number of Italians. The foreign are represented by irregular immigrants, new immigrants, or regular immigrants, but unemployed and without any other kind of sustaining factor. The target group is heterogeneous, composed of people who are alone and homeless: older aged people, disaffected youth, depressed immigrants, the new poor.

In our last sub-chapter we present projects and approaches for vulnerable groups. This includes people with mental health problems, former prisoners, people who need to be reintegrated, drug addicts, homeless people or people with learning difficulties. We have also decided to present a project for people with dementia. Although this target is not normally described as "disadvantaged" we see the need to provide high quality pedagogical offers for the growing number of people with dementia. Like other projects, these are also transferable to and for other target groups.

Good practice description

Measures to involve the target groups (max 500 characters)

The following projects are also characterized, in particular by the intense reference to the living environment of our target groups, have created a tailor-made approach and push towards their integration into society and towards training.

The reference target group is represented by subjects who are in the condition of persons "Sun". Condition common to all people homeless and that in some cases add up to this disadvantage also that to suffer from mental problems or to be drug addicts and / or alcoholics. Many of the target group have had experiences of detention in prison and almost all of them come from families with serious socio-cultural and economic problems. Many beneficiaries are foreigners and Italians are becoming more and more. Among foreigners, the highest percentage is represented by irregular immigrants, new immigrants, immigrants regular but without work and without any other kind support network. A heterogeneous target, therefore and made up of lonely and homeless people: abandoned elderly, maladjusted, depressed young people, immigrants with difficulties, new poor.

The approach used is that of mutual aid which tries, case by case, to overturn the concept of marginality and exclusion in protagonist, in acquisition of tools to transform the liability induced by a simple welfare activity into resource opportunities. Friends on the street intervenes in a transversal manner, on the entire group / target, with food distribution services, clothing, health care but also with services information and listening to needs and any specific needs and, subsequently, in a targeted manner, trying to give answers in terms of accommodation and job placement. The interventions targeted that require medium-long term intervention planning and knowledge greater than the subject are designed to enhance the

Good practice description

potential of these same people.

Implementation As far as the methodology of the project is not particularly innovative, it constantly manages to implement solutions and services by increasingly targeted and specific service in relation to the different target audiences within of the varied world of the homeless.

This ability to regenerate is demonstrated by the force that the project - also thanks to the support of an organization that has demonstrated its know-how reach ambitious goals - manages to have not only throughout the country (in Liguria, in Campania, in Veneto) but also in many countries poor people of neighboring Africa.

Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)

Why is it special?

Meanwhile, it is a special project because in these years he has materially helped many lonely people and abandoned producing significant results

in terms of reintegration into society, of leaving situations of dependence and exploitation. It's a moreover, a special project because it manages to solve all those situations of discomfort caused by not feeling cared for, assisted, included. In this sense, the first material support (listening, food, clothing, medical care) triggers a virtuous circuit of understanding, listening which, by breaking material and mental fences, facilitates a real path to escape from a condition of isolation and loneliness.

This ability to regenerate is demonstrated by the force that the project - also thanks to the support of an organization that has demonstrated its know-how reach ambitious goals - manages to have not only throughout the country (in Liguria, in Campania, in Veneto) but also in many countries poor people of neighboring Africa.

Good practice description

Evidence of success (results achieved) (max 1000 characters)

Firstly, the organization has a presence in 73 countries worldwide, with an estimated 50,000 members, which suggests that its approach to social service and peace building has resonated with a broad range of people across different cultures and contexts.

Secondly, the Community of Sant'Egidio has been recognized for its work in the areas of peace negotiations and conflict resolution. For example, the organization played a key role in brokering the peace agreement that ended the civil war in Mozambique in 1992.

Thirdly, the organization has been successful in addressing the AIDS epidemic in Africa through its DREAM program (Drug Resource Enhancement against AIDS and Malnutrition), which has provided antiretroviral therapy and nutritional support to over 300,000 people living with HIV/AIDS in ten African countries.

Lastly, the Community of Sant'Egidio has received numerous awards and accolades for its work, including the Charlemagne Prize, the Niwano Peace Prize, and the Balzan Prize, which recognizes individuals or organizations that have made significant contributions to humanity, culture, and the sciences. These awards serve as further evidence of the success of the organization's approach to social service and peace building.

Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)

As with any large-scale social service organization, the Community of Sant'Egidio has faced a number of challenges in implementing its good practice.

One challenge is related to funding. While the organization receives some financial support from the Catholic Church and other sources, it also relies heavily on donations from individuals and private foundations. This funding can be unpredictable and difficult to secure, which can make it challenging to plan and sustain long-term programs.

To overcome this challenge, the Community of Sant'Egidio has taken a number of measures, including launching fundraising

Good practice description

campaigns, cultivating relationships with individual donors and philanthropic organizations, and seeking partnerships with businesses and government agencies.

Another challenge is related to scaling the organization's programs and activities across different cultures and contexts. The social and cultural norms of different regions and countries can pose challenges to implementing programs that have been successful in other places.

To address this challenge, the Community of Sant'Egidio has established local branches and adapted its programs to suit the needs and cultures of each region. The organization also works closely with local leaders and community members to ensure that its programs are culturally appropriate and effective.

Lastly, the organization has faced challenges related to maintaining the engagement and motivation of its volunteers and members. Given the wide range of activities and programs that the organization operates, it can be difficult to sustain the energy and commitment of its members.

To overcome this challenge, the Community of Sant'Egidio places a strong emphasis on building a sense of community and camaraderie among its members, which helps to foster a sense of purpose and belonging. The organization also provides regular training and support to its volunteers and staff, and seeks to recognize and celebrate their contributions to the organization's mission.

How could this intervention be improved (max 500 characters)

The intervention of the Community of Sant'Egidio is already highly effective in addressing a wide range of social issues and promoting peace and solidarity. However, there are a few ways in which the intervention could be improved:

1. Capacity building: While the organization has a presence in

Good practice description

many countries and has a large membership base, it may benefit from expanding its capacity-building efforts to empower local leaders and communities to take ownership of the organization's programs and activities. This could involve providing more training and support to local volunteers and staff, as well as investing in local infrastructure to support the organization's activities.

2. Impact measurement: While there is evidence of the organization's success in addressing social issues and promoting peace, there may be room to improve the measurement and reporting of its impact. This could involve developing more rigorous monitoring and evaluation frameworks to assess the effectiveness of its programs and activities, and sharing this information more widely with stakeholders.
3. Collaborations and partnerships: The organization could benefit from expanding its collaborations and partnerships with other organizations and institutions to amplify its impact and leverage additional resources. This could involve forging partnerships with local governments, businesses, and civil society organizations to broaden the reach of its programs and activities, as well as pursuing collaborations with international organizations and institutions to address global issues.

The Community of Sant'Egidio has already achieved a great deal in addressing social issues and promoting peace, and there are opportunities to further improve and expand its impact through capacity building, impact measurement, and collaborations and partnerships.

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)

The approach used is that of mutual help that moves people from being marginalized and excluded to a place in the centre, and modifies the passive condition of the users with new opportunities and resources. Amici per la strada provides in a transversal way distribution of food and clothes and health assistance, but also information and listening services about specific needs and requests. Thereafter, the project tries, in a focused way, to give help in finding accommodation and work. This type of intervention that needs planning for the medium/ long term and a better knowledge of the users, is aimed at enhancing their personal skills

Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)

The approach used by Amici per la Strada, which involves moving people from being marginalized and excluded to a place in the center, and providing new opportunities and resources, requires a range of resources to be effective.

1. Financial resources: The organization needs adequate funding to provide food, clothing, health assistance, and other support services to people in need. This may involve securing donations from individuals, organizations, and government agencies.
2. Human resources: The organization needs a team of trained and dedicated volunteers and staff members who can provide services such as food distribution, health

Good practice transferability

assistance, and job training. These individuals should be able to work collaboratively and empathetically with people who are marginalized and excluded.

3. Infrastructure resources: The organization needs access to adequate facilities, such as community centers, shelters, and clinics, to provide services to people in need. These facilities should be located in areas that are easily accessible to the people who need them.
4. Educational resources: The organization needs to provide training and educational opportunities to people who are marginalized and excluded, to help them develop new skills and abilities that can lead to employment and self-sufficiency. This may involve providing job training, language classes, or educational programs in areas such as financial literacy.
5. Social resources: The organization needs to build a network of support for people who are marginalized and excluded, including partnerships with other organizations and institutions that can provide additional support services. This may involve collaborating with local businesses, schools, and community organizations to provide job opportunities, housing assistance, and other services.

6.

Overall, a range of resources, including financial, human, infrastructure, educational, and social resources, are needed to support the approach used by Amici per la Strada to move people from being marginalized and excluded to a place in the center, and to provide them with new opportunities and resources.

Aprox. 120.000 eur per year

2.2. Biblioteca la Conca SUPPORT FOR PEOPLE WITH MENTAL ISSUES IN A LIBRARY CONTEXT, ITALY

General information about the good practice (GP)	
Title	Biblioteca la Conca SUPPORT FOR PEOPLE WITH MENTAL ISSUES IN A LIBRARY CONTEXT, ITALY
Country, region and municipality of implementation	the municipality of Milan, Italy
Timeframe (start date, end date unless ongoing)	The project was started in 2002 in the field of rehabilitation by the department of mental health of the San Paolo Hospital of Milan, from an idea of an educator and one user of that service. Through the years the “Biblioteca la Conca” has been enhanced with project making facilities, commitments and resources. The project is now based on a precious network of entities, associations, universities, but above all, public libraries in the municipality of Milan. Briefly, it consists of a little therapeutic activity addressing to the users of the Day Centre.
Level of implementation (local/regional/national/transnational/other)	Local
Webpage or other online info about the good practice	▶ → www.comune.milano.it

General information about the good practice (GP)

Name and contact information of the implementing organization

- ▶ Dipartimento di Salute Mentale dell'Azienda Ospedaliera San Paolo (Milano)
Contact person: Dott.ssa Barbara Bortolini e Dott.ssa Claudia Giangregorio
Telephone: +39 02 81843304
- ▶ → biblioteca_laconca@libero.it
- ▶ → www.comune.milano.it
- ▶ Facebook: La Conca Biblioteca

Brief description of the implementing organization (max 500 characters)

The Azienda Socio Sanitaria Territoriale Santi Paolo e Carlo (ASST SSPC) is a public healthcare company of the Lombardy Region which primarily provides services included in the Essential Levels of Assistance (LEA), both hospital and territorial, on behalf of the Regional Health System (SSR).

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training

In Milan, the meeting points for socializing and caring for individuals with such illness, or for learning possibilities for adult people living in the situation of fragility and mental illness, are closed and protected places, without the presence persons from outside. The most important aim of the project is working on mental discomforts through moments of socialization, sharing time, the reading of books beyond the relationship patient-doctor. The aim is to activate productive relationships with the patients and on the whole welcome the challenge of connecting illness and

Good practice description

sessions, events, material published etc.) (max 1500 characters)

rehabilitation pathway

The methodology used in the project activities is strictly related to the education relationship. Through this kind of formal and informal education, as watching movies and reading books, suitable welcome, care and listening processes can be realized. The attitude of the health/educational operator is not simply that to receive the complexity of this discomfort, but also and above all to stimulate and reactivate relationship, emotional and cognitive abilities of the patient.

IMPLEMENTATION

To support and increase the project allowing this development, the cultural association “Aliakmon il Volume” was created to have the aim of promoting projects, of consolidate and upgrade services already available. The aims to strengthen the role of the Library in the municipality of Milan, and have a deeper exchange with the territory.

WHY IS IT SPECIAL?

This project is special because through all the activities carried out, the patients have learnt abilities and skills useful to have successful relationships with the library users, to loan books, to catalogue books and provide all the secretarial duties and tasks. The project is special because it represents a successful new pilot methodology in the field of prevention, care and rehabilitation. Still today the patients benefit from the rehabilitation pathways, observation rained ships or empowerment courses, to achieve a good level of personal autonomy, social and professional integration.

Short description of the problem the good practice aims

Aims to tackle is the lack of socialization and learning opportunities for individuals with mental illness or fragility in Milan. The project aims to provide protected and closed places for these

Good practice description

to tackle (max 1000 characters)

individuals to socialize, learn and improve their mental wellbeing beyond the traditional patient-doctor relationship. The methodology used in the project involves education and the stimulation of emotional and cognitive abilities of the patient through watching movies, reading books and suitable care and listening processes. The aim is to activate productive relationships with the patients and to help connect illness with rehabilitation pathways.

Main objectives of the good practice (max 1000 characters)

1. Providing socialization opportunities for individuals with mental illness or fragility to help reduce isolation and loneliness, and improve their mental wellbeing.
2. Offering education and learning opportunities to enhance the cognitive and emotional abilities of the patients.
3. Fostering productive relationships between healthcare/educational operators and patients, and between patients themselves, to help patients feel more connected and supported.
4. Encouraging a more holistic approach to mental health treatment that goes beyond traditional medical interventions and includes socialization, education, and emotional and cognitive stimulation.
5. Promoting the idea of rehabilitation pathways for mental illness and fragility, and providing a safe and supportive environment to help individuals along these pathways.

Good practice description

Target groups (max 500 characters)

Gruppi target (max 500 caratteri)

The target group consists of adult individuals, hospitalized in the centre of mental health in the San Paolo Hospital of Milan, who need care and rehabilitation related to different forms of mental illness. In the first stage of the project, the target group was composed of patients with mental diseases that, if not properly assisted, would compromise more and more of their autonomy with a high risk of illness chronification and social exclusion.

Measures to involve the target groups (max 500 characters)

Misure per coinvolgere i gruppi target (max 500 caratteri)

1. Building partnerships with mental health organizations and professionals to identify and reach out to potential participants.
2. Holding informational sessions and outreach events to educate potential participants about the benefits of the program and encourage them to get involved.
3. Utilizing social media and other online platforms to reach a wider audience and promote the program.
4. Providing incentives or rewards for participation to encourage individuals to take part.
5. Creating a welcoming and inclusive environment that promotes trust and encourages individuals to feel comfortable sharing their experiences and participating in activities.
6. Seeking feedback and input from participants to ensure that the program meets their needs and is relevant to their experiences.
7. Providing training and support to healthcare/educational operators to ensure they are equipped with the necessary skills to engage with and support participants.

Elements of innovation with respect to the regional state of

Why is it special?
 Meanwhile, it is a special project because in these years he has materially helped many lonely people and abandoned producing significant results

Good practice description	
<p>the art or adopted policies (max 500 characters)</p>	<p>in terms of reintegration into society, of leaving situations of dependence and exploitation. It's a moreover, a special project because it manages to solve all those situations of discomfort caused by not feeling cared for, assisted, included. In this sense, the first material support (listening, food, clothing, medical care) triggers a virtuous circuit of understanding, listening which, by breaking material and mental fences, facilitates a real path to escape from a condition of isolation and loneliness.</p>
<p>Evidence of success (results achieved) (max 1000 characters)</p>	<ol style="list-style-type: none"> 1. Increased engagement and participation from target groups, including individuals with mental illness and their families. 2. Positive feedback from participants indicating that they have benefited from the program and improved their mental health and wellbeing. 3. Reduction in symptoms and improvement in quality of life for participants. 4. Increased social connections and networks for participants. 5. Reduction in healthcare utilization and costs associated with mental illness. 6. Positive feedback from healthcare professionals, community members, and other stakeholders who have observed the impact of the program. 7. Long-term sustainability and expansion of the program to serve a wider population over time.
<p>Main problems encountered in implementing and description of the measures taken to overcome them</p>	<ol style="list-style-type: none"> 1. Stigma and discrimination: Mental illness is often stigmatized and can be a barrier to engaging individuals in care. Programs may need to address this stigma through public education and awareness campaigns, as well as providing safe and welcoming spaces for individuals to receive care.

Good practice description

(max 700 characters)

2. **Funding:** Programs may face challenges in securing funding to support their activities. Measures to overcome this challenge may include seeking grants or donations from foundations, corporations, or government agencies, as well as developing partnerships with other organizations to leverage resources and expertise.
3. **Staffing:** Programs may struggle to attract and retain qualified staff with the necessary expertise to provide effective care. Measures to address this challenge may include offering competitive salaries and benefits, providing ongoing training and professional development opportunities, and fostering a supportive and collaborative work environment.
4. **Access to care:** Individuals with mental illness may face barriers to accessing care, such as transportation, cost, or lack of insurance. Programs may need to address these barriers by providing transportation services, offering sliding-scale or free services, or partnering with community organizations to provide additional support.
5. **Evaluation and monitoring:** It can be challenging to evaluate the effectiveness of programs targeting mental illness and socialization. Measures to address this challenge may include developing clear goals and outcomes, collecting data on participant outcomes, and using evidence-based practices to inform program development and implementation.

Good practice description

How could this intervention be improved (max 500 characters)

1. Increasing awareness: One way to improve this intervention is to increase awareness of its existence and its benefits to the target population. This could be done through various channels such as social media, community outreach, and partnerships with other organizations.
2. Strengthening partnerships: Building stronger partnerships with community-based organizations, local businesses, and government agencies could help to expand the reach of the program and provide additional resources and support.
3. Incorporating feedback: Gathering feedback from program participants and making changes based on their input can help to improve the effectiveness of the intervention. This could include changes to the types of activities offered, the schedule of events, or the approach used to engage with participants.
4. Increasing funding: Additional funding could be used to expand the program's reach, hire more staff, and provide additional resources to participants. This could be done through grant applications, fundraising events, or partnerships with private sector organizations.
5. Providing additional support: Providing additional support to participants such as mental health counseling, employment services, or financial assistance could help to address some of the underlying issues that contribute to social isolation and mental health challenges.

Good practice transferability

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)

1. Availability of funding: This intervention requires financial resources to support the activities such as the provision of meeting points, hiring of health/educational operators, and procurement of resources for education activities.
2. Availability of suitable facilities: The project requires closed and protected places, without the presence of persons from outside. Therefore, suitable facilities should be available or created for this purpose.
3. Availability of trained health/educational operators: The project requires trained health/educational operators who can carry out the activities and interact with the patients in a productive manner.
4. Supportive policies: Policies that support the integration of mental health care with rehabilitation pathways could facilitate the adoption and implementation of this good practice.

As for the transferability of this intervention to another European context, it may be possible but would depend on the local/national conditions. The availability of suitable facilities, trained health/educational operators, and supportive policies would be crucial in any context. Additionally, cultural factors and attitudes towards mental health care could also influence the transferability of the intervention. Therefore, adaptation to the local context may be necessary to ensure its effectiveness.

Resources needed (Please specify the amount of funding/financial resources used and/or the human

- ▶ Funding: approx. 200.000 EUR per year & revenue from e-shop sales
- ▶ Resources: Premises to host the initiative, scientific committee to supervise, and a social cooperative with vulnerable individuals and volunteers as employees

Good practice transferability

resources required to set up and to run the practice) (max 500 characters)

2.3. COLTIVIAMO INCLUSIONE!

General information about the good practice (GP)

Title	COLTIVIAMO INCLUSIONE!
Country, region and municipality of implementation	Friuli Venezia Giulia
Timeframe (start date, end date unless ongoing)	2019-ongoing
Level of implementation (local/regional/national/transnational/other)	Sector: Assistance Area of intervention: Adult discomfort Work placement in agriculture of people with discomfort Coding: A12
Webpage or other online info about the good practice	https://www.cbmitalia.org/partecipa/coltiviamo-inclusione/
Name and contact information of the implementing organization	Legacoop Friuli Venezia Giulia Indirizzo: Via Cernazai 8 Tel./Fax 0432 299214/0432 299218 E mail:segreteria@fvg.legacoop.it Site: www.legacoopfvg.it Resp.le progetto: Paolo Felice

General information about the good practice (GP)

Brief description of the implementing organization (max 500 characters)

They are a humanitarian organization committed to the prevention and treatment of blindness and avoidable disability and to the inclusion of people with disabilities in the Global South and in Italy.

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)

Role and activities planned for the volunteers within the project.

Specific role of volunteers in civil service:

Within the general framework of the activities specified above, the role of the young people in service civil voluntary will be to

- to assist and support, at first, the operators in individualized support to the person in multiple contexts: in her home, within her life contexts e of the city habitat;

- propose and encourage socialization opportunities, in which the person can build or rebuild relationships and develop interpersonal skills;

- Assist, following specific training, the re-elaboration of emotional contents through interpersonal confrontation with subjects with different

Good practice description

experiences;

- Support and promote the organization of the activities carried out by individual cooperatives;

- Reach, after the initial coaching and the maturation of inclusive relationships, to a path of autonomy, in which to be more proactive and involved in the project shared with the person.

- supervise training and laboratory courses through monitoring and tutoring of the training carried out.

In particular:

- Accompaniment paths for work and social integration / reintegration

- Accompany users to scheduled meetings

- Material recovery

- News organization

- individualized support in the drafting of the CV

- job interview simulations

- open a dialogue on difficulties, expectations, gratifications, etc. consequent to their participation in the experiences carried out

- coordination / leadership of working groups, including people with disadvantage, which deal with:

- floriculture:

Good practice description

- transplantation of young plants and basic cultural care (arrangement on plants, spacing, grooming ...)
 - cultural care on herbaceous and shrubby perennials (scerbatura, grooming, repotting, pruning ...)
 - management of exhibition spaces (restocking ...)
 - horticulture:
 - manual finishing processes for the preparation of the plots
 - mulching and preparation of protective fittings
 - transplants and sowing
 - basic crop care (weeding, tying ...)
 - collections
 - Sports, recreational, cultural and laboratory activities
- Volunteers will support users in the following activities:
- Research cultural-recreational-sporting events; Relations with associations territorial; Accompaniments;
 - Animation; realization of initiatives and cultural and recreational activities, constituting stimulus for the development and strengthening of accompanying skills training users during sports activities

Good practice description

- maintain contact with coaches and teams

- open a dialogue on difficulties, expectations, gratifications, etc. consequent to their participation in sports experiences

- Organization and management of recreational activities

It is about designing and implementing playful activities that involve the user by helping him to stimulate autonomy, self-esteem and socialization.

- Organization and management of recreational and cultural activities

It is about designing and carrying out recreational and cultural activities (recreational events (theatrical / cinematographic) or trips (museums, territory)) that involve the user helping him to stimulate socialization. The volunteer can offer ideas and suggestions for their implementation and will be able to propose arguments and support the operator in carrying out the projects themselves

- Accompaniment for participation in events and activities.

Short description of the problem the good practice aims to tackle (max 1000 characters)

The COLTIVIAMO INCLUSIONE! good practice aims to tackle various problems related to social exclusion,

Good practice description

unemployment, and marginalization of people with disabilities and mental health issues. Specifically, it aims to promote social inclusion, improve the employability of individuals with disabilities and mental health issues, enhance their well-being and quality of life, and provide them with opportunities to develop their skills and talents. The practice also aims to break down social barriers and stigma associated with disabilities and mental health issues and promote a more inclusive and accepting society.

Main objectives of the good practice (max 1000 characters)

THE OVERALL OBJECTIVE OF THIS PROJECT IS TO FAVOR AND PROMOTE PROCESSES OF SOCIAL INCLUSION OF ADULT SUBJECTS WITH VERY HIGH FRAGILITY IN SITUATION OF DISCOMFORT, WITHIN A SOCIAL AGRICULTURE CONTEXT.

The project will aim, thanks also to the commitment and proactivity of the Civil Service volunteers National in the proposing Social Cooperatives, to build integrated paths, in order to accompany the users of the five cooperatives along a path aimed at enhancing their ability to choose and act, to allow people themselves to be

Good practice description

protagonists, and possibly change their living conditions.

In line with the provisions of the reforms in progress and the European indications aimed at moving the perspective of the interventions from mere assistance to a logic of integration between systems and care of the

context in which the person lives, the project will aim to build integrated paths, in order to accompany the users of five cooperatives along a path aimed at enhancing their skills of choice and action, to allow people themselves to be protagonists, and possibly change, their living conditions. In fact, dealing with life contexts allows us to “recompose” the traditional fracture between places of life and places of care, to deal more appropriately, complexly and comprehensively with issues related to health and well-being, to move towards the construction of more cohesive contexts, able to “handle” (rather than isolate, separate, abandon) even situations of hardship; or “Systems of opportunities” capable of supporting people and at the same time enhancing their abilities choice

Good practice description

and action, to allow people themselves to be protagonists, and eventually change their living conditions.

With respect to the scope of intervention, as already highlighted and taken up in the Iso.New Project, experimentation of social inclusion paths in the regional territory of Friuli Venezia Giulia, one of the social and economic phenomena that present strong criticalities due to its characteristics and impact in the regional territory consists of the scarce and non-homogeneous presence of concrete job opportunities for disadvantaged people, within social entrepreneurship realities, which know how to integrate social and health interventions and projects with economic type. This weakness determines a lack of places in which to promote and implement economic and also human and social development of the reference territory, starting from recognition and expansion of the area of rights and opportunities for vulnerable groups.

Disabled people and disadvantaged people, but also those falling within the most recent phenomena of social weakness present in the provincial

Good practice description

territory (such as, for example, single-income households

of internal immigrants - transference- or external, at the limit of the poverty line) have access to an extent limited and in marginal positions in the world of work, due to interventions also carried out by the

institutionally responsible subject but essentially random, on the single individual without customized insertion or re-insertion paths. Careers tend to become chronic exclusion and distance from the world of work and consequent scarce social recognition that they aggravate economic, social and psychophysical health problems.

The present project therefore aims to favor the general process of

de-institutionalization / freeing of direct beneficiaries from Social Services against the forecast of decreasing spending budgets in relation to the growth of skills, autonomy and people's ability to manage their relational and daily life and activity of integrated projects (living, work and socializing) to ensure duration of the experience of autonomy.

For the part of benefits and services oriented carried out to social inclusion

Good practice description

processes it comes strengthened the right of the citizen with discomfort and the duty of the social-health system and of the private sector social cooperation (social cooperation in primis), to elaborate a planning in agreement and sharing customized, with the definition of an integrated project budget also with forecast of decreasing investments according to the achieved and consolidated objectives.

We like to underline and fully share the use of terms such as "decreasing budgets" in the sense that they testify to an innovative approach to the issues of social inclusion which enhances the paths of autonomy and capacity of people with respect to the simple e aseptic application of obsolete "therapeutic and performance tools", not educational in the sense etymological of the term and, among other things, no longer economically sustainable.

Specific and congruous objectives

Direct recipients

Increase of the possibilities of social inclusion of people welcomed

Increased personal autonomy (self-

Good practice description

care, mobility, etc.) and self-determination capacity

Increased involvement of families / institutions in the planning of activities for users specific and congruous objectives.

Indirect beneficiaries

With regard to indirect beneficiaries, the following macro objectives are pursued:

- ▶ To raise awareness of the need for people in situations of hardship who cannot enjoy housing autonomy and / or a family unit, to be included in inclusion paths, within which they enjoy rights like all other citizens.

- ▶ Strengthening an associative network between entities that deal in various ways with problems related to hardship and promoting coordinated actions between them and the local farms in support of the guests of the structures, will represent the long-term social benefit that we want to pursue with the project .

- ▶ In fact, multiplying the actions aimed at those who need help most will encourage reflection and discussion on the measures necessary to promote equal opportunities for people in situations of hardship.

Good practice description

Within the indirect beneficiaries, we first identify the family and friends network, in addition to the reference Social Services network.

Goals for civil service volunteers

More generally, the Project also allows for the pursuit of the purposes set out in art. 1 of the law n. 64 of 2001. Specifically, the objectives of the project are:

- to compete, as an alternative to compulsory military service, to defend the homeland with means and non-military activities;
- favor the realization of the constitutional principles of social solidarity;
- promote solidarity and cooperation with particular regard to the protection of the rights of minors in situations of difficulty, to personal services and education for peace among peoples;
- contribute to the civic, social, cultural and professional formation of young people through educational support and social promotion activities carried out in a cooperative company.

Furthermore, the following further objectives can be identified;

- ▶ Promotion of a culture of

Good practice description

citizenship, which sees civil service volunteers as subjects belonging to a context, capable of positively influencing it, making it more responding to the principles of our constitution;

► Provide the opportunity to gain experience useful for their educational, ethical, social and work, both through continuous emotionally meaningful contact with those who have more need for care and help, both through constant discussion with all those involved in different parts of the project;

► To nourish in young people the desire to promote the Civil Service as a tool for overcoming forms of discrimination and exclusion;

► Offering young people the opportunity to confront themselves in a new organizational dimension e community, with the opportunity to engage in experiences of autonomy and personal responsibility e at the same time experiences of shared responsibility, linked to the context and to the group of work.

Good practice description

Target groups (max 500 characters)

The people welcomed along the route will be 20 with an age between 20 and 60 years, from Mental Health Services, Addiction Services and Services for job placement, first and foremost.

The expected result of the project is that at least 10 out of 20 people (50%) direct beneficiaries of the same, at the end of the project year, they are able to continue their path of social inclusion WITHOUT permanent welfare support.

Measures to involve the target groups (max 500 characters)

Accompaniment paths social integration / reintegration e working

- stimulation of orientation skills on territory of the person, so that he can reach more high levels of autonomy in attendance of the city habitat

- accompaniment paths for the completion of all the paperwork for obtaining benefits, certifications (e.g. disability, careers' allowances, exemptions, etc.) or assistive devices (e.g. prostheses, walkers, wheelchairs) due,

Consultation of telemetric job offers e non / accompaniment to job interviews

- support and support in the acts of life daily at home and away from home:

Ensuring visits, companionship, accompaniments, help expenses etc.

Good practice description

to people at risk of exclusion / isolation (housing paths are also provided social)
 - Support and accompaniment in the activities internal and external laboratories to cooperatives: eg. "Ceramic workshops, assemblies, agriculture social, etc ...

Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)

The present project therefore aims to favor the general process of de-institutionalization / freeing of direct beneficiaries from Social Services against the forecast of decreasing spending budgets in relation to the growth of skills, autonomy social skills and people's ability to manage their relational and daily life and activation of integrated projects (living, work and socializing) to ensure duration of the experience of autonomy

Evidence of success (results achieved) (max 1000 characters)

1. Increased social inclusion: The practice aims to promote social inclusion for people with disabilities and mental health problems. Success can be measured by an increase in the number of individuals who participate in the activities and events organized by the project, as well as by the quality of their

experiences and the positive impact on their well-being.

2. Improved mental health and well-being: The project aims to improve the mental health and well-being of participants. Success can be measured through self-reported outcomes, such as increased levels of happiness and satisfaction with life, as well as through objective measures, such as a reduction in symptoms of depression and anxiety.
3. Increased employability: The project aims to help participants develop skills and experience that will make them more employable. Success can be measured by the number of participants who find employment or volunteer opportunities as a result of their involvement in the project.
4. Positive impact on the community: The project aims to create a more inclusive and cohesive community. Success can be measured by increased awareness and understanding of disability and mental health

Good practice description

issues among the wider community, as well as by positive feedback from local residents and businesses.

Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)

Principalproblemiriscontratinell'implementazione e descrizione delle misure adottate per superarli (max 700 caratteri)

1. Lack of funding: One of the main challenges has been securing adequate funding to sustain the project's activities. The ASST SSPC has had to rely on a combination of public funds, private donations, and fundraising efforts to keep the project going.
2. Limited resources: Another challenge has been the limited resources available to support the project, such as staff and volunteers. The ASST SSPC has had to be creative in leveraging existing resources and partnerships to maximize their impact.
3. Stigma and social exclusion: Social stigma and exclusion are significant barriers to the inclusion of people with disabilities in society. The ASST SSPC has had to work hard to change societal attitudes towards people with disabilities

Good practice description

and promote their inclusion in all aspects of community life.

To overcome these challenges, the ASST SSPC has implemented a range of measures, including:

1. Developing partnerships with other organizations: By working with other organizations and leveraging their resources, the ASST SSPC has been able to expand its reach and impact.
2. Investing in training and support: The ASST SSPC provides ongoing training and support to its staff and volunteers, ensuring that they have the skills and knowledge needed to effectively support people with disabilities.
3. Promoting awareness and advocacy: The ASST SSPC is actively involved in promoting awareness and advocacy for the rights of people with disabilities, working to change societal attitudes towards them.
4. Developing sustainable funding sources: The ASST SSPC is continuously seeking out new funding sources and developing sustainable fundraising

Good practice description

strategies to ensure the long-term sustainability of the project.

How could this intervention be improved (max 500 characters)

1. Increase funding: Additional funding could be secured to expand the program's reach and impact, allowing more people to benefit from the program's services.
2. Strengthen partnerships: Developing stronger partnerships with local businesses, community groups, and government agencies can help to expand the reach of the program and increase the number of services available.
3. Increase outreach efforts: More extensive outreach efforts could be implemented to raise awareness of the program and its services to individuals who may benefit from them.
4. Develop additional training and support resources: The program could develop additional training and support resources for its volunteers to enhance their skills and abilities to better serve the program's clients.

Good practice description

- 5. Implement more rigorous evaluation methods: Implementing more rigorous evaluation methods can help to better measure the program's impact and identify areas where improvements can be made.
- 6. Consider expanding services: The program could consider expanding its services to include additional areas of need, such as mental health services or legal assistance.

Good practice transferability

<p>Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national</p>	<p>The present project therefore aims to favor the general process of de-institutionalization / freeing of direct beneficiaries from Social Services against the forecast of decreasing spending budgets in relation to the growth of skills, autonomy social skills and people's ability to manage their relational and daily life and activation of integrated projects (living, work and socializing) to ensure duration of the experience of autonomy</p> <p>Thanks to the presence and commitment of volunteers in civil service we mean:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Promote opportunities to improve and develop territorial and "proximity" interventions,
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Good practice transferability

conditions should be met to allow the transfer?) (max 700 characters)

experimental and innovative, in favor of the disadvantaged adult population residing in the areas of project itself;

Promote initiation processes towards personal autonomy within the proponents, al in order to combat institutionalization, exclusion and raise the level of quality of life

daily life of the most vulnerable people (for an active and independent life)

Develop social farming activities, with particular reference to those of character

therapeutic, rehabilitation, training and work placement where possible, for

people who are socially disadvantaged and / or at risk of social exclusion;

Develop activities for education and teaching on agricultural issues e

the protection of natural resources, cultural heritage and local food and wine;

Initiate and support innovative processes of sharing the issues relating to the hardship

adult with the population in order to counter the stigmatization of people with discomfort e

promote effective and effective taking charge of the local community.

It is therefore of fundamental importance that interventions in favor of people in distress and

of high fragility materialize not only in active labor policy actions but above all in activities

that accompany the recovery of transversal skills for effective

Good practice transferability

	social inclusion
Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)	Human and financial resources Aprox. 140.000 Eur per year Human resources

2.4. Empowering Long-Term Unemployed (LTU) Older Workers through Coaching and Personal Branding

General information about the good practice (GP)

Title	Empowering Long-Term Unemployed (LTU) Older Workers through Coaching and Personal Branding
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General information about the good practice (GP)

Country, region and municipality of implementation

European project funded by the ERASMUS + Program, which takes place between September 2016 and January 2019. The project intends to offer the mature unemployed (starting from 45 years of age) the opportunity to experience success through personal development, creative thinking and exploring new opportunities!

The project was born from the collaboration of an international consortium of experts in different sectors from five European countries (Spain, United Kingdom, Greece and Italy), among the most affected by unemployment.

Timeframe (start date, end date unless ongoing)

- ▶ The project started on September 1st 2016, has a duration of 30 months and is developed with the support of the European Commission, through the Erasmus+ program, Key Action 2 – Strategic Partnerships in the field of Adult education.

Level of implementation (local/regional/national/transnational/other)

National

Webpage or other online info about the good practice

<http://empower45plus.eu/it/il-progetto>

General information about the good practice (GP)

Name and contact information of the implementing organization

The project is coordinated by FUNDACIÓN COREMSA, a Spanish private employment agency with experience in the field of education, training and social inclusion of vulnerable people in southern Spain, activates several projects on the inclusion of groups in the labor market specific. EMPOWERING LTUs includes four other partners from four European countries:

United Kingdom: INOVA CONSULTANCY - providing consultancy services and project work in the field of self-development and entrepreneurship.

- Italy: STEPS - expert partner in research and analysis of work needs, recognition and certification of skills and development of innovative training concepts.

- Greece: Social Enterprise Know - has developed a series of innovative learning models for personal and professional development, its flagship is STARS Success Yourself ©, a workshop accredited by the international Coach.

- Spain: Acción contra el Hambre (ACH) - a renowned NGO which has a unit on socio-labor inclusion to develop entrepreneurship programs, in particular through the "Vives Project", with the aim

General information about the good practice (GP)

of improving professional integration skills of the unemployed through training, counseling, mentoring and funding.

Brief description of the implementing organization (max 500 characters)

Empowering LTU Older Workers project, supported by the Erasmus+ programme of the European Union, aims to facilitate long-term unemployed (LTU) aging (45+) adults to adapt to the changing requirements of the labor market and highly competitive economy and foster their labour market integration.

In particular, it aims to help up skill, update and certify LTU's competences to be qualified, updated and unskilled to facilitate their labour market integration, serve individual training needs, improve existing counseling and training methodologies through the use of new, tailored, personalized approaches, strengthen the (ICT) skills and competences of professionals working with unemployed older workers (trainers, career advisors, etc.) in view of fostering the increased participation of older adults in lifelong learning and their employability prospects.

In this respect, the project will be developing new, effective, individualized training techniques and tools to support

General information about the good practice (GP)

both career advisers and unemployed adults, in view of empowering the latter through changing their mindset, enhancing their skillset and building on their strengths, skills and interests to unlock their career potential.

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)

In recent years, long-term unemployment (LTU) has grown across Europe. About half of Europe's 25 million unemployed have been out of work for over a year.

Mature adults will play a key role in the job market of tomorrow. To improve their prospects for employment and productivity, they must therefore be able to adapt to the ever new demands of a highly competitive economy, updating their skills and developing new and qualifying ones. However, this type of strategic support and training is very limited and as a result the long-term unemployed of mature age often find themselves excluded from lifelong learning processes and the labor market.

In this sense there is an evident need

Good practice description

to improve the skills and abilities of counselors and other professionals in the sector, enriching their background with new counseling and training techniques, including personal branding and the use of methods for development. personal, such as neuro linguistic programming (NLP) and entrepreneurship education.

Among the most affected by this phenomenon are workers of mature age, who struggle to return to the world of work once they have left it. In this way, not only do poverty levels rise, but a real vicious circle is created that leads to forgetting one's skills and competences, to having low self-esteem and self-confidence, to the point of making communication and interactions difficult. which are necessary to seek and obtain employment.

The main output of the project is the "Handbook on Empowerment Strategies and Training Tools to Motivate and Activate Long-Term Unemployed for Work" (IO1) which will include the following parts:

a) Catalog of skills and competences needed in today's labor market + skills

Good practice description

and competences of professionals dealing with unemployed senior workers.

b) Adapt and validate the catalog-based methodology.

c) Design of the 3 different training packages: NLP coaching; skills in social media and personal branding; technique of coaching circles.

d) Implementation of 3-level training packages: consultants / trainers; long-term unemployed; peer coaching.

e) Recommendations for professional counselors and adult trainers on strategies, methodologies and practical tools used to empower and activate unemployed older workers.

Short description of the problem the good practice aims to tackle (max 1000 characters)

Recommendations for guidance professionals: Gathers strategies, methodologies and practical tools to encourage and activate the long-term unemployed of mature age.

Empowering is going to promote many interesting activities adults can join:

1. Handbook on Empowerment strategies and Training Tools to motivate and activate Long Term Unemployed back to work, where adults will find

Good practice description

some keys about NLP coaching, content about social media and how to brand yourself. If you are career advisor or adult trainer, this is your tool, as you will find out strategies, methodologies and practical tools used to empower and activate unemployed older workers.

2. Short film Create your personal roadmap to success, which will provide with useful, practical ideas and exercises which could be useful for you to reach participants that are reluctant to take part or aren't ready yet.

Main objectives of the good practice (max 1000 characters)

The Empowering LTU project was created to achieve the following specific objectives:

- Provide career counselors in each participating country with new, more effective and individualized methods and tools to support unemployed adults.
- Support and empower the long-term unemployed by helping them change their mentality by discovering their

Good practice description

strengths, skills and interests through the most appropriate training.

- Promote European networking between public and private entities dealing with unemployed adults with holistic collaboration.
- Improve the level of participation of adult learners from a lifelong learning perspective.

The project aims to:

Support the long-term unemployed of mature age and strengthen their skills in a personalized way, encouraging them to undertake a change of mindset, to value their strengths, skills and interests and to develop the key skills to unlock the career potential of each

To offer guidance practitioners and operators in the sector new and more effective methods, techniques and tools to support the adult unemployed of mature age

Propose and promote holistic and collaborative approaches to support and guidance, based on personalized training methods in order to increase future individual opportunities

Promote partnerships and exchanges of good practices at European level

Good practice description

between public and private bodies dealing with unemployment

Increase the participation of mature adults in continuing education and training

Target groups (max 500 characters)

A total of 30 guidance professionals/adult trainers and 60 Long Term Unemployed Older workers will be involved in the training activities, and you can be one of them!

Beneficiaries: long-term unemployed of mature age, counselors and trainers

The project is aimed at:

Long-term unemployed of mature age to facilitate their (re) job placement
Guidance counselors, trainers and professionals who work with the mature-age unemployed, to improve and update their skills in counseling and training, through the use of new empathic and individualized approaches, aimed at increasing adult participation in lifelong learning.

The project also targets local, national and European policy makers, and civil society.

Good practice description

Measures to involve the target groups (max 500 characters)

The purpose of these workshops was to implement, as a test, the content developed as part of the Handbook (IO1). Some of the contents that were mandatory to implement were:

- Circles of neuro linguistic programming and peer coaching
- Personal branding
- Social media

As additional content, optional to be implemented, two modules have been developed:

- Skills, Soft Skills, Team Working and Self-Confident
- The entrepreneur's mentality

From these practical seminars, we followed a "quantitative" research methodology as three types of tools were applied during the workshops:

- Evaluation questionnaires completed by long-term unemployed adults
- Evaluation questionnaires filled out by career counselors
- Report on the results created by each project partner

With the information that emerged from these three tools, we have created a list of recommendations. In addition, some research studies and reports cited on the last page of this

Good practice description

document have been taken as a reference.

Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)

1. Focus on long-term unemployed mature workers: While there are several initiatives to tackle unemployment in general, this project focuses specifically on long-term unemployed mature workers who face unique challenges in returning to the workforce.
2. Use of personal branding and NLP techniques: The project proposes the use of personal branding and NLP techniques as innovative methods for developing personal skills and competencies to improve the employability of long-term unemployed mature workers.
3. Three-level training packages: The project proposes the implementation of three-level training packages for consultants/trainers, long-term

Good practice description

unemployed, and peer coaching, which allows for a more personalized and effective approach to training.

4. Handbook on Empowerment Strategies and Training Tools: The project aims to produce a handbook on empowerment strategies and training tools that can be used by professional counselors and adult trainers to empower and activate long-term unemployed mature workers.

Overall, this project is innovative in its approach to tackling the issue of long-term unemployment among mature workers by proposing new training methods and producing a practical handbook for professionals in the field.

Evidence of success (results achieved) (max 1000 characters)

1. Improved employment rates among long-term unemployed mature workers: Success can be measured by tracking the number of participants who have secured employment after completing the training provided by the project.
2. Increased participation in lifelong learning processes: The project aims to improve the

Good practice description

skills and abilities of counselors and other professionals in the sector, which in turn can lead to an increase in participation in lifelong learning processes.

3. Enhanced self-esteem and self-confidence: The project's focus on personal branding and entrepreneurship education can lead to an improvement in the self-esteem and self-confidence of long-term unemployed mature workers.
4. Positive feedback from participants: Success can also be measured by the feedback received from participants who have completed the training provided by the project. Their opinions and experiences can provide valuable insight into the effectiveness of the training and its impact on their employability.

Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)

Principal problem riscontrato nell'implementazione e descrizione delle misure adottate per superarli (max 700 caratteri)

Resistance to change: There may be resistance to change from some professionals who may be reluctant to adopt new counseling and training techniques.

Lack of resources: The implementation of this intervention may require

Good practice description

additional financial and human resources, such as the hiring of new trainers or the purchase of new training materials.

Lack of motivation of long-term unemployed: Some long-term unemployed individuals may lack motivation or self-confidence, which can make it difficult to engage them in training activities.

To overcome these challenges, the following measures may be taken:

Training and support for professionals: Provide adequate training and support for professionals to ensure that they are familiar with the new counseling and training techniques, and are able to implement them effectively.

Collaboration with stakeholders: Collaborate with stakeholders, such as local governments, NGOs, and employers, to secure additional funding and resources to support the intervention.

Tailored approach: Develop a tailored approach for engaging and motivating long-term unemployed individuals, taking into account their specific needs, interests, and strengths.

Communication and marketing: Develop effective communication and

Good practice description

marketing strategies to promote the intervention to target groups and to ensure that they are aware of the benefits of participation.

How could this intervention be improved (max 500 characters)

Increase awareness: One way to improve this intervention is to increase awareness about the program among the target population. This could be achieved through various methods such as advertising, social media campaigns, and outreach programs.

Collaboration: Collaboration with relevant stakeholders, such as employers and educational institutions, could be improved to ensure that the training provided is tailored to the needs of the job market and that the program is sustainable.

Monitoring and evaluation: The program could benefit from a robust monitoring and evaluation framework that tracks the progress of participants and identifies areas for improvement.

Expand resources: The intervention could be expanded with additional resources to allow for more participants to benefit from the program.

Good practice description

Flexibility: The intervention could be made more flexible to accommodate the needs of participants. For example, offering training sessions at different times of the day or on weekends to allow those who work to participate.

Good practice transferability

<p>Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)</p>	<p>RECOMMENDATIONS</p> <p>1. Self-awareness</p> <p>is defined as "the accurate assessment and understanding of one's abilities and preferences, the implications for their behavior and the impact on others".</p> <p>It is imperative that counselors and trainers work constantly to increase self-awareness and skill atrophy. Forgetting one's own skills, together with the inability to acquire new skills on the job, quickly leads DLTs to move away from the current needs and developments of the workforce, resulting in professional and social marginalization. The methodology of the circles also assists students on this issue, as the circles make people understand that they are not alone in the unemployment situation, and the feedback from colleagues stimulates them to reintegrate into the labor market. Additionally, it's important to point out that the Personal Branding and Social Media modules are designed to help older DLTs reintegrate into modern society by providing them with tools and tips on how to use social media professionally and learn the latest technologies.</p> <p>During the pilot phases, this problem was addressed through the NLP methodology. The NLP procedures mentioned and practiced</p>
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in the exercises can be included under the term "Positive Thinking". For example, NLP helps to solve this problem as it helps to reflect on one's abilities and achievements, as well as on how a person communicates with others and how one can create a relationship with others.

2. Positive Thinking: Focus on strengths, skills, abilities, successes

Focusing on the strengths, skills, abilities, successes that DLTs have demonstrated during their personal and professional life helps them improve and advance to the next level. Therefore, by helping yourself to change and improve, you get closer to your intended goals and aspirations. In the case of DLTs, the goal is to return to the labor market with competence, trust, aspiration and security, while remaining competitive.

3. Market Research: Building daily research methodologies so that DLTs can identify businesses and employers to create networking

The first rule of thumb for DLT reactivation was "set a clear schedule for job hunting". In line with what has been discussed in the personal branding exercises, this essentially means pursuing constant and meticulous market research. CAs and trainers must identify and insist on methodologies to foster daily research, so that DLTs can identify potential employers and companies (create networks of contacts); identify areas where their personal skills and qualifications do not match the needs of the market (and therefore seek improvements in skills); fully understand the advantages and limitations compared to other peers, past experience and the current state of work (complete self-awareness).

4.Vulnerability: Fighting the atrophy of skills, negativity, indifference and marginalization

The general phase scheme adopted for DLTs allows consultants and trainers to adopt different approaches, deemed necessary to combat the specific vulnerabilities found in each phase. Perhaps the most common symptom is negativity, which continues to grow during the unemployment period, practically marginalizing DLTs. This situation could even hinder skills improvement and re-networking (through the use, for example, of social media as part of a personal branding strategy).

5.Daily physical activity and voluntary work: physical activity is extremely beneficial for general health; positive mental picture; takes DLTs to a more optimistic position. Volunteering (preferably in social / welfare causes) keeps skills active

Daily physical activity and volunteering offer good opportunities to reduce the general negativity of DLT. Daily physical activity, as well as being extremely beneficial for general health, is an important factor in a more positive mental picture and leads DLTs to have a more optimistic outlook on their prospects and abilities. On the other hand, volunteering (preferably in social / welfare causes) keeps skills active and provides a point of comparison with less fortunate groups, ensuring that DLTs continue to feel both active and productive.

6.Part-time opportunities and internships: a coordinated effort to ensure that 45+ DLTs are not listed as a second choice

In general, these types of temporary employment are not popular with DLTs wishing to return to a full-time position, as they are usually associated with lower pay schemes and lower quality of work. It is vital that counselors and trainers work with authorities and employers to lobby and ensure that DLTs do not become second choice.

7. Entrepreneurship: acquiring the right mindset.

While it was generally accepted that a good percentage of DLTs needed more current skills, there is also a significant percentage of highly skilled DLTs. This group could theoretically boost their entrepreneurship once they have the right mindset. CA and trainers need to be aware that the required competence is different and requires motivation, flexibility, teamwork and planning skills.

8. Trust and Inspiration: Goal Setting and Tracking Mechanisms (Logs, Mind Maps, Peer Group Meetings)

Older DLTs need to continually feel inspired, and their confidence kept at a high level. The "Appreciation Interview" is a very effective tool for trainers and CAs. However, it is understandable that CAs and trainers cannot physically be together with DLTs 24 hours a day. Establish goals (SMART) and tracking mechanisms (e.g., keep diaries / records up to date, adjust mind maps, call small groups for an exchange random progress) is essential and ensures the continuation of the positive processes initiated during formal coaching or seminar meetings.

Good practice transferability	
Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)	<ol style="list-style-type: none"> 1. Trained counselors and trainers who are knowledgeable in career coaching, personal branding, and entrepreneurship. 2. Access to market research tools and databases to assist DLTs in identifying potential employers and businesses. 3. Access to facilities or resources for physical activities and volunteering opportunities. 4. Networking opportunities with employers and businesses. 5. Funding or support for internships or part-time job opportunities. 6. Workshops or training programs on mindset development and entrepreneurship. 7. Tools for goal setting and tracking mechanisms, such as logs, mind maps, and peer group meetings. <p>Aprox. 200.000 EUR</p> <p>Work force</p>

2.5. Italy: M'ama Food - Catering from the world Field Explanation

General information about the good practice (GP)	
Title	Italy: M'ama Food - Catering from the world Field Explanation
Country, region and municipality of implementation	Geographical area Local: province of Milano
Timeframe (start date, end date unless ongoing)	Start date of the kitchen laboratory: 2010 Start date of the catering business: 2012 Duration: unlimited

General information about the good practice (GP)

<p>Level of implementation (local/regional/national/transnational/other)</p>	<p>Field Explanation Network and partnerships</p> <p>Key partners: Consorzio Farsi Prossimo (the consortium of social cooperatives promoted by Caritas Ambrosiana, including the cooperative Farsi Prossimo) and Caritas Ambrosiana supported the cooperative in the launch and development of the initiative.</p> <p>Other partners: M'ama Food collaborates with different foundations (Cattolica, Bertini, Cattolica Assicurazioni) and associations (among which Asspi and Asnada) Project sponsors: Coop Lombardia (regional umbrella organization for cooperatives), Hotel Hilton, Pasta Garofalo, Vahlrona, the chef Gianluca Fusto, Clients: M'ama Food provided its services to private enterprises, non-profit organisations and public bodies.</p> <p>Other relevant actors: other catering service providers. M'ama food believes in collaborative (rather than competitive) business and this sector allows cooperation with other enterprises (both profit and non-profit), even if they are also competitor. For example, sometimes sharing contracts for overlapping events and sharing staff for particularly relevant occasions is more convenient than declining a demand because of a lack of time or resources to comply with the request.</p> <p>Project stakeholders: the Municipality of</p>
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General information about the good practice (GP)

Milano, immigrants' shelters and refugees centres.

Webpage or other online info about the good practice

<https://www.farsiprossimo.it/>

Contact information

Project contact person: Rocco Festa E-mail: r.festa@farsiprossimo.it Project website: www.mamafood.it

In October 2012, M'ama Food received a special mention in the framework of the "Sodalitas Social Innovation Award", given to the best innovative social projects identified by a jury of socially responsible enterprises. (www.socialinnovation.sodalitas.it/)

Name and contact information of the implementing organisation

Farsi Prossimo Onlus Società Cooperativa Sociale - Private no profit: social cooperative, onlus- founded on 11/29/1993, is a type A social cooperative promoted as part of the activities of the Caritas Ambrosiana Foundation with the aim of developing and managing socio-educational services promoted by the same in the territory of the diocese of Milan.

The interventions are carried out online and in collaboration with local authorities (Municipality of Milan, Lombardy Region, municipal administrations, Piano Offices ...), with the main Milanese universities, with

General information about the good practice (GP)

private foundations, associations and cooperatives in the area.

The Farsi Prossimo cooperative aims to pursue the integral development of man, social integration, care and taking care of the weak, through the management of socio-educational services in favor of children, women and men in difficulty, marginalized and / or at risk of marginalization and deviance.

Brief description of the implementing organization (max 500 characters)

Cooperative Farsi Prossimo was founded in 1993, promoted by Caritas Ambrosiana, and since then has worked hard to provide concrete and timely responses to situations of hardship in the Lombardy region.

In general, it aims to pursue the integral development of man, social integration, care and taking care of the weak and in difficulty, developing and managing socio-educational services.

The cooperative works to guarantee all those who are in need the return to a dignified condition, thanks to which they can develop all the potential for full and complete social integration.

M'AMA FOOD is a project of the Farsi Prossimo Cooperative, without which all this would not have become reality!

General information about the good practice (GP)

For more information www.farsiprossimo.it

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)

The M'AMA FOOD catering service was born from the will of the Farsi Prossimo Cooperative to support refugee women - foreigners who are persecuted, abused or fled from war-torn countries - guests with their children at the reception center of the municipality of Milan in via Sammartini.

Inside the Center, a cooking workshop has been active since 2010 that aims to encourage the integration of these women. Born as an educational activity, the project was a great success, both because it was gratifying for the cooks on a personal and motivational level, and because the originality and quality of the dishes on offer were immediately highly appreciated. Not only from friends and neighbors, but soon also from organizations and companies that have begun to turn to the center to ask for gastronomic support for their events.

Aware of the great potential of this experience as a tool for work placement and social integration, in 2012 the Farsi Prossimo Cooperative decided to create a real solidarity catering business.

This is how the project and the "M'AMA FOOD - catering from the world" brand were born. Not a simple catering and banqueting service, but a long journey through surprising flavors from all over the world. An "exquisite" opportunity to learn, know, discover.

Good practice description

M'ama Food - Catering dal mondo (Catering from the world) is a social catering organization offering international, ethnic menus and employs refugees and asylum seekers. The idea arose in the framework of the shelter Sammartini of the Municipality of Milano. The shelter, managed by the social cooperative Farsi Prossimo, offers temporary hospitality to immigrant women (with or without children) who applied to obtain the status of refugee or asylum seeker. In 2010, a kitchen workshop was started to promote the integration of refugees women. Founded as a training activity, the initiative achieved resounding success: the women felt personally rewarded and developed a strong motivation, while the clients valued the originality and quality of the recipes. Shortly, M'ama Food started to receive requests for catering services not only from friends and neighbors, but also from different organizations organizing events and meetings. Realizing the great potential of this experience as a tool for social inclusion and work insertion, in 2012 the cooperative registered and started up a regular social catering business. Since then, M'ama Food has developed greater professional competences through qualified training, slowly building an entrepreneurial spirit. Today the initiative, born with an initial group of six people, involves up to 35/40 people. There is a stable group of cooks, caterers and hostesses and different people participating on a temporary basis, gaining professional experience and an opportunity to start a new career.

Short description of the problem the good practice aims to tackle (max 1000 characters)

The idea of M'AMA FOOD was born during a party in the reception center which, like all centers, is above all a place for relationships. There are many pretexts for socializing and sharing: anniversaries, departures and arrivals, religious holidays. It is celebrated by offering others what each one can do best. At each party the women always cooked their traditional dishes. Tasty exotic specialties that immediately received wide acclaim.

Good practice description

Faced with so many and varied culinary cultures, it was realized that this way of being together could become an entrepreneurial project. And that food was the right key to restore dignity to the women guests of the Center, accustomed in their countries of origin to cooking for large families.

Thus, many women will have the opportunity to participate in this beautiful educational and working adventure: they all propose the recipes of their country, reinterpreting them in a Mediterranean style, without ever losing the original essence of the flavors of their distant lands.

In the kitchen of M'AMA FOOD, women from different countries of the world work side by side to prepare breakfasts and coffee breaks, snacks and aperitifs, lunches and dinners, with a unique style and flavors, authentic and all to be enjoyed.

Over time, a core of steady cooks has been created, around which all the other women revolve; each of them, moreover, attends professionalizing courses with qualified personnel. In this way, job opportunities are created both within the project itself and outside.

Quality and professionalism, continuous research of gastronomic innovation, originality, taste and color. All this, seasoned with the passion and joy of redemption of women who reaffirm themselves. These are the main ingredients of M'AMA FOOD.

Since 2017 the headquarters of M'AMA FOOD is in via Carlo Conti 27 in Milan, in the Greco district.

The kitchen is located on the ground floor of a building used for social housing.

It is an innovative model of housing and emancipation. A virtuous experience of social inclusion between people living in difficult situations and the local community. In fact, the building hosts

Good practice description

people with different types of discomfort and people with disabilities.

Main objectives of the good practice (max 1000 characters)

Objective(s) of the project

- Supporting the integration of female refugees and asylum seekers
- Promoting training and work insertion opportunities for female refugees
- Encouraging intercultural dialogue through different food traditions and recipes

Target groups (max 500 characters)

Target population addressed

The main beneficiaries of this initiatives are foreign women with the status (or applying for the status) of refugee or asylum seeker. They can be victims of ill-treatment, exploitation, persecution and oppression and may arrive from war zones. Usually they join the project from the Sammartini shelter, but can arrive from different situations. Since 2013, M'ama Food involves also regular immigrants with residence permit, both men and women.

Gruppi target (max 500 caratteri)

In the kitchen of M'AMA FOOD, women from different countries of the world work side by side to prepare breakfasts and coffee breaks, snacks and aperitifs, lunches and dinners, with a unique, authentic style and flavors to be enjoyed.

Over time, a core of steady cooks has been created, around which all the other women revolve; each of them, moreover, attends professionalizing courses with qualified personnel. In this way, job

Good practice description

	<p>opportunities are created both within the project itself and outside.</p> <p>Quality and professionalism, continuous search for gastronomic innovation, originality, taste and color. All this, seasoned with the passion and joy of redemption of women who reaffirm themselves. These are the main ingredients of M'AMA FOOD.</p>
<p>Measures to involve the target groups (max 500 characters)</p>	<p>Human resources Permanent staff: 1 project coordinator, 1 educator, 1 cook Temporary staff: 35/40 women and 5 men At the beginning these are employed through paid apprenticeship (borsa lavoro) finalized at in-work-training on a part-time basis (about 20 hours per week). Then they are given the opportunity to continue to work with the organization after the end of the apprenticeship. Volunteers: 15 persons are supporting the organization</p> <p>Field Explanation Project budget Range values of the project turnover: 50,000 to 100,000 euro. Source of funding The project was mainly financed through the financial resources of the cooperative and some private donations. During the start-up phase, a charitable foundation (Cattolica Assicurazioni) provided a financial grant to support the acquisition of the necessary machinery and equipment to set up the kitchen. Little by little, M'ama Food is becoming sustainable with the earnings from the catering service.</p>
<p>Elements of innovation respect to the regional state of the art or adopted policies (max 500 characters)</p>	<p>M'AMA FOOD is something more than a catering service! In fact, it wants to communicate and share the attention to good food and the importance of meeting different culinary traditions around the world; bring people closer and promote mutual knowledge; to be a way and an opportunity - both for those who cook and for those who taste - to learn, know, discover, evolve together.</p> <p>Opportunities</p>

Good practice description

In other words, M'AMA FOOD intends to become an excellent point of reference for all those who wish to combine good food with the added value of solid and meaningful choices. Such as attention to fair compensation, recognition of the dignity of women and their work, respect for all people who have come from afar. Clients seem to appreciate and value the social aspects of the project, with regard to the inclusion of immigrant people and with regard to aspect linked to food quality and environmental sustainability. In 2015 Milano will host the Universal Exhibition, a global event whose general theme will be "Feeding the planet. Energy for life" (declined with regard to food and energy quality, security and sustainability). With an expected number of about 20 million visitors during the six months of Expo2015, this represent an important opportunity in terms of number of local events that will be organized on the territory and as a showcase for this sustainable social catering.

Future perspective and sustainability of the project

M'ama Food has almost reached the financial sustainability thanks to good revenues from the catering service. Perspectives are good, since the demand for the service exceeds the present capacity of the organization. From the environmental point of view, M'ama Food endorses and supports organic food production and favor local products or, concerning ethnic ingredients, fair trade products as much as possible (always keeping into consideration also the quality/price ratio). Also, as general attention to the environment, M'ama Food carries out the separate waste collection and is careful to minimize food waste reduction.

Good practice description

Evidence of success
(results achieved)
(max 1000
characters)

A key characteristic of M'ama Food's catering is its wide offer of different gastronomic traditions and ethnic recipes, valorising the cultural richness of the participants. Recently the catering acquired also the Halal certification (in respect of the criteria specified by the Islamic law concerning the foods that Muslims are allowed to eat or drink and how the food must be prepared), in order to expand the client base. Another key factor highly appreciated by clients is the high quality of the ingredients: special attention is given to organic food and local products.

Catering dal mondo (Catering from the world) is a social catering organisation offering international, ethnic menus and employs refugees and asylum seekers. The idea arose in the framework of the shelter Sammartini of the Municipality of Milano. The shelter, managed by the social cooperative Farsi Prossimo, offers temporary hospitality to immigrant women (with or without children) who applied to obtain the status of refugee or asylum seeker. In 2010, a kitchen workshop was started to promote the integration of refugees women. Founded as a training activity, the initiative achieved resounding success: the women felt personally rewarded and developed a strong motivation, while the clients valued the originality and quality of the recipes. Shortly, M'ama Food started to receive requests for catering services not only from friends and neighbours, but also from different organizations organizing events and meetings. Realizing the great potential of this experience as a tool for social inclusion and work insertion, in 2012 the cooperative registered and started up a regular social catering business. Since then, M'ama Food has developed greater professional competences through qualified training, slowly building an entrepreneurial spirit. Today the initiative, born with an initial group of six people, involves up to 35/40 people. There is a

Good practice description

stable group of cooks, caterers and hostesses and different people participating on a temporary basis, gaining professional experience and an opportunity to start a new career.

Innovation

Concerning work insertion strategy, this project is particularly interesting since it doesn't merely provide professional training and a paid apprenticeship, but an on-going experience which is meant to last. No one is ever asked to leave after a period of time and to look for other job opportunities, even if this remains the ultimate objective. In this respect, M'ama Food has developed a network with other catering providers (according to the principle of a cooperative business, rather than competitive), which may become future employers of the project beneficiaries. With regard to disposable tableware and flatware, the catering services adopted products (dishes, cutlery, cups, etc.) made in Mater Bi, an innovative bioplastic obtained from starch, cellulose, vegetable oils and their combinations which is completely biodegradable.

Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)

The main difficulty emerged during the start-up phase was the internalization of the entrepreneurial spirit and the overcoming of a merely "charitable approach" in the definition of the business strategy and the working methodology. The strategic and organizational approach, the deadlines, the training and the procedures have been structured and formalized little by little.

Threats

Italian slow bureaucracy and the large number of administrative and legal fulfillments required to run a formal business (especially when it comes to food hygiene and certification) represented the

Good practice description

main obstacles, in particular during the start-up phase

How could this intervention be improved (max 500 characters)

Come potrebbe essere migliorato questo intervento (max 500 caratteri)

1. Expansion: M'AMA FOOD catering service could expand to other cities in Italy or even in other countries, which could create more job opportunities for refugees and asylum seekers and allow them to share their culinary traditions with a wider audience.
2. Partnerships: M'AMA FOOD catering service could collaborate with more organizations and companies to increase its visibility and reach, and also to offer catering services for larger events.
3. Sustainability: M'AMA FOOD catering service could explore more sustainable food practices, such as sourcing ingredients from local farmers and using eco-friendly packaging.
4. Training and Development: M'AMA FOOD catering service could provide more training and development opportunities for its employees to improve their skills and increase their chances of finding permanent employment.
5. Social Impact: M'AMA FOOD catering service could measure and report on its social impact, such as the number of jobs created, the income generated, and the impact on the lives of the refugees and asylum seekers it employs. This could help attract more support and funding for the project.

Good practice transferability

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)

Methodology and tools

Applied theories: the cooperative focuses on group-work as the key working methodology, both for the concrete realization of the products and as a learning place to exchange views and promote cultural, social and professional growth. Since the beginning, the organization tried to create a cohesive core working group, as stable as possible.

Business strategy: the cooperative carried out a market analysis, studying its competitors and identifying possible clients and suppliers. Also, it developed synergies with the other services carried out by the Farsi Prossimo cooperative (day and nights shelters, information and help centres), with network organizations as well as with competitors themselves. A website was set up to reach a wider audience.

Training strategy: the work insertion is carried out through 3 months of professional training (concerning safety, hygiene, hostess service and cooking skills) where the person is oriented toward the kitchen or toward the catering service. The training follows the official requirement established by the law for the food businesses and can be profitably used on the labor market.

Impact and Effectiveness

Since 2010, the initiative has reached about 40 beneficiaries, providing training and a working experience. Almost all of them are still collaborating at M'ama Food catering services on a part-time basis (some having other temporary employment at the same time), while 7 have found permanent employment with other similar services, thanks to the contacts and skills developed during their experience. Only 2 people withdrew from the project for personal reasons. The initiative is highly appreciated by the people involved at professional and personal level.

Monitoring and Evaluation

The project is regularly evaluated by the internal supervision of the project coordinator, directly involved in the project, and by the supervision of the person responsible for the training sector of the Farsi Prossimo cooperative. The evaluation takes into consideration both the financial and the social aspects of the initiative.

Relevance of the project

M'ama Food is particularly relevant to promote training and work insertion both internally, within the framework of the catering business, and externally, providing the professional experience and qualification to access the labour market of similar services. For the large majority of the involved beneficiaries, this represents the first structured experience of training and employment, with a regular salary and direct contact with Italian clients and suppliers. Thus it is an important opportunity with regard not only to work insertion, but also to cultural and social inclusion.

A key characteristic of M'ama Food's catering is its wide offer of different gastronomic traditions and ethnic recipes, valorising the cultural richness of the participants. Recently the catering acquired also the Halal certification (in respect of the criteria specified by the Islamic law concerning the foods that Muslims are allowed to eat or drink and how the food must be prepared), in order to expand the client base. Another key factor highly appreciated by clients is the high quality of the ingredients: special attention is given to organic food and local products. Weaknesses The main difficulty emerged during the start-up phase was the internalisation of the entrepreneurial spirit and the overcoming of a merely "charitable approach" in the definition of the business

Good practice transferability

strategy and the working methodology. The strategic and organizational approach, the deadlines, the training and the procedures have been structured and formalized little by little. Opportunities Clients seem to appreciate and value the social aspects of the project, with regard to the inclusion of immigrant people and with regard to aspect linked to food quality and environmental sustainability. In 2015 Milano will host the Universal Exhibition, a global event whose general theme will be “Feeding the planet. Energy for life” (declined with regard to food and energy quality, security and sustainability). With an expected number of about 20 million visitors during the six months of Expo2015, this represent an important opportunity in terms of number of local events that will be organized on the territory and as a showcase for this sustainable social catering.

88 Field Explanation Contact information Project contact person: Rocco Festa E-mail: r.festa@farsiprossimo.it Project website: www.mamafood.it

Field Explanation Threats Italian slow bureaucracy and the large number of administrative and legal fulfillments required to run a formal business (especially when it comes to food hygiene and certification) represented the main obstacles, in particular during the start-up phase. Future perspective and sustainability of the project M’ama Food has almost reached the financial sustainability thanks to good revenues from the catering service. Perspectives are good, since the demand for the service exceeds the present capacity of the organization. From the environmental point of view, M’ama Food endorses and supports organic food production and favor local products or, concerning ethnic ingredients, fair trade products as much as possible (always keeping into consideration also the quality/price ratio). Also, as general attention to the environment, M’ama Food carries out the separate waste collection and is

careful to minimize food waste reduction. Innovation Concerning work insertion strategy, this project is particularly interesting since it doesn't merely provide professional training and a paid apprenticeship, but an on-going experience which is meant to last. No one is ever asked to leave after a period of time and to look for other job opportunities, even if this remains the ultimate objective. In this respect, M'ama Food has developed a network with other catering providers (according to the principle of a cooperative business, rather than competitive), which may become future employers of the project beneficiaries. With regard to disposable tableware and flatware, the catering services adopted products (dishes, cutlery, cups, etc.) made in Mater Bi, an innovative bioplastic obtained from starch, cellulose, vegetable oils and their combinations which is completely biodegradable. Transferability and reliability The main characteristics and elements of the project can be transferred to other territorial context and can be reproduced keeping in mind the utmost importance of a strong network to start the project, involving both financial backers and potential customers of the services since the beginning. This factor is particularly relevant during the start-up phase.

Transferability and reliability

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Good practice transferability

Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)	<p>Project sponsors: Coop Lombardia (regional umbrella organization for cooperatives), Hotel Hilton, Pasta Garofalo, Vahlrona, the chef Gianluca Fusto,</p> <p>Clients: M'ama Food provided its services to private enterprises, non-profit organisations and public bodies.</p> <p>Other relevant actors:</p> <p>other catering service providers. M'ama food believes in collaborative (rather than competitive) business and this sector allows cooperation with other enterprises (both profit and non-profit), even if they are also competitor. For example, sometimes sharing contracts for overlapping events and sharing staff for particularly relevant occasions is more convenient than declining a demand because of a lack of time or resources to comply with the request.</p>
Risorse necessarie (specificare l'importo del finanziamento / risorse finanziarie utilizzate e / o le risorse umane necessarie per avviare e gestire la pratica) (max 500 caratteri)	<p>Project stakeholders: the Municipality of Milano, immigrants' shelters and refugees centers.</p> <p>Field Explanation Project budget Range values of the project turnover: 50,000 to 100,000 euro. Source of funding The project was mainly financed through the financial resources of the cooperative and some private donations. During the start-up phase, a charitable foundation (Cattolica Assicurazioni) provided a financial grant to support the acquisition of the necessary machinery and equipment to set up the kitchen. Little by little, M'ama Food is becoming sustainable with the earnings from the catering service.</p> <p>Additional relevant information</p> <p>In October 2012, M'ama Food received a special mention in the framework of the "Sodalitas Social Innovation Award", given to the best innovative social projects identified by a jury of socially responsible enterprises. (www.socialinnovation.sodalitas.it/)</p>

Good practice transferability

Permanent staff: 1 project coordinator, 1 educator, 1 cook
 Temporary staff: 35/40 women and 5 men At the beginning these are employed through paid apprenticeship (borsa lavoro) finalised at in-work-training on a part-time basis (about 20 hours per week). Then they are given the opportunity to continue to work with the organization after the end of the apprenticeship.
 Volunteers: 15 persons are supporting the organization.

2.6. La Kumpania SRLS Social Enterprise

General information about the good practice (GP)

Title	La Kumpania SRLS Social Enterprise
Country, region and municipality of implementation	Geographical area Local: Naples
Timeframe (start date, end date unless ongoing)	Start date of the kitchen laboratory: 2010 Start date of the catering business: 2012 Duration: unlimited
Level of implementation (local/regional/national/transnational/other)	Field Explanation Network and partnerships Key partners: Associazione chi rom e...chi no.

General information about the good practice (GP)

Other partners: La Kumpania since its birth is part of the big network of associations and informal groups of Scampia, northern suburb of Naples. This strong (informal) union allows a deep connection with the territory. In the meanwhile, thanks to participation to private calls (founded by private Foundations such as Unicredit, Fondazione con il Sud, Impresa Sociale con I Bambini, Compagnia di San Paolo, Fondazione Vismara) La Kumpania is part of a national network in the field of education, social innovation and urban welfare.

Other relevant actors: UNAR (winner of a public call in 2010), Italian Private Foundations (international prizes in the field of social innovation in 2010, 2012, 2013, 2015 – national prize in the field of education in 2020) , Open Society Foundation (prize in 2011) and UNAHOC.
Project stakeholders: municipality of Naples, Slow food, NCO, public schools, other public institutions (Universities, Local Health Authority)

Webpage or other online info about the good practice

Contact information

Project contact person: Emma Ferulano
+39 348 8842827
segreteria.lakumpania@gmail.com

► Project website:

General information about the good practice (GP)

	<p>https://www.lakumpania.it/ / www.chiku.it</p>
Name and contact information of the implementing organization	APS chi rom e...chi no chirom.e.chino@gmail.com Barbara Pierro +39 338 8525697
Brief description of the implementing organization (max 500 characters)	<p>Chi rom e...chi no deals from 2003 of education and cultural projects aimed at the Roma and Italian communities in Naples, particularly in the northern neighborhood of Scampia. Several activities focusing on community organizing, active participation, creative workshops among young people and their families. Multicultural projects, including: participatory action within the Roma camp in Via Cupa Perillo, Scampia, Naples; construction of a space dedicated to legal, socio-cultural, educational activities with Roma and Italian communities; recreational and expressive activities with Roma and non-Roma children, carnival workshops, summer camps, initiatives for adolescents: active citizenship paths, social surveys, theatre and socio-cultural integration workshops with Roma and non-Roma adolescents; training meetings and seminars on social, multicultural and pedagogical issues.</p>

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)

La Kumpania srls Social Enterprise since 2010, involves in intercultural professional activities, around kitchen and educational paths, a group of Roma and non Roma women of Scampia, Naples. The company is the winner of a start-up funding initiative sponsored by Fondazione Unicredit, Fondazione con il Sud, Fondazione Vismara.

La Kumpania offering intercultural gastronomic menus and employing both Roma and non-Roma women. Since 2014 with APS chi rom e...chi no founded the multicultural space Chikù Gastronomia Cultura Tempo libero (www.chiku.it), based in Scampia and the first Italo/Roma kitchen and cultural space within the regional territory. These projects apply years of experience to the task of fostering employability, which is crucial in the context of a chronically poor, peripheral and young neighbourhood. Chikù is a polyfunctional space: an intercultural kitchen that brings together discourses of economic self-sufficiency and dignified employment for a prevalingly female audience, organizing cultural and social events open to the neighborhood and to the city at large, as well

as hands-on didactic workshops for children, adolescents and families.

Gender issues are something that we put into practice before even addressing these issues from a theoretical point of view, because we are an association made up primarily of women, and since 2009 we have developed our activity with 'La Kumpania', around a feminine universe, both Roma and non-Roma, "discovering" and fighting against the double and triple discriminations towards women, fostering a will to improve emancipation and, in some case, liberation. We adopt a soft

Good practice description

approach, such as ethnic feminism, and in this way are able to include children as well as the community as a whole in our action and reflection, through dialogue and with practical examples of how to improve quality of life through work, relationships and by emerging from isolation and adopting different life model. Of course, any initial dialogue is between us women, where we learn to know each other and to respect our different lifestyles and choices.

Short description of the problem the good practice aims to tackle (max 1000 characters)

Unemployment, black work, isolation, living in precarious conditions (informal camps or popular suburbs, occupied houses), strong presence of criminality, lack of opportunities of studying and work, lack of investments by national and local institutions in the field of work, early marriages, acts of discrimination and racism (even by institution), lack of documents and of possibilities of concrete inclusion and emancipation.

These are the main problems of a quarter of South of Italy such as Scampia in Naples, shared by Italian and Roma communities. In this context, women and young people, both Italian and Roma, are the most vulnerable targets, and the most invisible.

Our project try to create a small good practice that put together women, often mothers, their passions and to empower their skills and competences to create a work team able to introduce itself in the labor market - local, national and international – to emancipate themselves, their communities, and at the same time to spread a positive message of peaceful intercultural coexistence through concrete practices of work. Kitchen is a perfect instrument to overcome prejudices, to present different worlds and cultures, to unite people and to make positive contaminations and healthy experimentations in a ethic and sustainable way.

Good practice description

Main objectives of the good practice (max 1000 characters)

Objective(s) of the project

- ▶ Empowerment of a group of Roma and Italian women
- ▶ Creation of a work team in the field of gastronomy and social education and inclusion in the labor market
- ▶ Overcome prejudices and stereotypes, especially towards Roma communities.

Target groups (max 500 characters)

Target population addressed

Direct beneficiaries: women and young people, mostly from Roma and Italian communities

Others: the whole communities of the local territory, children.

Measures to involve the target groups (max 500 characters)

Pedagogical and professional trainings; periodical meetings; workshops and learning by doing; focus groups; connections with local and national communities; labor exchanges; employment contracts; workshops, communication and disseminations inside schools, universities, public and private institutions.

Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)

Probably La Kumpania put together very strong ingredients that during the years contributes to change vision, perspective and approach in cultural, work and social fields.

Women from different communities, living in the poorest and most complicate quarter of the city of Naples (Scampia), with a past of invisibility, lack of opportunities and instruments, that together,

Good practice description

	<p>through the kitchen and a strong and deep pedagogical path sustained by educators, activists and artists, create a place (Chikù) that today is a model and a point of reference at local, national and international level, able to attract tourists, researchers, funds.</p>
Evidence of success (results achieved) (max 1000 characters)	<p>Continuity of the process during 11 years; continuity of the team work and of the regular work contracts; winning price; positive external feedback from all over the world – one of the last success of Kumpania and Chikù is the involvement in an international movie production by famous actor Stanley Tucci the put our place such us one of the best practice of intercultural kitchen together with other Italian experience during his gastronomic travel and research.</p> <p>On 22 of June we will be on air on European channel of CNN.</p>
Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)	<p>Heavy bureaucracy, small acts of boycotts and discriminations – against women in general and Roma particularly- presence on a poor territory with a small flow of people in terms of commercial possibilities.</p> <p>Measures taken: hard work although with few financial remunerations during long period, finding creative solutions step by step, constant planning, creating strong alliances, creatin big campaigns of communication to spread our work, vision and kitchen to overturn the stereotyped and negative narration, consolidate a functional model that put together a social, ethic, intercultural, ecological vision and sustainability and financial margins.</p>

Good practice description

How could this intervention be improved (max 500 characters)

Empowering general investments on the quarter, especially about job policies and measures for young people, strengthen transport network inside the quarter and from the city center to periphery, strengthen network with other food enterprises to the national level

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)

We adopt a well-established pedagogical and intercultural methodology and tools to create the group and teamwork and to consolidate and spread our common vision of a better world that conjugate individual skill, competence and passion and good impact on the communities in terms of social and economic emancipations.

- ▶ At the same time we start and follow research about the work issue, in agreement with lifetime and the dignity of each people; we encourage participation of every women even creating educational space for their children, to allow their free participation; we encourage the expression of their own habits, culture, traditions without any shame and produce positive contaminations and interlacings; we try in addition to establish a sustainable model in terms of environmental impact, both in the daily work – we don't use plastic in our catering, we improve the use of seasonal food also from local small productions - also through educational paths particularly addressed to schools – very relevant are our workshops the put together art and kitchen. We believe that this kind of approach, could be replicated wherever because it's in "harmony" with the place where is settled.

Good practice transferability

Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)	<p>La Kumpania won several prizes and calls since 2010, before as a project by the Association chi rom e...chi no and then as innovative social enterprise.</p> <p>From 2014, the total amount needed to establish the teamwork, the professional kitchen inside the space Chikù in Scampia and all the resources needed to start the enterprise in the first 3 years was around 250.000 euro.</p> <p>From 2017, Kumpania SRLS social enterprise try to be sustainable through its catering business and educational intercultural activities. Human resources are currently around 10 people with regular contracts. The restrictions caused by Covid-19 and the national locks-down affected in a very heavy way from the financial point of view because the activities were blocked and the workers are temporary layoff. Since the month of April 2021, slowly, the activities are resuming.</p>
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2.7. Scarp de' Tennis

General information about the good practice (GP)	
Title	Scarp de' Tennis
Country, region and municipality of implementation	Area covered by the project: national. The project headquarter is based in Milano, but there are local newsrooms in other 8 major cities in Northern, Central and

General information about the good practice (GP)	
	Southern Italy (Torino, Napoli, Genova, Vicenza, Rimini, Firenze, Catania and Palermo). Currently it is also being developed in other 3 cities (Como, Verona and Salerno).
Timeframe (start date, end date unless ongoing)	Unlimited Scarp de' Tennis was born in 1996
Level of implementation (local/regional/national/transnational/other)	Area covered by the project: national. The project headquarter is based in Milano, but there are local newsrooms in other 8 major cities in Northern, Central and Southern Italy (Torino, Napoli, Genova, Vicenza, Rimini, Firenze, Catania and Palermo). Currently it is also being developed in other 3 cities (Como, Verona and Salerno).
Webpage or other online info about the good practice	<ul style="list-style-type: none"> ▶ Project contact person: s.lampertico@caritasambrosiana.it Project website: www.scarpdetenis.it
Name and contact information of the implementing organisation	<ul style="list-style-type: none"> ▶ Oltre editorial cooperative- Private no profit The project has been launched thanks to the resources provided by Caritas Ambrosiana. Also, it received some grants from private foundations. Sales of advertisement spaces on the magazine and the sales of the magazine itself largely contribute to the financial sustainability of the project. On several

General information about the good practice (GP)

Brief description of the implementing organization (max 500 characters)

occasions, the cooperative organised promotional events to support the project.

Value of the project yearly turnover: more than 250,000 euro.

The project has been launched thanks to the resources provided by Caritas Ambrosiana. Also, it received some grants from private foundations. Sales of advertisement spaces on the magazine and the sales of the magazine itself largely contribute to the financial sustainability of the project. On several occasions, the cooperative organised promotional events to support the project.

Scarp de' Tennis is a monthly street magazine founded to support the social and employment needs of severely emarginated people. The magazine is sold on the streets by contracted sellers who have serious social disadvantages and who are mainly homeless. The cover price is 3 euro and each seller keeps 1 euro for every sold copy. Taxes and social security contributions are covered by the editing organization. Besides covering organizational and production costs, project revenues are completely allocated to the social accompaniment of

General information about the good practice (GP)

the involved target group. Scarp de' Tennis was born in 1996 from an idea by the press agent Pietro Greppi, inspired by the Anglo-Saxon street magazine experience. After some initial hardship, Caritas Ambrosiana, together with the 3 main Milano's trade unions and the association Cena dell'Amicizia, "took over" the idea, providing a more structured social framework and supporting it through a network of organizations and stakeholders. Caritas entrusted the issuing of the magazine to the editorial cooperative Oltre, promoted by Caritas Ambrosiana. Since the end of the 90's, the project reached other important Italian cities by developing different collaborations: Torino, Napoli and Genova. In 2008 the cooperative put in place a collaboration with Caritas Italiana and, with the cooperation of the local Caritas and other no profit organisations, 5 new branches opened in Vicenza, Rimini, Firenze, Catania and Palermo.

Good practice description

Brief explanation of the good practice The target group is reached and involved through the local networks of organizations active in the field of severe social

Good practice description

(i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)

exclusion and collaborating with Caritas and the cooperative Oltre.

Once someone becomes a seller or collaborator of the street magazine, (s)he receives a personalized and integrated support:

- Concerning housing, beneficiaries are helped to find a place to live and to deal with the legal procedures to acquire the legal residence.
- Some are directed to public housing services, some are temporarily accommodated in a shelter managed by the association “Amici di Scarp de’ Tennis” in Milano.
- Concerning health, the beneficiaries receive the required assistance in case of emergencies; moreover, the association “Amici di Scarp de’ Tennis” supports their medical expenses for dental, ophthalmic and other medical examinations.
- Concerning savings, beneficiaries are encouraged to take care of their resources. The association holds a bank account where people can deposit the earned money.
- Concerning competences and skills, project beneficiaries receive professional training with regard to selling techniques. Also, they can profit from different kind of courses: alphabetization, computer, Italian language, written expression skills, journalistic skills. These training represent an opportunity at professional, educational, relational and cultural level. With regard to employment, besides the job position at the newspaper, the beneficiaries are involved in temporary activities and internships opportunities, thanks also to the collaborations with private enterprises.

Since the end of the ‘90s, more than 600 people collaborated to

Good practice description

the project, writing articles or selling the magazine. All of them had the opportunity of gaining an income and accessing the social services linked to Scarp. As a result, many have started the legal procedure to acquire a place of residence in the Municipality they live in. Some obtained a place in social housing. At the present time, 6 persons are living in a shelter managed by the association “Amici di Scarp de’ Tennis” in Milano. Concerning money management, there are currently about 30 beneficiaries who use the bank account of the association “Amici di Scarp de’ Tennis” to preserve their savings. Concerning employment, although full success stories are the minority, there are examples of people who have been able to re-enter the labor market in a stable way with regular contracts

Short description of the problem the good practice aims to tackle (max 1000 characters)

A factor of risk and complexity is given by the characteristics of the addressed beneficiaries, who present multiple disadvantages and very specific needs and require a highly personalized approach.

Quantifying and monetizing the economic and social impact of the project (also with regard to the society as a whole) is extremely difficult.

Main objectives of the good practice (max 1000 characters)

Scarp is a social project aimed at involving severely emarginated and homeless people who suffer from poverty, addictions or other disadvantages.

The newspaper provides them with the opportunity of an income, but first of all it aims at reigniting their self-esteem (in order to invest in their future) and dignity as citizens (by helping them to obtain a place of residence, that is the first condition to enjoy citizens’ rights and territorial social services). The newspaper supports them during their path to build up again a home, a job, a

Good practice description

good state of health, saving ability and the relationships with their family and the community. Last but not least, Scarp de' Tennis aims at giving voice to the most "invisibles", helping them to regain the right of speech and expression.

Target groups (max 500 characters)

The direct beneficiaries are severely emarginated people. Often they present multiple problems and disadvantages: they can be homeless, long term unemployed, with mental health issues, with physical disabilities, with alcohol or drugs addictions.

The project is developed and implemented by 36 professional operators active in the different newsrooms (14 of them are based in Milano): they are journalists, social operators, educators, trainers and administrative officials. Numerous volunteers support their efforts. At their side there are about 150 people experiencing (or who have experienced) severe disadvantages and social exclusion (40 of them in Milano). They are mainly in charge of the sales on the streets and in public places, but some of them contribute also to the realization of articles, poems, illustrations and pictures.

Measures to involve the target groups (max 500 characters)

The project is developed and implemented by 36 professional operators active in the different newsrooms (14 of them are based in Milano): they are journalists, social operators, educators, trainers and administrative officials. Numerous volunteers support their efforts. At their side there are about 150 people experiencing (or who have experienced) severe disadvantages and social exclusion (40 of them in Milano). They are mainly in charge of the sales on the streets and in public places, but some of them contribute also to the realization of articles, poems, illustrations and pictures.

Good practice description

<p>Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)</p>	<p>The project offers an integrated approach combining social and economic accompaniment, personal empowerment, art expression, culture and solidarity</p> <p>This experience is particularly relevant because it allows beginning and consolidating a path toward social inclusion, not only for what concerns training and employment opportunities, but also with regard to housing, health and savings management. The project adopts an integrated approach in order to help people to find again self-esteem, a plan for the future and a place in society.</p> <p>The project is financially sustainable thanks to the income generated by the sales of the magazine, the sale of advertisement spaces on the magazine and the financial support provided by Caritas Ambrosiana. Currently the project is still growing and is being extended to Como, Verona and Salerno. More newsrooms are planned in the future</p>
<p>Evidence of success (results achieved) (max 1000 characters)</p>	<p>Distribution channels are a key factor for the success of the initiative. Thanks to the link with the Caritas network, the magazine is distributed and sold not only on public streets, but also in front of Parishes. Moreover, thanks to the collaboration with some large enterprises and trade unions, the magazine is distributed also at company canteens and during workers meetings. Other distribution opportunities are represented by open markets, fairs and large public events.</p> <p>Starting from 2013, Scarp is aiming at a more intense online activity, exploiting the opportunities provided by internet and social</p>

Good practice description

networks

Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)

1. Initial hardship: According to the passage, the project faced initial hardship before it was taken over by Caritas Ambrosiana and other organizations. It is not clear what these hardships were, but they may have included difficulties in finding sellers, attracting buyers, or gaining support from the community.
2. Financial sustainability: The passage notes that the magazine's revenues are completely allocated to the social accompaniment of the target group, which suggests that financial sustainability may be a challenge for the project. To overcome this challenge, the project has relied on support from Caritas Ambrosiana, trade unions, and other organizations, as well as sales of advertisement spaces and promotional events. However, it is not clear whether these measures are sufficient to ensure long-term financial sustainability.
3. Social disadvantages of sellers: The project's target group consists of contracted sellers who have serious social disadvantages and are mainly homeless. It may be difficult to provide these individuals with the support they need to effectively sell the magazine and improve their social and employment situations. The passage notes that taxes and social security contributions are covered by the editing organization, but it is not clear what other measures are in place to support the sellers.

Good practice description

How could this intervention be improved (max 500 characters)

1. Increase distribution channels: While the magazine is currently sold on the streets, exploring additional distribution channels such as online sales or partnerships with local businesses could potentially increase revenue and outreach.
2. Expand target audience: While the magazine is sold by contracted sellers who are mainly homeless, it may be worth exploring ways to expand the target audience to include other marginalized groups such as low-income families or individuals with disabilities.
3. Develop additional programs: In addition to the magazine, the cooperative could consider developing additional programs or services that support the social and employment needs of marginalized individuals. For example, they could offer job training programs or provide access to mental health services.
4. Strengthen partnerships: The intervention has already benefited from strong partnerships with organizations such as Caritas Ambrosiana and local trade unions. Further strengthening these partnerships and developing new ones could help to expand the reach and impact of the intervention.
5. Increase funding sources: While the intervention has been sustained through sales and grants, exploring additional funding sources such as corporate sponsorships or partnerships with foundations could potentially increase financial sustainability and impact.

Good practice transferability

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)

- ▶ The target group is reached and involved through the local networks of organisations active in the field of severe social exclusion and collaborating with Caritas and the cooperative Oltre. Once someone becomes a seller or collaborator of the street magazine, (s)he receives a personalized and integrated support:
- ▶ Concerning housing, beneficiaries are helped to find a place to live and to deal with the legal procedures to acquire the legal residence.
- ▶ Some are directed to public housing services, some are temporarily accommodated in a shelter managed by the association “Amici di Scarp de’ Tennis” in Milano.
- ▶ Concerning health, the beneficiaries receive the required assistance in case of emergencies; moreover, the association “Amici di Scarp de’ Tennis” supports their medical expenses for dental, ophthalmic and other medical examinations.
 - Concerning savings, beneficiaries are encouraged to take care of their resources. The association holds a bank account where people can deposit the earned money.
 - Concerning competences and skills, project beneficiaries receive professional training with regard to selling techniques. Also, they can profit from different kind of courses: alphabetization, computer, Italian language, written expression skills, journalistic skills. These training represent an opportunity at professional, educational, relational and cultural level. With regard to employment, besides the job position at the newspaper, the beneficiaries are involved in temporary activities and internships opportunities, thanks also to the collaborations with private enterprises.
- ▶ Since the end of the ‘90s, more than 600 people

collaborated to the project, writing articles or selling the magazine. All of them had the opportunity of gaining an income and accessing the social services linked to Scarp. As a result, many have started the legal procedure to acquire a place of residence in the Municipality they live in. Some obtained a place in social housing. At the present time, 6 persons are living in a shelter managed by the association “Amici di Scarp de’ Tennis” in Milano. Concerning money management, there are currently about 30 beneficiaries who use the bank account of the association “Amici di Scarp de’ Tennis” to preserve their savings. Concerning employment, although full success stories are the minority, there are examples of people who have been able to re-enter the labor market in a stable way with regular contracts.

- ▶ Transferability and replicability
- ▶ The project started as local pilot initiative and then grew till it reached many Italian cities with different social backgrounds. Therefore, by its very nature the project is suitable for being adjusted and transferred to other territories. In fact, it has already evolved in different contexts, valorizing local partnerships and resources and adapting to the different territorial needs.

- ▶ Relevance of the project
- ▶ This experience is particularly relevant because it allows beginning and consolidating a path toward social inclusion, not only for what concerns training and employment

Good practice transferability

opportunities, but also with regard to housing, health and savings management. The project adopts an integrated approach in order to help people to find again self-esteem, a plan for the future and a place in society.

**Resources needed
(Please specify the
amount of
funding/financial
resources used
and/or the human
resources required
to set up and to run
the practice) (max
500 characters)**

Value
of the project yearly turnover: more than 250,000 euro.
The project is regularly evaluated by the cooperative Oltre and supervised by Caritas Ambrosiana.
Scarp de' Tennis is edited by the cooperative Oltre, promoted by Caritas Ambrosiana. Caritas Italiana, at national level, supports the development of the project in cooperation with the involved cities and in synergy with the local Caritas and other local stakeholders and partners: foundations, social cooperatives, associations, other organizations of the social economy, trade unions. Among them, the association "Amici di Scarp de' Tennis" (Friends of Scarp de' Tennis) plays a crucial role, providing the sellers and collaborators of Scarp with social accompaniment and assistance. Established by former magazine's sellers, the association finances and supports individual projects (with regard to housing, health and saving management) concurrent with the work experience as sellers and collaborators of Scarp. It represent the tools by which employment opportunities can be activated (usually temporary employments such as leafleting or clearing out, but sometimes also paid trainings and internships in private enterprises), allowing the beneficiaries to move forward in their professional and social life. Besides, the project works in network with the local public services and other organizations in charge of personalized and social care of people in difficulty

Good practice transferability

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3. Slovenia

3.1. SKUHNA - World Kitchen

General information about the good practice (GP)	
Title	SKUHNA - World kitchen
Country, region and municipality of implementation	Slovenia
Timeframe (start date, end date unless ongoing)	Ongoing
Level of implementation (local/regional/national/transnational/other)	Local

Webpage or other online info about the good practice	https://www.skuhna.si/
Name and contact information of the implementing organization	<p>SKUHNA - World kitchen</p> <ul style="list-style-type: none"> ❖ phone: +386 31/338-654; +386 41/339-978 ❖ e-mail: info@skuhna.si ❖ address: Trubarjeva 56, 1000 Ljubljana, Slovenia
Brief description of the implementing organization (max 500 characters)	<p>Skuhna is a restaurant and catering company. They offer authentic dishes from Africa, Asia and South America prepared by international chefs. Skuhna is registered as a social company.</p>

Good practice description	
Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)	<p>Skuhna is a unique company established and managed by people born in the countries of the Global South. Skuhna started as a catering business by getting funding from the Ministry of Labour, Family, Social Affairs and Equal Opportunities and with the profit in 2014 they opened a restaurant. Skuhna employs migrant cooks and waiters from Africa, Azia and South America. They also organize cooking workshops prepared by chefs from different countries such as India, Zimbabwe and many others.</p>

Short description of the problem the good practice aims to tackle (max 1000 characters)	<p>The problem that Skuhna aims to tackle is the social and economic exclusion of migrant cooks and waiters from Africa, Asia, and South America, who often face difficulties in finding employment due to discrimination and language barriers. The good practice of Skuhna addresses this issue by providing employment opportunities and promoting cultural diversity through catering services and cooking workshops.</p>
Main objectives of the good practice (max 1000 characters)	<p>The purpose of Skuhna is to encourage, mobilize, motivate and proactively operate employees in social enterprises with an emphasis on employees from vulnerable target groups, for their greater social inclusion and a higher level of employment.</p>
Target groups (max 500 characters)	<ul style="list-style-type: none"> ▶ Students ▶ Companies and Organizations ▶ Different events ▶ Anyone who is interested to try food from Africa, Asia, and South America ▶ Anyone who wants to learn about cooking.
Measures to involve the target groups (max 500 characters)	<p>To involve the target groups they promote the restaurant through social media and by hosting different events.</p>
Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)	<p>The element of innovation with respect to the regional state of the art or adopted policies in the case of Skuhna is the focus on providing employment opportunities for migrants from the Global South in the hospitality industry.</p> <p>This approach not only addresses the problem of unemployment</p>

<p>characters)</p>	<p>among migrant communities but also promotes intercultural exchange and understanding through food and cooking workshops. Skuhna's focus on employing migrant cooks and waiters from Africa, Asia, and South America is a unique approach in the hospitality industry in the region, which is often dominated by native-born workers.</p> <p>The restaurant's cooking workshops prepared by chefs from different countries also offer a unique opportunity for locals to learn about and experience different cuisines from around the world. Overall, Skuhna's innovative approach to employment and intercultural exchange has the potential to inspire similar initiatives in the region.</p>
<p>Evidence of success (results achieved) (max 1000 characters)</p>	<p>Their success is visible in every day operation. Since their opening day, they are still organizing and preparing interesting and educational events successfully.</p>
<p>Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)</p>	<ol style="list-style-type: none"> 1. Funding: Starting a business, especially in the food industry, can be costly. While Skuhna received funding from the Ministry of Labour, Family, Social Affairs, and Equal Opportunities, securing additional funding may be necessary to sustain and expand the business. 2. Staffing: Employing migrant cooks and waiters may present challenges, such as language barriers, cultural differences, and work permit issues. These challenges may affect the quality of service and customer satisfaction. 3. Competition: The food industry is highly competitive, and Skuhna may face challenges from other restaurants and catering businesses in the area. Maintaining a competitive advantage may require continuous innovation, marketing, and promotion.

	<p>4. Market demand: The success of Skuhna's business may depend on the demand for the cuisine they offer. If the local market is not receptive to or interested in global cuisine, Skuhna may struggle to attract customers.</p>
<p>How could this intervention be improved (max 500 characters)</p>	<ol style="list-style-type: none"> 1. Expansion: The intervention could potentially be expanded to other locations and cities, both within the same country and internationally. This could provide more opportunities for employment for migrant cooks and waiters, and could also increase awareness of different cultures and cuisines. 2. Marketing and Promotion: The Skuhna intervention could potentially benefit from increased marketing and promotion efforts. This could include social media campaigns, partnerships with local businesses and organizations, and targeted outreach to potential customers 3. Diversification: While the focus of Skuhna is on food and cooking, there may be opportunities to diversify the business and offer other services or products that are aligned with the mission and goals of the intervention. For example, they could offer language classes, cultural exchange programs, or other services that support the integration and well-being of migrant communities. 4. Sustainability: It may be beneficial for Skuhna to explore ways to increase their financial sustainability, such as developing new revenue streams, securing additional funding or grants, or exploring partnerships with other organizations.

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)

The prerequisites for the adoption/implementation of the Skuhna good practice may include the availability of funding or support from government agencies or other organizations that promote social inclusion and cultural diversity. It may also require having a strong network of migrant communities and advocates to help promote the business and its objectives.

In terms of its transferability to other European contexts, certain local or national conditions must be met to allow for successful implementation. This may include having a diverse migrant population in need of employment opportunities and the presence of a local food culture that can be showcased through the restaurant and cooking workshops. Additionally, there should be a supportive regulatory environment that promotes social entrepreneurship and allows for the employment of migrants.

Overall, successful implementation of the Skuhna good practice requires a combination of financial resources, community support, and a conducive regulatory environment.

Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)

Aproxm. 140.000 EUR yearly
Human Resources

3.2. Kralji Ulice (Kings of the street)

General information about the good practice (GP)	
Title	Kralji Ulice (Kings of the street)
Country, region and municipality of implementation	Slovenia, Ljubljana
Timeframe (start date, end date unless ongoing)	Ongoing
Level of implementation (local/regional/national/transnational/other)	Local
Webpage or other online info about the good practice	https://www.kraljiulice.org/
Name and contact information of the implementing organization	<p>Kralji Ulice (Kings of the street)</p> <ul style="list-style-type: none"> ▶ Pražakova street 6, 1000 Ljubljana, Slovenia ▶ Phone: +386 59/ 022-503 ▶ E-mail: info@kraljiulice.org and urednistvo@kraljiulice.org
Brief description of the implementing organization (max 500 characters)	Kralji Ulice is a society that helps the Homeless. They are an independent non-governmental humanitarian organization with non-profit goals. Their goal is to bring together experts and other individuals who deal with

homelessness and are related to social exclusion.

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)	<p>Kralji Ulice has day centers that have been working since 2006. They have many activities in the day centers which fulfill the needs of the homeless for a place to spend the day, information, help in regulating their social status, acquiring skills for integration into social life, support in setting more demanding goals and their achievement. In the day centers they can get warm, have a chat, have a meal, talk to professional workers and volunteers, play games, read papers and books that are available for them. They have a closet of donated clothes they can go and change clothes and shoes. Occasionally they distribute donated goods (food, cosmetics, food for animals) and humanitarian help.</p>
Short description of the problem the good practice aims to tackle (max 1000 characters)	<p>Ljubljana has many homeless people. As elsewhere in the world society discriminates against them and pushes them aside, they get forgotten. Kralji Ulice helps them get back on their feet and offers them as many basic needs as they can.</p>
Main objectives of the good practice (max 1000 characters)	<p>Their goals and tasks are reducing personal, social, economic and legal damage and empowering the homeless, while at the same time raising awareness to the wider public through a newspaper called Kralji Ulice and promoting local, social action in the field of homelessness.</p>

Target groups (max 500 characters)	<ul style="list-style-type: none"> ▶ Vulnerable individuals facing homelessness and social exclusion. ▶ Volunteers. ▶ Solidarity organizations. ▶ General public.
Measures to involve the target groups (max 500 characters)	<ul style="list-style-type: none"> ▶ To individuals who are facing homelessness and social exclusion they offer a place to sleep, get a hot meal, and fresh clothes. They also offer medical care and help from an expert. They have a place to get warm and socialize with volunteers and other individuals there. ▶ They offer practical work to students and also accept volunteers. ▶ They inform the general public by selling monthly newspapers called Kralji Ulice where they tell stories of the individuals and what they face being homeless.
Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)	<ol style="list-style-type: none"> 1. Holistic Approach: Kralji Ulice's approach towards tackling homelessness and social exclusion may be innovative as it involves bringing together experts and individuals who deal with homelessness from various fields. This approach may be different from the traditional approach of only providing shelters and basic needs to the homeless. 2. Collaboration and Partnerships: Kralji Ulice's efforts in bringing together experts and individuals who deal with homelessness and social exclusion may also be innovative in terms of creating collaborations and partnerships with various stakeholders. This can lead to a more coordinated and effective approach towards tackling homelessness. 3. Advocacy: Kralji Ulice's focus on advocacy for the homeless and their rights may also be an innovative element in the regional context. This can help in creating

	<p>awareness and mobilizing support for the cause of homelessness and social exclusion.</p>
<p>Evidence of success (results achieved) (max 1000 characters)</p>	<p>Every month they publish a newspaper called “ Kralji Ulice” where they publish the stories of people who visit their organisation, they raise awareness about this topic and the successes they have achieved. The organization is very well known in Ljubljana as many people do voluntary work for them.</p>
<p>Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)</p>	<p>Because they were very limited during the covid-19 pandemic, many users stopped coming so now they are trying to get as many of them back so they can get the help they need.</p>
<p>How could this intervention be improved (max 500 characters)</p>	<ol style="list-style-type: none"> 1. Increase outreach efforts: Kralji Ulice can expand their outreach efforts to reach out to more potential users. This can include partnering with other organizations, increasing their social media presence, and distributing flyers in areas with high homeless populations. 2. Offer more services: Kralji Ulice can consider offering additional donations services that may be beneficial to users, such as mental health support or job training programs. 3. Address safety concerns: Some users may be hesitant to return due to safety concerns related to the pandemic. Kralji Ulice can implement additional safety measures, such as providing masks and hand sanitizer, or rearranging their space to allow for social distancing. 4. Gather user feedback: Kralji Ulice can gather feedback

from users who have stopped coming to understand why they stopped and what can be done to improve the services offered. This can help identify specific areas of improvement.

5. Collaborate with other organizations: Kralji Ulice can consider collaborating with other organizations that serve homeless populations to offer a more comprehensive range of services and support.

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)

Such an organization could also work well in other major cities in Slovenia. The problem arises with funding and buildings for the organization.

Availability of volunteers or staff who have expertise in dealing with homelessness and social exclusion

Access to funding or to support their activities

Support from the local government or other relevant organizations to help with outreach and providing resources

Adequate facilities and resources for providing services to homeless individuals

As for whether this action would work well in another European context, it would depend on the specific context and needs of that region. However, the general approach of bringing together experts and individuals to address homelessness and social exclusion could potentially be adapted to different regions.

Some local/national conditions that could facilitate the transfer of this practice could include:

	<p><i>Similar issues with homelessness and social exclusion in the region</i></p> <p><i>Availability of volunteers or staff with relevant expertise</i></p> <p><i>Access to funding or support from local government or organizations</i></p> <p><i>Support from the community to address these issues and make a positive impact</i></p>
<p><i>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)</i></p>	<p><i>Financial resources: Liceulice relies on donations, grants, and other forms of funding to operate their programs and services. They need financial resources to cover operational costs, pay staff and trainers, and organize events. Aproxm 120.000 eur per year</i></p> <p><i>Human resources: Liceulice needs a dedicated team of staff and volunteers to run their programs effectively. They may require professionals with expertise in social work, education, and community development to work with the target groups.</i></p> <p><i>Physical resources: Liceulice may require office space, training facilities, and equipment such as computers, projectors, and training materials to carry out their programs and services.</i></p> <p><i>Partnerships and collaborations: Liceulice may need to partner with other organizations, government agencies, and businesses to access resources such as funding, training, and networking opportunities.</i></p>

3.3. Romani Kafenava (Rome restaurant)

General information about the good practice (GP)

Title	Romani kafenava (rome restaurant)
Country, region and municipality of implementation	Slovenia, Maribor
Timeframe (start date, end date unless ongoing)	Ongoing
Level of implementation (local/regional/national/transnational/other)	Local
Webpage or other online info about the good practice	http://romani-kafenava.si/
Name and contact information of the implementing organisation	Romani kafenava Adress: Gorkega 34, 2000 Maribor, Slovenia Phone: 040/933-990 E-mail: info@romani-kafenava.si
Brief description of the implementing organization (max 500 characters)	Romani Kafenava is a social enterprise created by Epeka organisation. It is a restaurant where people can come and try food from Roma people. They offer Roma specialties, host social gatherings and catering. Most employees are Roma people. It is the first Roma restaurant in the entire European Union.

Good practice description

<p>Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)</p>	<p>Romani kafenava is a restaurant that was opened by EPEKA Maribor organization with the help of various funds and support. Their desire was to help Roma to present their culture and food to society. After two years of opening and training Roma people to run such a restaurant, ownership was handed over to them.</p>
<p>Short description of the problem the good practice aims to tackle (max 1000 characters)</p>	<p>The Roma community in Slovenia is very large, but prejudices against Roma still exist. With the restaurant, they would like to change people's opinion about the Roma people and break their prejudices.</p>
<p>Main objectives of the good practice (max 1000 characters)</p>	<p>Their aim is to bring Roma culture closer to residents of Maribor. At the same time they wanted to reduce the unemployment of Roma and provide them with new skills.</p>
<p>Target groups (max 500 characters)</p>	<ul style="list-style-type: none"> ▶ Residents of Maribor ▶ Roma people ▶ Anyone interested to try Roma food

<p>Measures to involve the target groups (max 500 characters)</p>	<ul style="list-style-type: none"> ▶ Advertising the restaurant ▶ Collaborating with local Roma communities and organizations to identify potential candidates for employment and training. ▶ Providing training programs that focus on culinary skills, customer service, and business management, to ensure that the target groups are equipped with the necessary skills to run the restaurant. ▶ Creating a supportive and inclusive work environment that values diversity and promotes cultural exchange. This can be achieved by encouraging employees to share their cultural traditions and experiences with customers, and by celebrating cultural events and holidays. ▶ Offering flexible work arrangements that accommodate the needs of the target groups, such as flexible scheduling or childcare services. ▶ Providing ongoing support and mentorship to employees to ensure their long-term success and advancement within the restaurant industry.
<p>Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)</p>	<ol style="list-style-type: none"> 1. Empowering Roma people: The restaurant is unique in that it is owned and run by Roma people, who have been trained to manage and operate the business. This approach is innovative and represents a departure from traditional models of top-down aid delivery, which can often be disempowering for marginalized communities. 2. Cultural preservation: The restaurant offers traditional Roma food and provides a space where Roma culture can be celebrated and shared with the wider community. This represents an innovative approach to cultural preservation and can help to challenge negative stereotypes and prejudices towards Roma people. 3. Social enterprise: The restaurant operates as a social

	<p>enterprise, which means that it aims to generate income while also addressing social and environmental issues. This represents an innovative model for sustainable development, which is increasingly being adopted by organizations across Europe.</p> <p>4. Collaborative partnerships: The restaurant was opened with the help of various funds and support from different organizations. This represents an innovative approach to collaboration and partnership-building, which can help to maximize the impact of social interventions and create a more sustainable model for addressing social issues.</p>
<p>Evidence of success (results achieved) (max 1000 characters)</p>	<ul style="list-style-type: none"> ▶ Positive reviews and feedback from customers ▶ Increased revenue and profitability over time ▶ Increased employment and training opportunities for members of the Roma community ▶ Increased awareness and appreciation of Roma culture and cuisine among the wider community ▶ Awards or recognition from local or national organizations or media outlets.
<p>Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)</p>	<ol style="list-style-type: none"> 1. Overcoming cultural barriers and negative stereotypes associated with Roma communities. 2. Finding and securing sufficient funding and resources to establish and operate the restaurant. 3. Identifying and training Roma individuals who have the necessary skills and experience to run a successful restaurant. 4. Creating and maintaining relationships with suppliers, vendors, and customers. 5. Addressing any legal or regulatory issues related to restaurant ownership and operation.

<p>How could this intervention be improved (max 500 characters)</p>	<ol style="list-style-type: none"> 1. Engaging with local Roma communities to build trust and support for the project. 2. Seeking out grants, donations, and other forms of financial support to fund the project. 3. Offering training and mentorship programs to help Roma individuals develop the skills needed to run a restaurant. 4. Establishing partnerships with local food suppliers and creating marketing campaigns to attract customers. 5. Consulting with legal experts to ensure compliance with all relevant regulations and laws.
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<p>Good practice transferability</p>	
<p>Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the</p>	<ol style="list-style-type: none"> 1. Access to funding and resources to establish and operate a restaurant. 2. A supportive and inclusive community that values and celebrates cultural diversity. 3. Access to training and mentorship programs to develop the necessary skills and knowledge to run a successful restaurant. 4. A legal and regulatory environment that supports the establishment and operation of small businesses. 5. A network of suppliers and vendors that can provide high-quality and locally sourced ingredients.

transfer?) (max 700 characters)	
Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)	Aprox 210.000 EUR per year Human Resources

3.4. Simbioza Genesis

General information about the good practice (GP)	
Title	Simbioza Genesis
Country, region and municipality of implementation	Slovenia
Timeframe (start date, end date unless ongoing)	ongoing
Level of implementation (local/regional/national/transnational/other)	regional

Webpage or other online info about the good practice	https://simbioza.eu/
Name and contact information of the implementing organization	<p>Simbioza Genesis</p> <p>Address: Latinski trg 6, 1000 Ljubljana, Slovenia</p> <p>Phone: +38640/778-475</p> <p>email: info@simbioza.eu</p>
Brief description of the implementing organization (max 500 characters)	<p>Simbioza is a Slovenian project based on intergenerational cooperation, solidarity and the promotion of lifelong learning. The project started with young people teaching the elderly how to use a computer.</p>

Good practice description	
Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)	<p>The story of Simbioza Genesis, which is a social company, started in 2011 with the implementation of the Slovenian volunteer campaign simbioz@ e- pismena Slovenija (simbioz@e- literate Slovenia). They started in 2011, 2012 and 2013 by young people teaching the elderly how to use a computer. They still offer the transfer of knowledge between young and old which is organized at primary and secondary schools and they also opened a space for everyone in which is digitally transformed. The space is intended for socializing for different generations (short rest, socializing..). Different generations can also test technology in the room. They also offer Simbioza Digital Academy where through the year they educate children, young people and adults. They offer them shorter and longer educations and provide access to informal learning for all generations where individuals acquire various digital skills and competences.</p>

Short description of the problem the good practice aims to tackle (max 1000 characters)	<p>The project started because of an elderly lady who, a decade ago while reading a daily newspaper in which every page of advertisements said” more at www..., additional information at www...” so she asked her grandson what is the meaning of this www?</p>
Main objectives of the good practice (max 1000 characters)	<p>Their goal is to strengthen equal access to lifelong learning with an emphasis on learning digital skills and competences for all age groups in a non-formal learning environment.</p>
Target groups (max 500 characters)	<ul style="list-style-type: none"> ▶ Elderly people ▶ young people ▶ children ▶ adults
Measures to involve the target groups (max 500 characters)	<ul style="list-style-type: none"> ▶ They work with primary schools and high schools ▶ promoting it through advertisements ▶ promoting through social media
Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)	<ol style="list-style-type: none"> 1. Intergenerational learning: Simbioza Genesis offers a unique approach to learning by bringing together young and old generations, which is not a common practice in traditional education systems. This approach promotes mutual learning and social cohesion across different age groups. 2. Digital transformation: By transforming physical spaces into digital spaces, Simbioza Genesis is offering a new and

	<p>innovative way of using technology for social purposes. This is particularly relevant in the context of an aging population, where there may be a need for more accessible and user-friendly technology solutions.</p> <ol style="list-style-type: none"> 3. Informal learning: Simbioza Genesis is providing access to informal learning for all generations, which is a departure from traditional education systems that often prioritize formal learning. This approach allows individuals to acquire digital skills and competences at their own pace and in a way that is tailored to their specific needs and interests. 4. Social entrepreneurship: Simbioza Genesis is a social company, which means that it is focused on creating social impact rather than generating profit. This model of entrepreneurship is still relatively new in many regions and represents a departure from traditional business models.
<p>Evidence of success (results achieved) (max 1000 characters)</p>	<ul style="list-style-type: none"> ▶ They are registered in the catalogue of experts for digital transformation and the catalogue of training that deals with key topics on the path of digital transformation. ▶ They are spreading abroad
<p>Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)</p>	<ol style="list-style-type: none"> 1. Resistance to technology adoption: One potential challenge that Simbioza Genesis may have faced is resistance from older individuals to learn how to use technology. To overcome this, Simbioza Genesis may have implemented measures such as creating a welcoming and supportive learning environment, providing individualized instruction and support, and highlighting the benefits of technology use for social and personal purposes. 2. Limited resources: As a social company, Simbioza Genesis may have limited resources to carry out its programs and initiatives. To address this, Simbioza Genesis may have sought funding from various sources, such as grants,

	<p>donations, and partnerships with other organizations.</p> <ol style="list-style-type: none"> 3. Accessibility issues: Another potential challenge that Simbioza Genesis may have faced is ensuring that its programs and services are accessible to individuals with disabilities or those who may not have access to transportation. To overcome this, Simbioza Genesis may have implemented measures such as providing online resources and digital learning opportunities, partnering with community organizations to provide transportation, and making physical spaces accessible for individuals with disabilities. 4. Ensuring program sustainability: As Simbioza Genesis has expanded its programs and initiatives, ensuring program sustainability may have become a challenge. To address this, Simbioza Genesis may have implemented measures such as developing partnerships with other organizations, creating a strong volunteer network, and seeking funding and support from various sources.
<p>How could this intervention be improved (max 500 characters)</p>	<ol style="list-style-type: none"> 1. Expand digital literacy training beyond computer use: While Simbioza Genesis has done a great job in teaching older individuals how to use a computer, it could consider expanding its digital literacy training to include other digital devices such as smartphones and tablets. Additionally, Simbioza Genesis could consider offering training on using digital tools for online safety, cyber security, and online privacy. 2. Enhance accessibility: While Simbioza Genesis has taken steps to address accessibility challenges, it could consider doing more to ensure that its programs and services are accessible to individuals with disabilities. For example, Simbioza Genesis could offer assistive technology such as

screen readers or magnification software, provide sign language interpreters, or create more physically accessible spaces.

3. Increase outreach to underserved communities: Simbioza Genesis could consider increasing its outreach efforts to reach underserved communities such as rural areas or low-income neighborhoods. This could involve partnering with community organizations, providing mobile services, or offering online resources and training.
4. Evaluate and improve program effectiveness: To ensure that its programs and initiatives are effective, Simbioza Genesis could conduct regular evaluations and collect feedback from participants. This feedback could then be used to make improvements to the programs and ensure that they meet the needs of the target audience.

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What

1. Availability of technology: The availability of technology, such as computers and the internet, is a prerequisite for the implementation of digital literacy initiatives. Without access to technology, it would be difficult to teach digital skills and competencies.
2. Availability of volunteers: The Simbioza Genesis program relies heavily on volunteers, specifically young people who teach digital skills to older adults. Therefore, a prerequisite for the implementation of this practice is the availability of a pool of volunteers who are willing and able to teach digital skills.
3. Adequate funding: Adequate funding is necessary to support the implementation and sustainability of the Simbioza Genesis program. Funding can be used to

<p>local / national conditions should be met to allow the transfer?) (max 700 characters)</p>	<p>support outreach efforts, provide training materials, and maintain technology equipment.</p> <p>4. Supportive policy environment: A supportive policy environment is important for the successful implementation of digital literacy initiatives. This includes policies that promote digital inclusion, support intergenerational learning, and provide funding for digital literacy programs.</p> <p>5. Transferability: The transfer of the Simbioza Genesis practice to another European context would require an assessment of the local/national context. This includes factors such as the availability of technology, the level of digital literacy, the availability of volunteers, and the policy environment. Additionally, cultural factors and language barriers should be considered.</p>
<p>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)</p>	<p>Aprox 120.000 eur per year</p> <p>Human resources</p>

3.5. VERJAMEM VATE (I believe in you)

General information about the good practice (GP)	
Title	VERJAMEM VATE (I believe in you)
Country, region and municipality of implementation	Slovenia, Ljubljana
Timeframe (start date, end date unless ongoing)	ongoing
Level of implementation (local/regional/national/transnational/other)	local
Webpage or other online info about the good practice	https://www.verjamemvate.si/
Name and contact information of the implementing organization	<p>Društvo Verjamem vate</p> <ul style="list-style-type: none"> ● address: Ljubljanska cesta 104, 1230 Domžale, Slovenia ● phone: 031/356-970 ● email: drustvo.verjamem.vate@gmail.com
Brief description of the implementing organization (max 500 characters)	Verjamem vate is a non-governmental organisation dedicated to the inclusion of people with disabilities in physical and mental development in society and at work.

Good practice description

<p>Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)</p>	<p>They have opened a second hand store called “Naše trgovin’ce” (Our store), where people who due to their characteristics cannot find regular employment help. In this way they get the opportunity to do something useful and value their life and at the same time develop their work ability and creativity by getting to know things in practice. For this purpose a day center operates within the association in which people with physical and mental developmental disabilities are included and in this way they enable them to have daily inclusion. Also, as part of the afternoon stay, once a week they give people who are not involved in the day care center the opportunity to get to know the work.</p>
<p>Short description of the problem the good practice aims to tackle (max 1000 characters)</p>	<p>The problem that Verjamem vate is addressing through their good practice is the exclusion of people with disabilities from regular employment opportunities due to their characteristics, which can limit their ability to work in certain types of jobs. This can lead to a lack of opportunities for these individuals to develop their work ability, creativity, and sense of purpose, which can negatively impact their quality of life. The good practice of opening a second hand store and day center provides a solution to this problem by offering employment and inclusion opportunities for people with disabilities, allowing them to develop their skills and contribute to society.</p>
<p>Main objectives of the good practice (max 1000 characters)</p>	<p>Their purpose is primarily to raise society’s awareness of the acceptance of differences and the work potential of young people who, because of their characteristics, find it more difficult to get a job.</p>

Target groups (max 500 characters)	<ul style="list-style-type: none"> ▶ Potential employees ▶ Anyone looking to buy second hand clothes and support the organization.
Measures to involve the target groups (max 500 characters)	<ul style="list-style-type: none"> ▶ Promoting the store, ▶ Raising awareness of the issue
Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)	<p>The innovation of Verjajem vate's good practice lies in its approach to addressing the problem of employment and inclusion for people with disabilities. By opening a second hand store and day center that employs people with disabilities, the organization is providing an alternative solution to traditional approaches that may rely solely on social welfare or specialized work environments. This approach allows people with disabilities to be active participants in the workforce and contribute to their communities, while also developing their skills and abilities. This approach is innovative in the sense that it challenges traditional assumptions about the abilities of people with disabilities and promotes a more inclusive approach to employment and community involvement.</p>
Evidence of success (results achieved) (max 1000 characters)	<ul style="list-style-type: none"> ▶ Number of people with disabilities who have been able to participate in the day center and gain work experience through the second hand store ▶ Feedback and testimonials from people with disabilities who have been involved in the program and have

	<p>improved their sense of purpose and well-being</p> <ul style="list-style-type: none"> ▶ Sales revenue and profitability of the second hand store, indicating that it is a sustainable and successful business model that benefits the community and provides employment opportunities for marginalized individuals ▶ Recognition and awards from local or national organizations for their contributions to social inclusion and disability rights.
<p>Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)</p>	<ul style="list-style-type: none"> ▶ For organization like this its really important to address that findings, ongoing support and resources in being successful in reaching their goals.
<p>How could this intervention be improved (max 500 characters)</p>	<p>Ongoing evaluation and monitoring of the programs effectiveness can help identify any issues and guide future improvements.</p>

Good practice transferability	
<p>Prerequisites for the adoption / implementation of the good practice (what are the specific elements)</p>	<ol style="list-style-type: none"> 1. Legal framework: There should be a legal framework in place that supports the inclusion of people with disabilities in the workforce and encourages the creation of employment opportunities for them. 2. Funding: Adequate funding must be available to establish and maintain the program, including resources for the

<p>or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)</p>	<p>operation of the second-hand store, day center, and other necessary activities.</p> <ol style="list-style-type: none"> 3. Community support: The program should have support from the local community and stakeholders, including businesses, local government, and advocacy groups. 4. Qualified staff: The program should have qualified staff, such as social workers, counselors, and trainers, who can provide the necessary support and training to program participants. 5. Infrastructure: Adequate infrastructure must be in place to support the program, such as accessible facilities, equipment, and transportation.
<p>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)</p>	<p>Aproxim. 100.000 EUR per year Human resources- staff</p>

4. SERBIA

4.1. Best buddies

General information about the good practice (GP)	
<p>Title</p>	<p>Best buddies</p>

Country, region and municipality of implementation	Serbia, city of Belgrade
Timeframe (start date, end date unless ongoing)	2020- ongoing
Level of implementation (local/regional/national/transnational/other)	National implementation
Webpage or other online info about the good practice	https://bestbuddies.rs/o-nama/
Name and contact information of the implementing organization	Best Buddies serbia@bestbuddies.org
Brief description of the implementing organization (max 500 characters)	Best Buddies Serbia - Best Buddies Serbia is part of the largest international organization, Best Buddies International, dedicated to ending the social, physical and economic isolation of people with intellectual and physical disabilities, of whom there are around 200 million in the world. Serbia is the 60th country in the world to join the big Best Buddies family. Our programs are aimed at strengthening and supporting the development of the skills of this group of people. We help them by providing conditions for employment, independent living, public appearances with the aim of increasing the visibility of vulnerable groups, developing communication skills

and creating conditions for these people to be useful and valued members of society. By developing a unique voluntary network of people with and without intellectual and developmental disabilities, we also create conditions for them to socialize and make friends with their peers, which makes them less isolated and better accepted. Best Buddies Serbia helps and includes people with intellectual and physical developmental disabilities such as Down syndrome, Martin-Bell syndrome, autism, Williams syndrome, cerebral palsy, brain injuries, as well as other undiagnosed disorders.

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published

Best Buddies Serbia is a non-profit organization dedicated to the formation of a network of volunteers that enables the creation of conditions for meeting and making friends among peers with and without intellectual disabilities, inclusion in the process of employment and housing with support, development of self-confidence and skills. Best Buddies Serbia programs help the social and social integration of people with intellectual and developmental disabilities through independent and independent expression, developing techniques and abilities that will help in their integration into society.

<p>etc.) (max 1500 characters)</p>	
<p>Short description of the problem the good practice aims to tackle (max 1000 characters)</p>	<p>Best Buddies Serbia is a non-profit organization dedicated to the formation of a network of volunteers that enables the creation of conditions for meeting and making friends among peers with and without intellectual disabilities, inclusion in the process of employment and housing with support, development of self-confidence and skills. Best Buddies Serbia programs help the social and social integration of people with intellectual and developmental disabilities through independent and independent expression, developing techniques and abilities that will help in their integration into society.</p> <p>WHEN AND HOW THE PROJECT WAS CREATED</p> <p>The project was created as an initiative of the Executive Director of the project, Marija Pavlović, who wanted to create something new in Serbia, and by copying the experience and methodology of developed countries, contributed to a better life for people with developmental disabilities in Serbia. Connecting with an organization that has thirty years of experience, founded by a descendant of the Kennedys in America, Anthony Kennedy Shriver, and that operates in 60 countries around the world is a great honor for us. Anthony Kennedy Shriver is the son of Eunice Kennedy Shriver, who is the sister of John F. Kennedy and Robert Kennedy, and, among other things, the founder of the Special Olympics, the Olympic Games for people with disabilities. She was also a great benefactor and philanthropist, and world famous for her works.</p> <p>With the support of the US Embassy in Belgrade, we were given the opportunity to implement a pilot project in Serbia. The project was organized in the period November 2020 - June 2021 for</p>

	<p>people over 16 years of age, in which the main programs of BB International were presented in 8 workshops and 8 group events, and are based on the following:</p> <ul style="list-style-type: none"> Making friends Strengthening ties between volunteers and people with disabilities Inclusion in practice Self representation Integrated employment Leadership development Supported housing Community awareness of the problems of people with disabilities
<p>Main objectives of the good practice (max 1000 characters)</p>	<ul style="list-style-type: none"> Introduction and history of the Best Buddies program Inclusion in practice Self representation Integrated employment Supported housing
<p>Target groups (max 500 characters)</p>	<p>People with intellectual and physical disabilities in development</p>

Measures to involve the target groups (max 500 characters)	<p>Introduction and history of the Best Buddies program</p> <p>Inclusion in practice</p> <p>Self representation</p> <p>Integrated employment</p> <p>Supported housing</p>
Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)	<ol style="list-style-type: none"> 1. Social inclusion: Best Buddies Serbia is working towards creating an inclusive society where people with intellectual and developmental disabilities are not excluded. The organization is focusing on providing opportunities for people with disabilities to meet and make friends with their peers without disabilities. This approach is in line with the regional state of the art and adopted policies aimed at promoting social inclusion. 2. Employment and housing support: Best Buddies Serbia is also helping people with intellectual and developmental disabilities to access employment and housing support. This approach is innovative and aligned with the regional policies aimed at promoting the rights of people with disabilities to access employment and housing opportunities. 3. Skills development: Best Buddies Serbia is providing programs that help people with intellectual and developmental disabilities to develop self-confidence and skills. This approach is innovative and in line with regional policies aimed at empowering people with disabilities to become active members of society.
Evidence of success (results achieved) (max	<ol style="list-style-type: none"> 1. Increased social integration: The number of people with intellectual and developmental disabilities who have formed friendships and social connections with their peers without

1000 characters)

disabilities could be measured. This could include tracking the number of people who regularly attend Best Buddies Serbia events and activities, as well as surveying participants to gauge the impact of the organization's programs on their social connections and overall well-being.

2. Employment and housing outcomes: Best Buddies Serbia's success in helping people with intellectual and developmental disabilities access employment and housing support could be measured by tracking the number of program participants who secure jobs or stable housing, as well as surveying participants to gauge the impact of the organization's programs on their independence and quality of life.
3. Skills development: Best Buddies Serbia's success in helping people with intellectual and developmental disabilities develop self-confidence and skills could be measured by tracking the progress of program participants in achieving specific goals, such as improving their communication skills, learning new vocational skills, or developing strategies to manage their disabilities. Success could also be measured by surveying participants to gauge the impact of the organization's programs on their self-esteem and overall sense of well-being.

Main problems encountered in implementing and description of the measures taken to overcome them (max 700

1. Limited resources: Best Buddies Serbia is a non-profit organization, which means that it may face challenges in securing sufficient funding and resources to carry out its programs effectively. This could include challenges in recruiting and training volunteers, as well as difficulties in securing venues and equipment for events and activities.
2. Social stigma: People with intellectual and developmental

<p>characters)</p>	<p>disabilities may face social stigma and discrimination, which could make it more challenging to recruit participants and engage the broader community in Best Buddies Serbia's programs. This could also impact the organization's ability to secure funding and support from government and other stakeholders.</p> <p>3. Lack of awareness: Best Buddies Serbia may face challenges in raising awareness about its programs and services among people with intellectual and developmental disabilities, their families, and the broader community. This could impact the organization's ability to recruit participants and volunteers, as well as its overall impact on promoting social inclusion and reducing stigma.</p>
<p>How could this intervention be improved (max 500 characters)</p>	<p>1. Increasing outreach and engagement: Best Buddies Serbia could work to expand its outreach efforts, including developing partnerships with other organizations, leveraging social media and other digital platforms, and engaging with local media to raise awareness about its programs and services.</p> <p>2. Building capacity: Best Buddies Serbia could invest in building the capacity of its volunteers and staff, including through training and development opportunities. This could include providing training on working with people with intellectual and developmental disabilities, as well as on fundraising and other organizational management skills.</p> <p>3. Advocacy and public relations: Best Buddies Serbia could engage in advocacy and public relations efforts aimed at reducing stigma and promoting the rights of people with intellectual and developmental disabilities. This could include partnering with advocacy groups and engaging with policymakers and other stakeholders to promote policies</p>

and practices that support inclusion and accessibility.

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)

1. A supportive policy and regulatory environment: To implement Best Buddies Serbia's programs, there needs to be a supportive policy and regulatory environment at the local and national levels that promotes social inclusion, employment and housing support, and skills development for people with intellectual and developmental disabilities. This would include policies and programs that support the rights of people with disabilities and promote their full participation in society.
2. Adequate resources and infrastructure: Implementing Best Buddies Serbia's programs requires access to adequate resources and infrastructure, including funding, venues for events and activities, and equipment for skills development programs. This would require partnerships with other organizations and stakeholders, as well as effective fundraising and resource mobilization efforts.
3. Community engagement and support: Best Buddies Serbia's success in promoting social inclusion and reducing stigma depends on the engagement and support of the broader community. This would require outreach and awareness-raising efforts aimed at educating the public about the value of inclusion and promoting the participation of people with intellectual and developmental disabilities in community life.
4. Availability of volunteers: Best Buddies Serbia's programs

	<p>rely on the participation of volunteers, who provide support and companionship to people with intellectual and developmental disabilities. To implement the programs effectively, there needs to be a pool of committed volunteers who are trained and prepared to work with people with disabilities.</p>
<p>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)</p>	<ul style="list-style-type: none"> ▶ Funding: approx. 200.000 EUR per year & revenue from e-shop sales ▶ Resources: Premises to host the initiative, scientific committee to supervise, and a social cooperative with vulnerable individuals and volunteers as employees

4.2. Centar Srce (Center of Heart)

General information about the good practice (GP)	
Title	Centar Srce “Center of Heart”
Country, region and municipality of implementation	Serbia, Vojvodina, city of Novi Sad

Timeframe (start date, end date unless ongoing)	1991- ongoing
Level of implementation (local/regional/national/transnational/other)	National level
Webpage or other online info about the good practice	https://www.centarsrce.org/index.php
Name and contact information of the implementing organization	Centar Srce 021- 6623 393 0800- 300 303 vanja@centarsrce.org www.centarsrce.org
Brief description of the implementing organization (max 500 characters)	<p>Basic information</p> <p>Centar "Srce", based in Novi Sad, is a voluntary, non-governmental, non-profit organization which is committed to providing emotional support to persons in crisis and to preventing self-harm.</p> <p>Every day, from 2 p.m. to 11 p.m., the volunteers of the "Heart" Centre talk to people who are lonely, disturbed, anxious, tired, sad, unsure, unhealthy and - they listen to them. They do not hold moral precepts for them, they do not belittle their ills, they do not "comfort" them that their problems will go away and, most importantly, they do not tell them what to do. That is why I believe that every person knows best what is good for him or her, and that he or she</p>

	<p>has the right to make his or her own decisions about his or her own life, even if and when he or she decides to end it.</p> <p>The Centre's services are free of charge.</p> <p>Values</p> <p>Their values are the raw material beliefs that form the basis of our advice:</p> <p>It is important to have the capacity to deal with difficult situations</p> <p>human contact, familiarity and compassion are basic emotional needs and reduce the level of stress</p> <p>listening in confidence and approaching without too much pressure can alleviate people's unhappiness and the consequences of self-destruction</p> <p>everyone has the right to make decisions on their own life, including the decision to exercise self-determination</p>
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Good practice description	
Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the	<p>The Centre "Srce" is an organization that provides customer support and emotional services. Its regular activities include customer support by telephone and email from 2 to 11 pm every day, providing emotive and welfare services to the Exit Festival, organizing a reception for new volunteers, and celebrating various international days such as the International Day for the Prevention</p>

<p>objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)</p>	<p>of Self-harm, International Day for Mental Health, and International Day for Volunteering. In addition to regular activities, the Centre "Srce" is involved in various projects and activities related to its vision and values. Some of these activities include launching campaigns, implementing projects for psychosocial support for adolescents, providing emotional support to socially vulnerable groups, and teaching programs for mental health protection. The organization also participates in public debates, conferences, and radio broadcasts related to mental health, suicide prevention, and volunteer counseling.</p>
<p>Short description of the problem the good practice aims to tackle (max 1000 characters)</p>	<ul style="list-style-type: none"> ▶ Customer support by telephone and email: providing assistance and support to customers who may have questions, concerns or issues related to the Centre's services. ▶ Emotive and welfare services to the Exit Festival: providing emotional support and resources to festival-goers who may be experiencing mental health or emotional issues. ▶ Organizing a reception for new volunteers: creating a welcoming environment for new volunteers and helping to integrate them into the Centre's programs and activities. ▶ providing annual training for active volunteers to enhance their skills and knowledge. ▶ Celebrating International Day for the Prevention of Self-harm, International Day for Mental Health, and International Day for Volunteering: raising awareness about important issues related to mental health, suicide prevention, and volunteering. ▶ Launch of the project "Psychosocial support to adolescents": providing support and resources to young people who may be struggling with mental health or emotional issues. ▶ Launch of the campaign "We have the right to mental

	<p>health" and "Sazvežđe podrške": raising awareness about the importance of mental health and promoting resources and support for those who need it.</p> <ul style="list-style-type: none"> ▶ Implementation of the activity "Zasadi za mentalno zdravlje": promoting mental health and wellbeing through gardening. ▶ Teaching in the Trag Foundation's Academy for Sustainability programmed: providing education and resources for sustainability. ▶ Humanitarian auction of works of art: raising funds for a charitable cause. ▶ Realization of the project You
<p>Main objectives of the good practice (max 1000 characters)</p>	<ul style="list-style-type: none"> - The center provides emotional support to people in crisis or imminent danger of taking their own life. - Volunteers at the Center strive to alleviate human unhappiness, loneliness, despair and depression. - The caller retains the freedom to make his own decisions, including the decision to take his own life. - The fact that the person requested help, as well as the content of the conversation, are strictly confidential within the Center. - Volunteers who provide support are supported by other experienced volunteers, with consultation from professionals. - The person who calls can be directed to the help of other institutions in the fields of medicine, psychology, social and

	<p>material assistance.</p> <ul style="list-style-type: none"> - Volunteers are prohibited from imposing their personal beliefs or influencing callers regarding politics, philosophy or religion.
<p>Target groups (max 500 characters)</p>	<ul style="list-style-type: none"> - People who are struggling with mental health problems - People in need for professional and emotional support - People in risk of suicide or harming themselves
<p>Measures to involve the target groups (max 500 characters)</p>	<p>Effective suicide prevention requires a comprehensive and multi-sectoral approach that involves not only the health sector but also various social structures, professions, and volunteers.</p> <p>Prevention measures include educating primary health care personnel, employees in schools, police, and the public on identifying and reacting to behavior that indicates a person is thinking about suicide, controlling access to means of suicide, establishing crisis intervention centers, working with risk groups, and promoting responsible media coverage of suicide.</p> <p>The goal is to prevent suicide by identifying and addressing risk factors and providing support and interventions to those at risk.</p>
<p>Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)</p>	<ol style="list-style-type: none"> 1. Developing new and innovative ways to identify and reach out to individuals who may be at risk for suicide, such as through the use of technology, social media, or community-based outreach programs. 2. Creating new partnerships and collaborations between different sectors and stakeholders to address suicide prevention, such as involving community leaders, faith-based organizations, and employers.

	<ol style="list-style-type: none"> 3. Utilizing new approaches to crisis intervention and postvention, such as peer support programs, teletherapy, and online support groups. 4. Implementing new policies and practices that support suicide prevention, such as implementing suicide risk assessments in healthcare settings or requiring suicide prevention training for all frontline workers who may come into contact with individuals at risk. <p>Overall, innovation in suicide prevention should focus on identifying and addressing the unique needs and challenges of the specific region or community, and on developing evidence-based strategies that can be tailored to the local context.</p>
<p>Evidence of success achieved) (max 1000 characters)</p>	<ol style="list-style-type: none"> 1. Reduction in suicide rates: The most direct and objective measure of success in suicide prevention is a reduction in suicide rates in the population or community being targeted by prevention efforts. 2. Increased awareness and help-seeking behaviors: Success can also be measured by increased awareness of suicide risk factors and warning signs among the general public, and by an increase in help-seeking behaviors among individuals who are at risk for suicide. 3. Improved access to care: Success can also be measured by improvements in access to mental health care, such as increased availability of crisis intervention services, expanded coverage for mental health treatment, and reduced stigma around seeking help for mental health issues. 4. Reduction in suicide attempts: Success can also be measured by a reduction in suicide attempts, as well as in other self-harming behaviors, among individuals who are at risk for suicide.

	<p>5. Increased community support: Success can also be measured by increased community support for suicide prevention efforts, such as increased participation in suicide prevention programs and increased funding for suicide prevention research and initiatives.</p>
<p>Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)</p>	<ol style="list-style-type: none"> 1. Stigma and lack of awareness: One of the main challenges in implementing suicide prevention measures is the stigma associated with mental health issues and suicide. This can lead to a lack of awareness and understanding of suicide prevention, making it difficult to implement effective prevention measures. 2. Limited resources: Suicide prevention efforts can require significant resources, including funding, personnel, and infrastructure. Limited resources can make it difficult to implement comprehensive and effective prevention measures, particularly in resource-limited settings. 3. Coordination and collaboration: Suicide prevention efforts often require coordination and collaboration across multiple sectors and stakeholders, including healthcare, education, law enforcement, and community organizations. Lack of coordination and collaboration can hinder the implementation of effective prevention measures. 4. Accessibility and reach: Suicide prevention efforts need to be accessible and reach those who are most at risk, including vulnerable and marginalized populations. However, reaching these populations can be challenging due to a lack of resources, limited infrastructure, and cultural and linguistic barriers.

How could this intervention be improved (max 500 characters)

1. Increasing awareness: Efforts should be made to increase awareness and reduce the stigma associated with suicide and mental health issues. This can be done through public education campaigns, training for healthcare professionals and community leaders, and targeted outreach to vulnerable populations.
2. Improving resources: Increased funding and resources can help to support the development and implementation of comprehensive suicide prevention programs. This may include expanding access to mental health care, improving crisis intervention services, and increasing funding for suicide prevention research.
3. Coordination and collaboration: Suicide prevention efforts should be coordinated and collaborative, involving multiple sectors and stakeholders, including healthcare providers, educators, law enforcement officials, and community organizations. This can help to ensure that prevention measures are comprehensive and effective.
4. Enhancing accessibility and reach: Efforts should be made to enhance accessibility and reach, particularly among vulnerable and marginalized populations. This may include providing culturally sensitive and linguistically appropriate services, increasing access to teletherapy and online support groups, and leveraging technology to reach those who may be isolated or hard to reach.

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)

1. Political will and commitment: Political will and commitment are essential for implementing suicide prevention measures. Governments and policymakers must prioritize suicide prevention and provide the necessary resources and infrastructure to support prevention efforts.
2. Strong leadership and coordination: Strong leadership and coordination are necessary for effective implementation of suicide prevention measures. This includes coordination among different sectors and stakeholders, such as healthcare, education, and law enforcement, as well as leadership at the national and local levels.
3. Adequate resources and funding: Adequate resources and funding are necessary to support suicide prevention efforts, including funding for research, infrastructure, and personnel.
4. Accessible and integrated healthcare systems: Accessible and integrated healthcare systems are important for identifying and treating individuals at risk for suicide. This includes access to mental health care services, crisis intervention services, and suicide prevention programs.
5. Community involvement and participation: Community involvement and participation are important for implementing suicide prevention measures, as communities can provide support and resources to those at risk for suicide.

Regarding the transferability of suicide prevention good practices to other European contexts, several factors should be considered, including:

1. Cultural and linguistic differences: Suicide prevention measures should be adapted to local cultural and linguistic contexts to ensure they are effective and acceptable.
2. National and local policies: National and local policies may differ across European countries, which can affect the

	<p>implementation of suicide prevention measures.</p> <ol style="list-style-type: none"> 3. Healthcare systems and infrastructure: Healthcare systems and infrastructure can vary across European countries, which can impact the availability and accessibility of mental health care services and suicide prevention programs. 4. Funding and resources: The availability of funding and resources can also vary across European countries, which can affect the implementation of suicide prevention measures.
<p>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)</p>	<ol style="list-style-type: none"> 1. Personnel: Suicide prevention efforts may require a team of mental health professionals, crisis intervention specialists, and trained volunteers to provide support, counseling, and referrals to individuals at risk of suicide. 2. Training: Personnel involved in suicide prevention efforts may require specialized training in suicide risk assessment, crisis intervention, and counseling. 3. Infrastructure: Suicide prevention efforts may require the establishment of crisis intervention centers, hotlines, and other facilities to provide immediate support and referrals. 4. Outreach and education: Suicide prevention efforts may require public awareness campaigns, school-based programs, and community outreach efforts to educate individuals on the warning signs of suicide and how to access support. 5. Research and evaluation: Suicide prevention efforts may require ongoing research and evaluation to assess the effectiveness of interventions and to identify areas for improvement. <p>Aproxim. 250.000 EUR, Staff</p>

4.3. Liceulice

General information about the good practice (GP)	
Title	<i>Liceulice</i> - non profit organization that gives support to people who are at the lowest point in the labour market and on the margine of the society.
Country, region and municipality of implementation	Republic of Serbia, Cities Belegrade and Novi Sad
Timeframe (start date, end date unless ongoing)	13 years and still working in the same field and on the same topics January 2010- Still working
Level of implementation (local/regional/national/transnational/other)	Regional- In two biggest cities in Serbia, Belgrade and Novi Sad, second biggest city
Webpage or other online info about the good practice	https://liceulice.org/o-nama/ https://www.facebook.com/LICEULICE/ ; https://www.instagram.com/liceulice/?hl=en&__cc=0 ; https://twitter.com/liceulice?lang=en ;
Name and contact information of the implementing organization	Name: <i>Liceulice</i> Adress: Svetozara Markovica 42a, 11000 Belgrade, Serbia Email: donacije@liceulice.org Tel: +381 112686567
Brief description of the implementing organization (max 500 characters)	<i>Liceulice</i> is non profit organization that is supporting people who are in a low position in a labour market and also on the margine of society. Target group of this nonprofit organization are vulnerable social groups. Its undependable fond the principles of social enterpenurship. Since 2010 is working on many things in order to social and economical inclusion.

vulnerable social groups.

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)

They are giving humanitarian support to everybody that are in need of it, such as the target group of vulnerable people in different social aspects and identities. Their support is aimed at the comprehensive empowerment of individuals in a difficult financial situation or excluded from society, who want to work or change their lives trough their own efforts. They believe that the chance to have a possibility to earn money is a path to stability and to economical and social inclusion. They have different methods of providing service and regretting people in order and aim for them to have a job and a chance to earn money. *Liceulice* is working with their sellers, who sell a magazine that provides news in narrative that is alternative narrative against homophobia, discrimination, nationalism, sexism, any type of hateful speech or ideology that nurtures hate towards peoples identities. Target group of people that they provide support are people who live in extreme poverty or face some form of disability. Trough numerous activites of fond *LICEULICA*, we try to influence the causes, they try to influence the causes of social and economical marginalization. Concept that they nurturer and promote is based on self-employment as a path to resocialization with constant support of *lice lice*.

- ▶ Liceulice has 118 sellers.
- ▶ 66% are men, 34% are women.
- ▶ On average, they sell 159 magazines per day.
- ▶ During 2019, sellers made organized visits to 43 different

	<p>companies and organizations.</p> <ul style="list-style-type: none"> ▶ The most successful sellers earned an average of 40,000 dinars per month. ▶ During 2019, they trained 40 new salespeople. <p>Trough regular meetings and gatherings in their premises, we maintain close ties with sellers, to whom they offer various types of psychosocial and economical empowerment, motivating them to maintain contact with institutions that will help them overcome homelessness, health problems and achieve their own goals.</p>
<p>Short description of the problem the good practice aims to tackle (max 1000 characters)</p>	<p>The main problem is social situation of people who are marginalized in Serbian country. Governmental institutions that would need to provide this type of support to people who are in need is not doing functional job. There was a need for this good practice and organization to try to resocilaze and empower people to be in the society. They provided them a way to work and sell newspapers to the civic people and by selling that they are earning money and also going out from their comfort zone and socializing in society as a workers, not based and perceived on the parts of their marginalized identities.</p>
<p>Main objectives of the good practice (max 1000 characters)</p>	<ul style="list-style-type: none"> - Support to the sellers - who is from vulnerable group- trough different kinds of support (Psychology, psychotherapy, psychiatrist and medical support, social and economical support) - Inclusion - social and economical empowerment of marginalized groups the aim of our access - Solidarity- They work with everyone who approaches them, but that they are ready to take initiative by themselves, as an active civilian in society.

Target groups (max 500 characters)	<p>Target group of people that they provide support are people who live in extreme poverty or face some form of disability. Its the groups of people that are on margined of society, facing different economical, social and mental problems because of the situation they are in. Usually people they work with are homeless people or people with some kind of disabilities.</p>
Measures to involve the target groups (max 500 characters)	<ul style="list-style-type: none"> - Providing employment - Providing possibilities to earn money - Providing psychosocial support - Providing economical support - Providing communication with institutions that are responsible to work with vulnerable social groups - Providing resocialization - Providing social inclusion - Providing better life and functional ways to deal with different problems
Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)	
Evidence of success (results achieved) (max 1000 characters)	<p>In the past period, they managed to provide:</p> <ul style="list-style-type: none"> - Jobs and income, psychosocial and economic support for more than 500 citizens. - Since 2018, LICEULICE can be bought on the streets of Novi Sad, and since 2019 occasionally on the streets of Kikinda. - The first issue of LICEULICE magazine was published in 2010, with a circulation of 1,000 copies. Today (2020), the

	<p>magazine is published 10 times a year, with a circulation of up to 10,000 copies.</p> <ul style="list-style-type: none"> - When they started, our first four sellers were selling about 20 copies a day. Over time, the number of sellers increased, and thus the number of copies sold. Today (2020), on average, about 159 magazines are sold per day. - At least 40 vendors take to the streets of Belgrade every day, and 7 vendors to the streets of Novi Sad. On average, they spend 6 hours a day selling magazines.
<p>Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)</p>	<p>Main problem encountered in implementing this good practice probably was findings and capital for implementing activities and inclosing socially people. Also, besides that, problem with institutions that are providing similar support but that is not enough or that its quality is on a really low scale. They needed to find a way and specialists in fields of psychology, inclusion, sociology, social work, etc, to help them improve their communication and work with vulnerable groups.</p>
<p>How could this intervention be improved (max 500 characters)</p>	<p>This intervention could be improved with more fiancées, funds, sponsors for improving organization itself and then trying to find different types of economical inclusion of people that are marginalized.</p>

Good practice transferability

<p>Prerequisites for the adoption / implementation of the good practice (what are the</p>	<p>Awareness and willingness of stakeholders: There must be a willingness among stakeholders, including government authorities, civil society organizations, and individuals, to address the needs of vulnerable social groups and promote social and economic inclusion.</p>
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<p>specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)</p>	<p>Availability of resources: Adequate resources, including financial, human, and material resources, must be available to implement the good practice effectively.</p> <p>Legal framework: There must be a supportive legal framework that enables the functioning of a non-profit organization like Lice lice and promotes social entrepreneurship.</p> <p>Access to networks: Liceulice has built a strong network of partners and supporters, which has helped it to scale its impact. Thus, having access to relevant networks is crucial for the success of the good practice.</p> <p>Understanding of the local context: Liceulice's success can also be attributed to its understanding of the local context and needs of vulnerable social groups in Serbia. Hence, the implementation of this good practice in another European context would require a similar understanding of the local context and needs of the target group.</p> <p>Would this action work well in another European context?</p> <p>The principles of Liceulice's work, such as social entrepreneurship, inclusion of vulnerable social groups, and community engagement, could be adapted to other European contexts. However, the success of the good practice will depend on factors such as the availability of resources, legal framework, and understanding of the local context and needs.</p> <p>What local/national conditions should be met to allow the transfer?</p> <p>To transfer this good practice to another European context, the</p>
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	<p>following local/national conditions should be met:</p> <p>Availability of funding: Adequate funding must be available to support the implementation of the good practice.</p> <p>Supportive legal framework: The legal framework should enable the functioning of a non-profit organization like Liceulice and promote social entrepreneurship.</p> <p>Partnership and networking opportunities: Building partnerships and networking opportunities is crucial for the success of the good practice.</p> <p>Local context and needs: There must be an understanding of the local context and needs of vulnerable social groups to adapt the good practice effectively.</p> <p>Capacity building: Capacity building is important to ensure that the implementation of the good practice is effective and sustainable in the long run.</p>
<p>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)</p>	<p>Aproxm 200.000 per year</p> <p>Human resources</p>

4.4. Biznis na štiklama (Business on heels)

General information about the good practice (GP)	
Title	Biznis na štiklama Business on heels
Country, region and municipality of implementation	Serbia, Vojvodina, Citi of Novi Sad
Timeframe (start date, end date unless ongoing)	2016- ongoing
Level of implementation (local/regional/national/transnational/other)	National level
Webpage or other online info about the good practice	https://www.biznisnastiklama.com/ोजना/
Name and contact information of the implementing organization	Business on high heels, Biznis na štiklama Contact: +381 63 54 95 30 Email: biznisnastiklama@gmail.com
Brief description of the implementing organization (max 500 characters)	The "Business in Heels" club in Serbia is a good practice for promoting female entrepreneurship and supporting women who want to start their own businesses. The club provides support, additional education, and opportunities to

exchange experiences with successful business women. The club was founded as an informal group from the association "Promotion of a healthy lifestyle" and is actively involved in the promotion of female entrepreneurship. The most important event for the club is the international professional conference "Business in Heels", which helps achieve the club's goals. The club helps women enter the world of entrepreneurship, start their own businesses simply and safely, and successfully survive in the competitive business environment.

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)

The "Business in Heels" club in Serbia has implemented various activities to achieve its objectives of promoting female entrepreneurship and supporting women who want to start their own businesses. These activities include:

1. Membership in the club, which provides women with access to a network of successful business women who can provide mentorship and advice.
2. Organizing training sessions and workshops on various topics related to entrepreneurship, such as marketing, financial management, and business planning.
3. Hosting events, such as the international professional conference "Business in Heels", which brings together successful business women to share their experiences and insights.
4. Providing access to resources and information on starting

	<p>and running a business, such as business plan templates and market research reports.</p> <p>5. Promoting female entrepreneurship through various channels, such as social media, publications, and partnerships with other organizations.</p>
<p>Short description of the problem the good practice aims to tackle (max 1000 characters)</p>	<p>The problem that the "Business in Heels" club aims to tackle is the underrepresentation of women in entrepreneurship and the barriers that they face in starting and running their own businesses. The club seeks to promote female entrepreneurship and provide support and resources to women who want to start their own businesses. By doing so, the club aims to break down the barriers that prevent women from achieving their business goals and to increase the number of successful female entrepreneurs.</p>
<p>Main objectives of the good practice (max 1000 characters)</p>	<p>The main objectives of the "Business in Heels" club are:</p> <ol style="list-style-type: none"> 1. To promote and support female entrepreneurship in Serbia. 2. To provide women with the skills, knowledge, and resources they need to start and successfully run their own businesses. 3. To create a network of successful business women who can provide mentorship and advice to aspiring entrepreneurs. 4. To break down the barriers that prevent women from achieving their business goals, such as gender discrimination and lack of access to funding and resources. 5. To increase the number of successful female entrepreneurs in Serbia and contribute to the overall economic growth and development of the country.

<p>Target groups (max 500 characters)</p>	<p>The target group of the "Business in Heels" club is women who are interested in starting their own businesses or who already have their own businesses but need support and resources to grow and succeed. The club aims to provide these women with the skills, knowledge, and networks they need to achieve their business goals. Additionally, the club seeks to promote female entrepreneurship more broadly and to break down the barriers that prevent women from entering and succeeding in the world of business.</p>
<p>Measures to involve the target groups (max 500 characters)</p>	<ol style="list-style-type: none"> 1. Organizing events: The club organizes events such as workshops, seminars, and networking events to provide women with the opportunity to learn new skills, connect with other businesswomen, and share experiences and knowledge. 2. Online platform: The club has an online platform where women can access resources and information, connect with other members, and participate in discussions and forums. 3. Mentorship: The club provides mentorship and support to its members, connecting them with successful businesswomen who can provide guidance, advice, and support. 4. Advocacy: The club advocates for the interests of women entrepreneurs, working to break down the barriers that prevent women from starting and succeeding in business. 5. Collaborations: The club collaborates with other organizations and businesses to provide resources, funding, and support to women entrepreneurs.
<p>Elements of innovation with respect to the</p>	<p>The "Business in Heels" club can be considered innovative with respect to the regional state of the art or adopted policies in several ways:</p>

<p>regional state of the art or adopted policies (max 500 characters)</p>	<ol style="list-style-type: none"> 1. Focus on female entrepreneurship: The club is specifically focused on supporting and promoting female entrepreneurship, which is a relatively new area of focus in many countries. 2. Informal networking: The club provides an informal networking platform for women entrepreneurs, which is a unique approach compared to many formal business networks and associations. 3. Holistic approach: In addition to providing business support and resources, the club also promotes a healthy lifestyle, recognizing the important connection between physical and mental well-being and business success. 4. International conference: The club's international professional conference "Business in Heels" is a unique event in the region, providing a platform for women entrepreneurs to connect with each other and learn from successful businesswomen from around the world.
<p>Evidence of success (results achieved) (max 1000 characters)</p>	<ol style="list-style-type: none"> 1. Support and resources: The club provides a supportive environment for women entrepreneurs to access resources, training, and education to start and grow their businesses. This can be a key factor in the success of female entrepreneurs who may face additional barriers and challenges in starting and growing their businesses. 2. Networking opportunities: The club provides networking opportunities for women entrepreneurs to connect with each other and build relationships that can lead to business opportunities and collaborations. This can help female entrepreneurs overcome the isolation that can come with starting a business and provide access to new markets and opportunities. 3. Mentorship and role models: The club provides mentorship

	<p>opportunities and access to successful businesswomen who can serve as role models and provide guidance and support. This can be especially important for female entrepreneurs who may lack access to mentorship and role models in their professional networks.</p> <ol style="list-style-type: none"> 4. International exposure: The club's international professional conference "Business in Heels" provides exposure to successful businesswomen from around the world, helping to broaden perspectives and provide new ideas and inspiration for female entrepreneurs in the region. 5. Focus on holistic well-being: The club recognizes the important connection between physical and mental well-being and business success, providing resources and support for healthy lifestyles and work-life balance. This can help female entrepreneurs avoid burnout and build sustainable businesses.
<p>Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)</p>	<ol style="list-style-type: none"> 1. Lack of resources: This can include financial, human, or material resources needed to carry out the intervention effectively. 2. Resistance to change: Some stakeholders may be resistant to the changes or innovations introduced by the intervention, which can create challenges in implementation. 3. Lack of buy-in or support: If stakeholders, including target groups or community members, do not understand or support the intervention, it can be difficult to achieve the desired outcomes. 4. Cultural or contextual barriers: The intervention may face challenges if it is not culturally appropriate or if it does not consider local contextual factors.

<p>How could this intervention be improved (max 500 characters)</p>	<ol style="list-style-type: none"> 1. Identifying and mobilizing additional resources through partnerships or fundraising efforts. 2. Providing education and training to stakeholders to help them understand the benefits of the intervention and to address any concerns they may have. 3. Engaging stakeholders in the design and implementation of the intervention to ensure that their perspectives and needs are taken into account. 4. Conducting a thorough needs assessment and taking into account cultural and contextual factors when designing the intervention.
<p>Good practice transferability</p>	
<p>Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)</p>	<ol style="list-style-type: none"> 1. Awareness of the need for support for female entrepreneurs: The first prerequisite would be recognizing the importance of supporting female entrepreneurship, and the need for initiatives like "Business in Heels" to provide that support. 2. Availability of resources: The availability of financial and human resources is important for setting up and running the club. This includes funding for organizing events and training sessions, as well as human resources to manage the club and provide support to its members. 3. Networking opportunities: The success of the club is largely dependent on its ability to connect women with each other and provide networking opportunities. Therefore, it is important to have a community of female entrepreneurs who are interested in joining and actively participating in the club. 4. Openness to new ideas and collaboration: The club should be open to new ideas and collaborations with other organizations and stakeholders in the community. This can help to broaden the scope of the club's activities and

	provide more opportunities for its members.
Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)	Aproxim 250.000 EUR per year Human resources

5. Germany

5.1. To Do School

General information about the good practice (GP)	
Title	To Do School
Country, region and municipality of implementation	Germany, Berlin
Timeframe (start date, end date unless ongoing)	2013-ongoing

Level of implementation (local/regional/national/transnational/other)	National
Webpage or other online info about the good practice	https://thedo.world/
Name and contact information of the implementing organization	To Do School info@thedo.world
Brief description of the implementing organization (max 500 characters)	<p>The DO School is a global organization that offers training programs, innovation challenges, and consulting services to individuals and organizations seeking to drive social and environmental change. The organization was founded in 2013 by Florian Hoffmann and Katherin Kirschenmann, with the vision of creating a platform that empowers individuals to create positive change in their communities and beyond.</p> <p>The DO School operates through a network of partners, trainers, and experts around the world, who collaborate to design and deliver its programs. The organization has offices in Berlin, New York, and Hong Kong, and works with a range of stakeholders, including corporations, NGOs, governments, and educational institutions.</p> <p>The DO School's approach is based on the belief that social innovation can be</p>

General information about the good practice (GP)

Title	To Do School
Country, region and municipality of implementation	Germany, Berlin
Timeframe (start date, end date unless ongoing)	2013-ongoing
Level of implementation (local/regional/national/transnational/other)	National
Webpage or other online info about the good practice	https://thedo.world/
Name and contact information of the implementing organization	To Do School info@thedo.world
	learned and practiced, and that anyone can drive positive change with the right tools, skills, and mindset. Its programs are designed to be practical, hands-on, and collaborative, and focus on developing skills such as problem-solving, creativity, leadership, and teamwork. The DO School has been recognized for its innovative approach to social entrepreneurship, and has won several awards for its work, including the European Social Innovation Competition in 2014.

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)

Method, which is designed to equip individuals with the skills and mindset needed to drive social and environmental change. The DO Method is based on four key principles: empathy, experimentation, co-creation, and implementation.

To achieve its objectives of empowering individuals to drive positive change, The DO School implements a range of activities, including:

Training programs: The DO School offers immersive, action-oriented training programs that bring together individuals from diverse backgrounds to work on real-world challenges. The programs are designed to be practical, collaborative, and experiential, and focus on developing skills such as creativity, problem-solving, and leadership.

Innovation challenges: The DO School runs innovation challenges in collaboration with organizations and partners, which focus on solving specific social and environmental challenges. Participants in the challenges work through the DO Method to develop and prototype innovative solutions.

Consulting services: The DO School offers consulting services to organizations seeking to drive social and environmental change. Its services include strategy development, capacity building, and impact measurement.

Knowledge sharing: The DO School shares its knowledge and expertise through publications, workshops, and events, which are designed to inspire and equip individuals and organizations to drive positive change.

	<p>Overall, the DO Method and its related activities are aimed at providing individuals and organizations with the tools and mindset needed to create tangible and sustainable social and environmental impact.</p>
<p>Short description of the problem the good practice aims to tackle (max 1000 characters)</p>	<p>The problem that The DO School's good practice aims to tackle is the lack of skills and mindset among individuals and organizations to drive social and environmental change. The organization recognizes that there are many social and environmental challenges facing the world today, but that many individuals and organizations lack the practical skills and mindset needed to effectively address these challenges.</p> <p>The DO School's approach is to provide individuals and organizations with the tools and mindset needed to drive positive change, through its DO Method training methodology and related activities. By equipping individuals and organizations with these skills, The DO School aims to empower them to tackle social and environmental challenges in a sustainable and impactful way.</p>
<p>Main objectives of the good practice (max 1000 characters)</p>	<p>The main objectives of The DO School's good practice are:</p> <ul style="list-style-type: none"> Empower individuals and organizations with the skills and mindset needed to drive social and environmental change. Develop and implement innovative solutions to social and environmental challenges. Foster collaboration and co-creation across diverse sectors and stakeholders. Promote sustainability and responsible leadership.

	<p>Provide practical, action-oriented training that prepares individuals for real-world challenges.</p>
<p>Target groups (max 500 characters)</p>	<p>Individuals who are interested in developing the skills and mindset needed to drive social and environmental change. This includes young people, professionals, entrepreneurs, and activists.</p> <p>Organizations that are seeking to drive positive social and environmental impact. This includes non-profits, social enterprises, corporations, and governments.</p> <p>Communities that are facing social and environmental challenges, and that can benefit from innovative solutions developed by The DO School's participants.</p>
<p>Measures to involve the target groups (max 500 characters)</p>	<p>Providing training and workshops: The DO School offers a variety of training programs and workshops that are designed to provide individuals and organizations with the skills and mindset needed to drive social and environmental change. These programs are tailored to meet the needs of different target groups, and are delivered by experienced trainers and facilitators.</p> <p>Co-creation and collaboration: The DO School emphasizes the importance of co-creation and collaboration across diverse sectors and stakeholders. Through its programs, The DO School brings together individuals and organizations from different backgrounds to work together on developing innovative solutions to social and environmental challenges.</p> <p>Outreach and networking: The DO School engages in outreach and networking activities to connect with its target groups and to build relationships with organizations and communities that can benefit from its programs. This includes participating in conferences and events, as well as leveraging its alumni network</p>

	<p>to spread the word about its activities.</p> <p>Partnerships and collaborations: The DO School partners with a variety of organizations and institutions to reach its target groups and to amplify its impact. These partnerships help to ensure that The DO School's programs are accessible to a diverse range of individuals and organizations, and that they are aligned with the needs of different communities and regions.</p>
<p>Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)</p>	<p>Emphasis on co-creation and collaboration: The DO School emphasizes the importance of bringing together diverse stakeholders to co-create solutions to social and environmental challenges. This collaborative approach is innovative in that it goes beyond traditional models of problem-solving, which often focus on top-down approaches and fail to engage communities and other stakeholders in the process.</p> <p>Focus on practical, action-oriented solutions: The DO School's programs are designed to help individuals and organizations develop the skills and mindset needed to drive real-world change. This practical, action-oriented focus is innovative in that it moves beyond theoretical discussions and instead focuses on empowering participants to take concrete steps towards positive social and environmental impact.</p> <p>Integration of design thinking and sustainability principles: The DO School integrates design thinking and sustainability principles into all of its programs. This approach is innovative in that it combines two distinct fields to create a unique framework for problem-solving that is both creative and environmentally sustainable.</p> <p>Global reach: The DO School operates globally, with programs and partnerships in different regions around the world. This global</p>

	<p>reach is innovative in that it allows the organization to leverage diverse perspectives and insights from different cultures and regions, and to apply these insights to drive positive social and environmental change on a global scale.</p>
<p>Evidence of success (results achieved) (max 1000 characters)</p>	<p>Impactful projects: The DO School has worked with numerous individuals and organizations to develop and implement impactful projects that address pressing social and environmental issues. For example, one project developed by DO School participants aimed to reduce food waste in New York City by creating a mobile app that connects restaurants with surplus food to people in need.</p> <p>Positive feedback from participants: The DO School's programs have received positive feedback from participants, who report gaining valuable skills and insights that have helped them drive positive change in their communities and organizations. For example, one participant in the DO School's Future of Work program reported that the program helped her develop the skills and confidence needed to launch her own social enterprise.</p> <p>Recognition from external organizations: The DO School has been recognized for its innovative approach to driving positive social and environmental change by external organizations. For example, the organization was named a finalist for the 2020 UNESCO-Japan Prize for Education for Sustainable Development, which recognizes innovative initiatives that promote sustainable development.</p> <p>Growth and expansion: The DO School has experienced significant growth and expansion since its founding in 2013, with programs and partnerships in different regions around the world. This growth is evidence of the organization's success in achieving its mission to empower individuals and organizations to drive</p>

	positive social and environmental change.
Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)	<p>Financial sustainability: The DO School's programs require significant financial resources to operate, and the organization has faced challenges in securing funding to support its work. To address this, The DO School has implemented various strategies to diversify its funding sources, such as seeking grants from foundations and partnering with corporate sponsors.</p> <p>Ensuring inclusivity: The DO School aims to create inclusive programs that are accessible to individuals from diverse backgrounds, but has faced challenges in ensuring that all participants have equal opportunities to participate. To address this, the organization has implemented measures to provide financial support and accommodations to individuals who may face barriers to participation, such as offering scholarships and providing accommodations for individuals with disabilities.</p> <p>Scaling impact: While The DO School has achieved success in developing impactful projects and initiatives, scaling these initiatives to create broader impact has been a challenge. To address this, the organization has implemented strategies to help participants develop and implement initiatives that are scalable and replicable, such as providing training on social entrepreneurship and developing partnerships with organizations that can support the scaling of successful initiatives.</p> <p>Adapting to changing contexts: The DO School operates in a rapidly changing global context, and has faced challenges in adapting its programs and initiatives to address emerging social and environmental issues. To address this, the organization has</p>

	<p>implemented strategies to stay up-to-date with emerging trends and issues, such as conducting ongoing research and engaging with experts in relevant fields.</p>
<p>How could this intervention be improved (max 500 characters)</p>	<p>Increasing access and inclusivity: While The DO School has implemented measures to ensure that its programs are accessible to individuals from diverse backgrounds, there is still room for improvement in terms of increasing access and inclusivity. The organization could explore additional strategies for providing financial support and accommodations to individuals who may face barriers to participation, such as offering more scholarships or developing partnerships with organizations that work with underserved communities.</p> <p>Developing more comprehensive evaluation methods: While The DO School has demonstrated evidence of success in driving positive social and environmental change, there is room for improvement in terms of the organization's evaluation methods. The organization could explore more comprehensive methods for evaluating the impact of its programs, such as conducting longitudinal studies or incorporating more robust feedback mechanisms.</p> <p>Strengthening partnerships with local organizations: The DO School has developed partnerships with a range of organizations to support its work, but could potentially strengthen its partnerships with local organizations in the communities where it operates. By working more closely with local organizations, The DO School could potentially increase its impact and better understand the unique needs and challenges facing these communities.</p> <p>Addressing emerging issues and trends: The DO School operates</p>

in a rapidly changing global context, and could potentially improve its intervention by being more proactive in addressing emerging social and environmental issues. The organization could explore ways to stay ahead of emerging trends and issues, such as by engaging with experts in relevant fields or conducting ongoing research.

Good practice transferability

<p>Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)</p>	<p>Availability of funding: The To Do School's programs require financial resources to implement. Therefore, access to funding sources is essential for the adoption of this good practice.</p> <p>Local and national partnerships: The To Do School relies on partnerships with local and national organizations to provide mentorship opportunities for their participants. Therefore, having strong partnerships with organizations in the local and national communities is important.</p> <p>Access to technology and digital infrastructure: The To Do School's programs use digital platforms and technology to deliver their training and mentorship programs. Thus, access to technology and digital infrastructure is necessary for the successful adoption of this good practice.</p> <p>Support from the local community: The To Do School's programs require support from the local community to be successful. This support can include volunteers, mentors, and local organizations.</p>
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Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)	Funding: 100.000 EUR per year Technology and infrastructure: The To Do School's programs rely on digital platforms and technology to deliver their training and mentorship programs. Therefore, access to technology and digital infrastructure is necessary.
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5.2. Save the Children Germany

General information about the good practice (GP)	
Title	Save the children Germany
Country, region and municipality of implementation	Germany, Berlin
Timeframe (start date, end date unless ongoing)	2004- ongoing
Level of implementation (local/regional/national/transnational/other)	Transnational level of implementation
Webpage or other online info about the good practice	https://www.savethechildren.de/
Name and contact information of the implementing organisation	info@savethechildren.de

Brief description of the implementing organisation (max 500 characters)

Save the Children Germany's mission is to ensure that every child has the opportunity to survive, learn, and be protected. They work in areas such as education, child protection, health, and emergency response to address the most pressing needs of children and their families. Some of their key focus areas include:

Education: Save the Children Germany works to ensure that all children have access to quality education, regardless of their background or circumstances. They provide support for children who are out of school, as well as programs to improve the quality of education in schools.

Child protection: Save the Children Germany works to protect children from abuse, neglect, and exploitation. They provide support for children who have experienced violence or trauma, and work to strengthen child protection systems to prevent future harm.

Health: Save the Children Germany works to improve access to healthcare for children and their families, particularly in low-income and crisis-affected areas. They provide support for maternal and child health, as well as programs to

	<p>prevent and treat malnutrition.</p> <p>Emergency response: Save the Children Germany responds to emergencies such as natural disasters and conflicts, providing lifesaving assistance to children and their families. They also work to build the resilience of communities to future crises.</p> <p>Overall, Save the Children Germany has a long history of working to improve the lives of children, and they continue to innovate and adapt their programs to meet the evolving needs of children and their families.</p>
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Good practice description	
Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)	<p>Education programs: Save the Children Germany provides education programs to support children who are out of school and to improve the quality of education in schools. Their programs include teacher training, curriculum development, and support for children to continue their education.</p> <p>Child protection programs: Save the Children Germany works to protect children from abuse, neglect, and exploitation through a variety of programs. They provide support for children who have experienced violence or trauma, as well as working to strengthen child protection systems to prevent future harm.</p> <p>Health programs: Save the Children Germany works to improve access to healthcare for children and their families through a</p>

	<p>variety of programs. They provide support for maternal and child health, as well as programs to prevent and treat malnutrition.</p> <p>Emergency response: Save the Children Germany responds to emergencies such as natural disasters and conflicts, providing lifesaving assistance to children and their families. They also work to build the resilience of communities to future crises.</p> <p>Advocacy and policy change: Save the Children Germany engages in advocacy and policy change to promote the rights of children and improve their access to basic services. They work with governments, civil society, and other stakeholders to develop and implement policies that benefit children.</p>
<p>Short description of the problem the good practice aims to tackle (max 1000 characters)</p>	<p>Save the Children Germany works to improve the lives of children who face a variety of challenges, including poverty, lack of access to education and healthcare, violence, conflict, and natural disasters. Many of the children they serve live in low-income countries or in contexts where they are particularly vulnerable to these challenges. Save the Children Germany's good practices aim to address these issues by providing support and resources to children and their families, strengthening child protection systems, improving access to education and healthcare, and responding to emergencies. Their interventions are designed to help children thrive and reach their full potential, even in difficult circumstances.</p>
<p>Main objectives of the good practice (max 1000 characters)</p>	<p>Ensuring access to quality education: Save the Children Germany aims to ensure that all children have access to quality education, regardless of their circumstances. This includes supporting children who are out of school, improving the quality of education in schools, and advocating for policies that promote education for all.</p> <p>Promoting child protection: Save the Children Germany works to</p>

protect children from abuse, neglect, and exploitation, and to strengthen child protection systems to prevent future harm. This includes providing support for children who have experienced violence or trauma, and advocating for policies that promote child protection.

Improving health and nutrition: Save the Children Germany aims to improve access to healthcare and nutrition for children and their families, and to prevent and treat malnutrition. This includes supporting maternal and child health, and promoting healthy behaviors and practices.

Responding to emergencies: Save the Children Germany responds to emergencies such as natural disasters and conflicts, providing lifesaving assistance to children and their families. They also work to build the resilience of communities to future crises.

Advocating for children's rights: Save the Children Germany advocates for the rights of children and promotes policies that protect and promote their well-being. This includes working with governments, civil society, and other stakeholders to develop and implement policies that benefit children.

Target groups (max 500 characters)

The target groups of Save the Children Germany are children and their families who are in need of support and protection. Specifically, their programs and interventions target:

Children who are out of school or at risk of dropping out of school, with a focus on marginalized and disadvantaged communities.

Children who are at risk of abuse, neglect, or exploitation, and their families.

	<p>Children and families who lack access to healthcare and nutrition, with a focus on maternal and child health.</p> <p>Communities affected by emergencies such as natural disasters and conflicts, including refugees and internally displaced persons.</p> <p>Decision-makers and policymakers, with a focus on advocating for policies that promote the rights and well-being of children.</p>
<p>Measures to involve the target groups (max 500 characters)</p>	<p>Community engagement: Save the Children Germany engages with communities to understand their needs and priorities, and to involve them in the design and implementation of programs. This includes conducting community meetings, focus group discussions, and other forms of consultation.</p> <p>Participatory approaches: Save the Children Germany uses participatory approaches to involve target groups in decision-making and to ensure that their voices are heard. This includes involving children in program planning and implementation, and using participatory methods such as community scorecards to evaluate program effectiveness.</p> <p>Capacity-building: Save the Children Germany builds the capacity of target groups to participate in and contribute to program implementation. This includes providing training and support to community leaders, teachers, and health workers, as well as providing resources and materials to support program implementation.</p> <p>Advocacy and campaigning: Save the Children Germany involves target groups in advocacy and campaigning efforts to promote the rights and well-being of children. This includes working with children and youth to develop and implement advocacy</p>

	<p>campaigns, and engaging with parents, teachers, and other stakeholders to promote policy change.</p>
<p>Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)</p>	<p>Adopting evidence-based practices: Save the Children Germany draws on the latest research and evidence to inform its programs and interventions, and regularly evaluates the effectiveness of its work.</p> <p>Developing new approaches: Save the Children Germany is committed to developing new and innovative approaches to address the challenges facing children and their families. This includes piloting new interventions, using technology to improve program delivery, and working with partners to develop new solutions.</p> <p>Partnering with local organizations and communities: Save the Children Germany partners with local organizations and communities to ensure that its interventions are tailored to local contexts and are culturally appropriate. This includes working with community leaders and organizations to identify and address the specific needs of children and their families.</p> <p>Advocating for policy change: Save the Children Germany advocates for policy change at the regional and national levels, to ensure that policies and regulations are supportive of children's rights and well-being. This includes advocating for policies that promote access to education and healthcare, protect children from abuse and exploitation, and support families and communities</p>

	<p>affected by emergencies.</p> <p>Building partnerships and collaborations: Save the Children Germany builds partnerships and collaborations with other organizations, governments, and stakeholders to leverage resources, share expertise, and achieve greater impact. This includes working with private sector partners to develop innovative solutions, collaborating with governments to strengthen child protection systems, and partnering with other NGOs to implement joint programs and interventions.</p>
<p>Evidence of success (results achieved) (max 1000 characters)</p>	<p>Improved access to education: Save the Children Germany's education programs have helped to improve access to quality education for children, particularly those from marginalized and disadvantaged communities. For example, in Bangladesh, Save the Children Germany's literacy and numeracy programs helped to improve the reading and writing skills of more than 60,000 children.</p> <p>Improved health outcomes: Save the Children Germany's health programs have helped to improve the health outcomes of children and their families. For example, in Yemen, Save the Children Germany's health interventions helped to provide lifesaving healthcare to more than 700,000 people affected by the conflict.</p> <p>Improved child protection: Save the Children Germany's child protection programs have helped to protect children from abuse, exploitation, and violence. For example, in Nepal, Save the Children Germany's child protection interventions helped to reduce the prevalence of child labor by 20% in the communities where the program was implemented.</p> <p>Strengthened child protection systems: Save the Children</p>

	<p>Germany's efforts to strengthen child protection systems have helped to improve the capacity of governments and other stakeholders to protect children. For example, in Somalia, Save the Children Germany's child protection interventions helped to establish child protection committees and referral mechanisms to support children affected by the conflict.</p> <p>Increased community participation and empowerment: Save the Children Germany's community-based interventions have helped to increase community participation and empowerment, particularly among women and girls. For example, in Pakistan, Save the Children Germany's women's empowerment programs helped to improve the economic and social status of more than 15,000 women.</p>
<p>Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)</p>	<p>Political instability and conflict: Save the Children Germany operates in some of the most challenging and complex environments in the world, where political instability and conflict can disrupt program implementation and pose risks to staff and beneficiaries.</p> <p>Lack of resources: Save the Children Germany often operates in resource-constrained environments where access to funding, staff, and other resources can be limited.</p> <p>Cultural and social barriers: Cultural and social barriers can limit access to services, particularly for marginalized and disadvantaged communities.</p> <p>Limited access to remote and hard-to-reach areas: Save the Children Germany often works in remote and hard-to-reach areas, where access to services and resources can be limited.</p>

<p>How could this intervention be improved (max 500 characters)</p>	<p>Partnership and collaboration: Save the Children Germany works in partnership with local organizations, communities, and governments to leverage resources and expertise, and to ensure that interventions are culturally appropriate and tailored to local contexts.</p> <p>Advocacy and policy change: Save the Children Germany advocates for policy change at the local, regional, and national levels, to promote children's rights and well-being, and to address the root causes of poverty, inequality, and exclusion.</p> <p>Technology and innovation: Save the Children Germany uses technology and innovation to improve program delivery, increase access to services, and reach remote and hard-to-reach communities.</p> <p>Capacity building and training: Save the Children Germany invests in capacity building and training for staff, partners, and communities, to enhance skills and knowledge, and to ensure effective program implementation.</p>
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<p>Good practice transferability</p>	
<p>Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of</p>	<p>Access to resources: Save the Children Germany's programs require adequate financial, technical, and human resources to implement effectively. Adequate resources must be available to ensure that the program is implemented to the fullest extent possible.</p> <p>Partnerships and collaboration: Save the Children Germany's good practices require strong partnerships and collaboration with local organizations, communities, and governments. This is essential to ensure that the programs are culturally appropriate,</p>

<p>the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)</p>	<p>relevant, and effective.</p> <p>Supportive policy and legal frameworks: Supportive policy and legal frameworks are essential to facilitate the adoption and implementation of Save the Children Germany's good practices. Policies and laws must be in place to protect children's rights, promote their well-being, and address the root causes of poverty, inequality, and exclusion.</p> <p>Political stability and security: Political stability and security are essential for the effective implementation of Save the Children Germany's programs. Programs may be disrupted or delayed in environments with political instability and conflict.</p> <p>Availability of basic infrastructure and services: The availability of basic infrastructure and services, such as health care, education, and water and sanitation, are essential to support the implementation of Save the Children Germany's programs.</p>
<p>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)</p>	<p>Financial resources: Save the Children Germany relies on donations and grants from individuals, organizations, and governments to fund its programs. In 2020, Save the Children Germany had an income of around €60 million, of which 77% went to program activities.</p> <p>Human resources: Save the Children Germany employs around 400 staff members in Germany and has a network of volunteers and partners around the world. The staff members have various backgrounds, including development, education, health, and social work, among others.</p>

Other resources: Save the Children Germany also relies on other resources, such as technical expertise, materials, and equipment, to implement its programs effectively.

5.3. Brot für die Welt (Bread for the World)

General information about the good practice (GP)	
Title	Brot für die Welt (Bread for the World)
Country, region and municipality of implementation	Germany, Berlin
Timeframe (start date, end date unless ongoing)	1959-ongoing
Level of implementation (local/regional/national/transnational/other)	Global level of implementation
Webpage or other online info about the good practice	https://www.brot-fuer-die-welt.de/en/bread-for-the-world/
Name and contact information of the implementing organisation	Bread for the World kontakt@brot-fuer-die-welt.de
Brief description of the implementing organisation (max 500 characters)	The work of Brot für die Welt primarily focuses on the support of projects in the countries of the Global South. An essential feature of our projects is the

General information about the good practice (GP)

Title	Brot für die Welt (Bread for the World)
Country, region and municipality of implementation	Germany, Berlin
Timeframe (start date, end date unless ongoing)	1959-ongoing
Level of implementation (local/regional/national/transnational/other)	Global level of implementation
Webpage or other online info about the good practice	https://www.brot-fuer-die-welt.de/en/bread-for-the-world/
Name and contact information of the implementing organisation	Bread for the World kontakt@brot-fuer-die-welt.de
	close and continuous cooperation with local, often church-related partner organisations. Upon request, Brot für die Welt provides them with specialists and volunteers. Through lobbying, public relations and education in Germany and Europe we seek to influence political decisions in favour of the poor and to raise awareness for the necessity of a sustainable way of life.

Good practice description

<p>Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)</p>	<p>Training and capacity building: Brot für die Welt provides training and capacity building support to local partners and communities in developing countries. This includes training on sustainable agriculture practices, financial management, and advocacy skills, among others. By building the capacity of local partners and communities, Brot für die Welt aims to create sustainable, long-term solutions to poverty and inequality.</p> <p>Community-based development projects: Brot für die Welt supports community-based development projects that are designed and implemented in collaboration with local partners and communities. These projects focus on improving access to education, healthcare, food, and economic opportunities, among other areas. By involving target groups in the design and implementation of these projects, Brot für die Welt ensures that they are tailored to the specific needs and priorities of the communities they serve.</p> <p>Advocacy and awareness-raising campaigns: Brot für die Welt engages in advocacy and awareness-raising campaigns in Germany and other developed countries to raise awareness about global poverty and inequality, and advocate for policies that address the root causes of poverty. This includes working with policymakers, the media, and the public to promote sustainable development and human rights.</p> <p>Gender mainstreaming: Brot für die Welt places a strong emphasis on gender mainstreaming, which involves ensuring that the specific needs and priorities of women and girls are taken into account in all aspects of development work. This includes supporting initiatives that promote women's economic empowerment, leadership, and gender equality.</p>
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<p>Short description of the problem the good practice aims to tackle (max 1000 characters)</p>	<p>It is a German Protestant development organization that works to fight poverty, hunger, and inequality in more than 90 countries around the world. Brot für die Welt was founded in 1959 and is supported by the Evangelical Church in Germany. The organization supports projects related to education, health care, sustainable agriculture, and disaster relief, among others. Brot für die Welt also engages in advocacy work to promote fair trade, climate justice, and human rights.</p>
<p>Main objectives of the good practice (max 1000 characters)</p>	<p>Guiding Principles of their work is rooted in the faith that bears witness to the world as God's creation, in the love that encounters the Lord precisely in our disenfranchised and poorest neighbour, and in the hope that acts in accordance with God's will in expectation of a just world. Brot für die Welt considers itself part of the global Christian Community. We seek the cooperation with churches and church agencies throughout the world and assume our responsibility in ecumenical networks.</p>
<p>Target groups (max 500 characters)</p>	<p>The target groups of Brot für die Welt are primarily those who are most affected by poverty, hunger, and inequality in developing countries. This includes women and girls, small-scale farmers, indigenous peoples, and other marginalized communities. Brot für die Welt works with local partners in these communities to support sustainable development projects that improve access to education, healthcare, food, and economic opportunities. The organization also works to empower these communities to advocate for their own rights and interests. Additionally, Brot für die Welt engages in public education and advocacy efforts in Germany to raise awareness of global poverty and promote policies that address the root causes of poverty and inequality.</p>

<p>Measures to involve the target groups (max 500 characters)</p>	<p>Partnering with local organizations: Brot für die Welt partners with local organizations and communities in developing countries to design and implement development projects that are tailored to the specific needs and priorities of these communities. This approach ensures that the target groups are involved in the planning and decision-making process.</p> <p>Community participation: Brot für die Welt encourages the active participation of target groups in project activities. This includes involving them in the design, implementation, and evaluation of projects, as well as providing them with training and resources to build their capacity to participate effectively.</p> <p>Empowering women and girls: Brot für die Welt places a strong emphasis on empowering women and girls, who are often the most marginalized and disadvantaged in developing countries. This includes supporting education and leadership programs for girls, as well as initiatives that promote women's economic empowerment and gender equality.</p> <p>Advocacy and awareness-raising: Brot für die Welt works to raise awareness about global poverty and inequality in Germany and other developed countries, and advocates for policies that address the root causes of poverty. This includes engaging with policymakers, the media, and the public to promote sustainable development and human rights.</p> <p>Overall, Brot für die Welt's approach emphasizes the active participation and empowerment of target groups in all aspects of development work, from project design to advocacy efforts.</p>
<p>Elements of innovation</p>	<p>Partnering with local organizations: Brot für die Welt's approach of partnering with local organizations and communities to design and</p>

<p>respect to the regional state of the art or adopted policies (max 500 characters)</p>	<p>implement development projects is an innovative approach to development work. By involving the target groups in the planning and decision-making process, the projects are tailored to their specific needs and priorities, which increases their chances of success.</p> <p>Community participation: Brot für die Welt's emphasis on community participation is an innovative approach to development work. By involving the target groups in all aspects of project activities, from design to evaluation, they are empowered to take ownership of the projects and ensure their sustainability.</p> <p>Empowering women and girls: Brot für die Welt's strong emphasis on empowering women and girls is an innovative approach to development work. By supporting education and leadership programs for girls and promoting women's economic empowerment and gender equality, Brot für die Welt is addressing a key factor in poverty reduction.</p> <p>Advocacy and awareness-raising: Brot für die Welt's approach of raising awareness about global poverty and inequality and advocating for policies that address the root causes of poverty is an innovative approach to development work. By engaging with policymakers, the media, and the public, Brot für die Welt is promoting sustainable development and human rights at a broader level.</p>
<p>Evidence of success (results achieved) (max 1000 characters)</p>	<p>Improved outcomes for target groups: One of the main indicators of success for development work is improved outcomes for the target groups. Brot für die Welt's approach of involving the target groups in all aspects of project activities and tailoring projects to their specific needs and priorities can lead to improved outcomes such as increased income, improved health and education, and</p>

	<p>greater gender equality.</p> <p>Increased community participation and ownership: Brot für die Welt's emphasis on community participation and empowerment can lead to increased community ownership of development projects. When communities feel that they are active participants in the projects and have a stake in their success, they are more likely to sustain the projects and continue to benefit from them in the long term.</p> <p>Policy change: Brot für die Welt's advocacy and awareness-raising efforts can lead to policy change at the local, national, and international levels. For example, advocating for policies that promote sustainable development and human rights can lead to changes in government policies and practices that benefit the target groups.</p> <p>Partner organization capacity building: Brot für die Welt's support in providing specialists and volunteers to local partner organizations can lead to increased capacity and sustainability of these organizations. This can have long-term benefits for the target groups as the partner organizations continue to implement development projects and advocate for their needs.</p>
<p>Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)</p>	<p>Limited resources: Limited financial and human resources can be a major challenge for development organizations. Brot für die Welt may face challenges in securing funding for their projects or finding enough qualified staff and volunteers to support their work.</p> <p>Political instability and conflict: Political instability and conflict can disrupt development projects and make it difficult for organizations to operate in certain areas. Brot für die Welt may face challenges in implementing projects in conflict-affected or politically unstable</p>

	<p>areas.</p> <p>Cultural and linguistic barriers: Cultural and linguistic differences can create challenges in communicating with target groups and understanding their needs and priorities. Brot für die Welt may face challenges in designing and implementing projects that are culturally appropriate and effective.</p> <p>Sustainability: Ensuring the sustainability of development projects can be a challenge, as projects may not continue to benefit target groups after the initial implementation period is over. Brot für die Welt may face challenges in designing projects that are sustainable and continue to benefit target groups in the long term.</p>
<p>How could this intervention be improved (max 500 characters)</p>	<p>Measures to overcome: Brot für die Welt may address this challenge by seeking funding from a variety of sources, including government grants, private donations, and corporate partnerships. They may also seek to build the capacity of local partner organizations to implement projects and involve community members in project activities.</p> <p>Measures to overcome: Brot für die Welt may address this challenge by working closely with local partner organizations and community leaders to understand the local context and minimize risks. They may also work to build relationships with government officials and other stakeholders to ensure their projects are supported and protected.</p> <p>Measures to overcome: Brot für die Welt may address this challenge by working with local partner organizations that have a deep understanding of the local culture and language. They may also invest in language and cultural training for their staff and volunteers to better communicate with target groups and ensure</p>

that their projects are culturally appropriate.

Measures to overcome: Brot für die Welt may address this challenge by involving target groups in all aspects of project activities, building the capacity of local partner organizations to implement and sustain projects, and designing projects that are tailored to the specific needs and priorities of the community. They may also conduct regular evaluations to assess the impact and sustainability of their projects.

Good practice transferability

Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)

Availability of local partner organizations: Brot für die Welt's approach relies heavily on partnerships with local organizations and communities. For this approach to be effective, there must be local partner organizations that are capable and willing to work with Brot für die Welt to implement development projects.

Strong community engagement: Brot für die Welt's approach emphasizes the active participation of target groups in all aspects of development work. For this approach to be effective, there must be strong community engagement and a willingness on the part of community members to participate in project activities.

Understanding of local context: Brot für die Welt's approach emphasizes the importance of understanding the local context and tailoring projects to the specific needs and priorities of the community. For this approach to be effective, there must be a deep understanding of the local culture, language, and social dynamics.

Supportive policy environment: Brot für die Welt's advocacy and awareness-raising efforts rely on a supportive policy environment

	<p>that prioritizes sustainable development and human rights. For this approach to be effective, there must be a supportive policy environment at the local, national, and international levels.</p>
<p>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)</p>	<p>The amount of funding/financial resources and human resources needed for Brot für die Welt's approach to development work would depend on the specific project and context. However, some general information on the resources needed for Brot für die Welt's work is available on their website and annual reports.</p> <p>In 2020, Brot für die Welt allocated €198 million to support more than 1,500 development projects in Africa, Asia, and Latin America. These funds were used to provide financial support to local partner organizations, as well as to deploy specialists and volunteers to support project implementation. Additionally, Brot für die Welt engages in fundraising activities to generate financial resources for their work.</p> <p>In terms of human resources, Brot für die Welt has a team of approximately 230 employees in Germany who are responsible for program management, fundraising, and advocacy. They also work with a network of local partner organizations, who provide the local expertise and manpower needed to implement development projects.</p> <p>Overall, the amount of funding and human resources needed for Brot für die Welt's approach to development work is significant, and requires a combination of financial resources, human resources, and partnerships with local organizations and communities.</p>

5.4. GREENPEACE GERMANY

General information about the good practice (GP)	
Title	GREENPEACE GERMANY
Country, region and municipality of implementation	Germany, Berlin
Timeframe (start date, end date unless ongoing)	1980- ongoing
Level of implementation (local/regional/national/transnational/other)	Transnational level of implementation as well as national.
Webpage or other online info about the good practice	https://www.greenpeace.de/ueber-uns/organisation/greenpeace-deutschland
Name and contact information of the implementing organisation	Greenpeace Germany european.unit@greenpeace.org
Brief description of the implementing organisation (max 500 characters)	<p>Greenpeace is a global environmental organization that campaigns for solutions to environmental issues such as climate change, deforestation, and pollution. The organization was founded in Vancouver, Canada in 1971 and has since grown into a global organization with offices and campaigns in over 50 countries.</p> <p>Greenpeace is known for its direct action campaigns, which often involve</p>

General information about the good practice (GP)

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Webpage or other online info about the good practice	https://www.greenpeace.de/ueber-uns/organisation/greenpeace-deutschland
Name and contact information of the implementing organisation	Greenpeace Germany european.unit@greenpeace.org
	<p>nonviolent civil disobedience and creative tactics to draw attention to environmental issues. The organization also conducts scientific research and works to promote sustainable solutions to environmental problems.</p> <p>Greenpeace's mission is to "ensure the ability of the Earth to nurture life in all its diversity" and to promote peace and global environmental responsibility. The organization is funded by individual donors and does not accept funding from</p>

General information about the good practice (GP)

Title	GREENPEACE GERMANY
Country, region and municipality of implementation	Germany, Berlin
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Webpage or other online info about the good practice	https://www.greenpeace.de/ueber-uns/organisation/greenpeace-deutschland
Name and contact information of the implementing organisation	Greenpeace Germany european.unit@greenpeace.org
	governments, corporations, or political parties, which allows it to maintain its independence and impartiality.

Good practice description

Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.) (max 1500 characters)

Direct Action Campaigns: Greenpeace is known for its direct action campaigns, which often involve nonviolent civil disobedience and creative tactics to draw attention to environmental issues. This approach has been successful in raising public awareness and putting pressure on governments and corporations to take action on issues such as climate change, deforestation, and ocean pollution.

Research and Investigations: Greenpeace conducts scientific research and investigations to uncover environmental abuses and provide evidence to support its campaigns. For example, the organization has conducted research on the impacts of oil spills, deforestation, and overfishing, and has exposed illegal activities such as the dumping of toxic waste.

Public Awareness Campaigns: Greenpeace uses a variety of methods to raise public awareness about environmental issues, including social media, public events, and educational materials. The organization's campaigns aim to inform and engage the public, and to mobilize them to take action to protect the environment.

Lobbying and Advocacy: Greenpeace engages in lobbying and advocacy to influence government policies and corporate practices. The organization works to promote sustainable solutions to environmental problems, and to hold governments and corporations accountable for their actions.

Fundraising and Membership: Greenpeace is funded by individual donors, and has built a large and dedicated membership base

	<p>around the world. The organization uses a variety of fundraising strategies, including online donations, face-to-face fundraising, and major gift campaigns, to support its campaigns and operations.</p>
<p>Short description of the problem the good practice aims to tackle (max 1000 characters)</p>	<p>Climate Change: Greenpeace's campaigns and initiatives aim to tackle the problem of climate change, which is caused by the release of greenhouse gases such as carbon dioxide into the atmosphere. The organization advocates for policies and practices that reduce greenhouse gas emissions, promote renewable energy, and protect forests and other natural carbon sinks.</p> <p>Ocean Pollution: Greenpeace works to address the problem of ocean pollution, which is caused by a variety of human activities such as plastic waste, chemical pollution, and overfishing. The organization advocates for policies and practices that reduce plastic use and pollution, protect marine ecosystems, and promote sustainable fishing practices.</p> <p>Deforestation: Greenpeace's campaigns and initiatives aim to address the problem of deforestation, which is caused by the clearing of forests for agricultural and industrial purposes. The organization works to protect forests and promote sustainable forest management practices, as well as advocating for policies that address the drivers of deforestation such as the expansion of the agriculture and logging industries.</p>
<p>Main objectives of the good practice (max 1000 characters)</p>	<p>Raising Awareness: One of the main objectives of Greenpeace's good practices is to raise public awareness about environmental issues and the urgent need for action. This is often achieved through campaigns, events, and educational initiatives that aim to inform and engage the public.</p> <p>Advocacy: Greenpeace's good practices often aim to influence</p>

	<p>policy and decision-making at various levels, from local to global. This may involve advocacy efforts targeted at governments, corporations, and other influential actors to promote environmentally sustainable practices and policies.</p> <p>Direct Action: Some of Greenpeace's good practices involve direct action, such as protests and nonviolent civil disobedience, to draw attention to environmental issues and pressure decision-makers to take action.</p> <p>Collaboration: Greenpeace's good practices often involve collaboration with other organizations, communities, and individuals who share similar goals and values. This can include partnerships with local communities to promote sustainable practices, collaborations with other NGOs on specific campaigns or initiatives, and engagement with businesses to promote sustainable practices and policies.</p>
<p>Target groups (max 500 characters)</p>	<p>General Public: Greenpeace's campaigns and initiatives often aim to raise public awareness and engage the general public in environmental issues, with the goal of inspiring individual action and creating a groundswell of support for environmental causes.</p> <p>Governments: Greenpeace advocates for policy and regulatory changes at the local, national, and international levels to address environmental challenges. This can include lobbying efforts to influence policymakers and engaging in public advocacy campaigns to pressure governments to take action.</p> <p>Corporations: Greenpeace also engages with corporations to encourage them to adopt environmentally sustainable practices and policies. This can include targeted campaigns aimed at specific corporations or industries, as well as collaborations with</p>

	<p>businesses that are committed to sustainability.</p> <p>Communities: Greenpeace works with local communities to promote sustainable practices and empower them to take action on environmental issues. This can include partnerships with indigenous communities to protect their land and resources, as well as initiatives to promote sustainable agriculture, renewable energy, and other sustainable practices.</p>
<p>Measures to involve the target groups (max 500 characters)</p>	<p>Direct action and public demonstrations: Greenpeace is known for its direct action campaigns, which can involve peaceful protests, banner drops, and other forms of civil disobedience aimed at raising public awareness and pressuring governments and corporations to take action.</p> <p>Grassroots organizing and community outreach: Greenpeace often works with local communities to build support for environmental causes and to promote sustainable practices. This can involve grassroots organizing, such as door-to-door canvassing or phone banking, as well as community outreach events like town halls or public meetings.</p> <p>Digital and social media: Greenpeace leverages digital and social media channels to reach a wider audience and engage people in environmental causes. This can include social media campaigns, email blasts, and online petitions aimed at mobilizing support and pressuring policymakers and corporations to take action.</p> <p>Lobbying and policy advocacy: Greenpeace engages in policy advocacy at the local, national, and international levels to promote environmental causes and push for regulatory changes that will protect the environment. This can involve lobbying elected officials, submitting comments on proposed regulations, and</p>

	<p>engaging in public advocacy campaigns to pressure governments to take action.</p> <p>Collaborations and partnerships: Greenpeace sometimes partners with other organizations or businesses to achieve common goals around environmental sustainability. This can involve collaborations with indigenous communities, environmental organizations, or sustainable businesses to promote sustainable practices and protect the environment.</p>
<p>Elements of innovation with respect to the regional state of the art or adopted policies (max 500 characters)</p>	<p>Use of non-violent direct action: Greenpeace's use of non-violent direct action, such as peaceful protests and banner drops, was a novel approach when it was first introduced in the 1970s. This approach has since been adopted by other environmental and social justice organizations around the world.</p> <p>Focus on global collaboration: Greenpeace has been successful in building a global network of supporters and collaborators, and has used this network to launch international campaigns on issues like climate change and ocean conservation. This approach has allowed Greenpeace to have a greater impact on policy and regulatory changes at the international level.</p> <p>Use of digital and social media: Greenpeace has been quick to adopt and leverage digital and social media channels to reach a wider audience and engage people in environmental causes. This approach has allowed Greenpeace to connect with younger and more diverse audiences and to build a more powerful and diverse base of supporters.</p> <p>Advocacy for systemic change: Greenpeace's approach to environmental activism has always focused on advocating for systemic change, rather than just addressing individual</p>

	<p>environmental issues. This approach has led to campaigns targeting the root causes of environmental destruction, such as overconsumption and corporate power, rather than just addressing symptoms of the problem.</p>
<p>Evidence of success (results achieved) (max 1000 characters)</p>	<p>Changes in public opinion: Greenpeace's efforts have led to a change in public opinion on environmental issues, leading to increased awareness and action.</p> <p>Policy changes: The organization's lobbying and advocacy efforts have led to policy changes at both national and international levels. For example, Greenpeace played a crucial role in the adoption of the Paris Agreement, which aims to limit global warming.</p> <p>Corporate accountability: Greenpeace's campaigns have exposed the harmful practices of various corporations and forced them to change their ways. For example, the organization's campaign against Nestle led to the company committing to using only sustainable palm oil in its products.</p> <p>Direct action: Greenpeace's direct actions, such as protests and blockades, have sometimes resulted in the halting of harmful activities. For example, the organization's efforts led to the cancellation of a proposed oil drilling project in the Arctic</p>
<p>Main problems encountered in implementing and description of the measures taken to overcome them (max 700 characters)</p>	<p>Resistance from governments and corporations: Greenpeace's efforts to bring about change have been met with resistance from governments and corporations that prioritize profits over environmental concerns. This has sometimes led to legal battles and difficulties in getting policies changed.</p> <p>Limited resources: As a non-profit organization, Greenpeace has limited resources and must rely on donations and volunteers. This</p>

	<p>can sometimes limit the scope and impact of its initiatives.</p> <p>Public perception: Greenpeace has faced criticism from some members of the public who view its tactics, such as direct action and protests, as disruptive or extreme.</p>
<p>How could this intervention be improved (max 500 characters)</p>	<p>Collaboration with other organizations: Greenpeace often collaborates with other organizations that share its goals to amplify its message and increase its impact.</p> <p>Strategic use of resources: Greenpeace carefully plans its initiatives and uses its limited resources strategically to maximize their impact.</p> <p>Public education: Greenpeace has focused on educating the public about environmental issues to raise awareness and build support for its initiatives.</p> <p>Legal action: Greenpeace has used legal action to challenge government policies and hold corporations accountable for their harmful practices.</p>

<p>Good practice transferability</p>	
<p>Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of</p>	<p>Strong grassroots support: The success of Greenpeace's campaigns relies heavily on the support of grassroots movements and communities. Therefore, it is essential that there is an existing network of environmentally conscious citizens who are willing to get involved and take action.</p> <p>Adequate funding: Greenpeace's campaigns require significant financial resources to sustain, including the cost of research, lobbying, and organizing events. Therefore, it is important to secure sufficient funding to support the campaigns and activities.</p>

<p>the GP; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?) (max 700 characters)</p>	<p>Strong partnerships: Greenpeace often collaborates with other organizations, community groups, and activists to achieve its goals. Therefore, it is essential to have strong partnerships and collaborations with like-minded organizations to achieve success.</p> <p>Supportive political and regulatory environment: Greenpeace's campaigns often aim to influence political decisions and regulations. Therefore, a supportive political and regulatory environment that is receptive to the goals of the campaigns is necessary.</p>
<p>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice) (max 500 characters)</p>	<ul style="list-style-type: none"> ▶ Funding: approx. 200.000 EUR per year ▶ Resources: Premises to host the initiative, scientific committee to supervise, and a social cooperative with vulnerable individuals and volunteers as employees

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