

Confederation of European Social Firms, Employment Initiatives and social Cooperatives (CEFEC)

www.socialfirmseurope.org

CEFEC , eine europäische Bewegung und Organisation, die Rehabilitation und Integration von psychisch und anders Behinderten in Europa voran bringt

Die großen sozialpsychiatrischen Reformen begannen in England mit Rudolf Freudenberg, John Wing und Douglas Bennett in den 60igern und gingen in Italien weiter mit Basaglia in den 70igern. Deutschland und andere europäische Länder folgten etwas verspätet – in Deutschland wegen der nur zögerlichen Verarbeitung der Schrecken des dritten Reiches.

Im Zuge dieser Reformen war es entscheidend, dass Patienten große Institutionen verlassen konnten und ihre mindere Patientenrolle gegen eine mehr emanzipatorische, in der Gesellschaft geschätzte Rolle eintauschen, um ein möglichst normales Leben in der Gesellschaft zu führen. In diesem Prozess war und ist Rehabilitation und Arbeit eines der wirkungsvollsten Instrumente, um dieses Ziel zu erreichen.

In allen europäischen Ländern gab es zunehmend mehr Rehabilitationsprogramme, die sich nun auch für psychisch Kranke öffneten oder speziell auf sie zugeschnitten wurden. Beginnend mit Ergotherapie in Kliniken, geht der Weg über Arbeitstherapie und wohnortnahe berufliche Trainings. Tageskliniken sind hierfür günstige Settings, aber auch Tagesstätten, Orte der Erprobung und Berufsfindung und Berufliche Trainingszentren, die zu Hospitation, Praktika und Vorbereitung auf Arbeitsplätze des allgemeinen Arbeitsmarktes führen. Wer das nicht meistern kann, hat in Deutschland sogar rechtlich verankert einen Anspruch auf einen geschützten Arbeitsplatz, z.B. in einer Werkstatt für behinderte Menschen.

Eine der erfolgreichsten Bewegungen in diesem Spektrum war seit Anfang der 80iger Jahre der Aufbau von Social Firms, in Deutschland zunächst „Selbsthilfefirmen“ genannt und nun gesetzlich verankert „Integrationsfirmen“. Diese Form der Beschäftigung ist ein Modell und der lebende Beweis dafür, dass Psychiatrie Erfahrene eine Integration und Inklusion in die Gesellschaft meistern und damit auch wieder einen Beitrag zum gesellschaftlichen Ganzen leisten können.

Während der Basaglia-Reformen schuf Italien eine große Zahl von solchen Firmen, in der Rechtsform der Kooperativen, die dem Arbeitnehmer ein Mitbestimmungsrecht einräumten. Heute gibt es zwischen 10 und 20 000 solcher Kooperativen, nicht nur für psychisch Behinderte, sondern auch andere Benachteiligte.

Deutschland war ebenso erfolgreich im Aufbau der Integrationsfirmen und konnte maßgeblich die Gesetzgebung so beeinflussen, dass das Schwerbehindertengesetz heute ausdrücklich die Integrationsfirmen auf dem allgemeinen Arbeitsmarkt würdigt und ihnen finanzielle Hilfen zukommen lässt dafür, dass diese Firmen einen großen

Teil der Arbeitsplätze für Behinderte und Benachteiligte reservieren. Heute gibt es in Deutschland ca. 10 000 Arbeitsplätze in Betrieben der Industrie, der neuen Technologie, der Service Industrie, im sozialen und pflegerischen Bereich, sowie Catering und Hotellerie.

Die Mehrzahl der EU Länder folgte diesem Beispiel, besonders Griechenland bemüht sich seit langem im Zuge ihrer Psychiatrie Reformen, aber auch Spanien, Portugal, Schweiz, Finnland, England, Belgien und auch neue Länder wie Slowenien, Rumänien, Bulgarien und die tschechische Republik.

Aus diesem Grund wurde für diese Bewegung ein Netzwerk seit der Mitte der 80iger Jahren aufgebaut, mit entscheidender Hilfe der EU, die anfangs das Büro in Berlin und die jährlichen Konferenzen subventionierte. Das Netzwerk wurde in die, in Brüssel anerkannte, NGO „CEFEC“ überführt, die im Rahmen der EU weiterhin europäische Länder ermutigt, sich der Bewegung der Social Firms anzuschließen als Teil ihrer Reformen und Weiterentwicklung der Rehabilitation Behinderter. Heute sind vor allem psychisch Behinderte, aber zunehmend auch andere Behinderte in „Social Firms“ zu finden.

CEFEC hat als Ziel niedergelegt:

Menschen mit Behinderung haben das Recht auf einen Platz in der Gesellschaft und in der Arbeit, und zwar das Recht auf einen normalen Arbeitsplatz mit gleichen Rechten, Arbeitsvertrag und Entlohnung wie andere Personen auch.

Um dieses Ziel zu erreichen hat CEFEC Grundsätze und Strategien niedergelegt, die hier im Anhang zu lesen sind:

- (1) die Geschichte (history) von CEFEC, besonders die jährlichen Konferenzen in den europäischen Ländern, um das Netzwerk lebendig zu halten.
- (2) Die Prinzipien (code of principles) sollen die Implementierung von Firmen begleiten.
- (3) Die Aktivitäten (activities) von CEFEC unterstützen die Länder und Delegierten.
- (4) Die Charta (charter) benennt die Rechte der behinderten Beschäftigten.
- (5) Die Statuten (statutes) beschreiben die Struktur von CEFEC als NGO.
- (6) Der Linzer Appell 2007 (Linz Appeal) , eine Broschüre von 20 Seiten als Druckerzeugnis und online über die website erhältlich, gibt einen Überblick der Social Firms Bewegung und eine Zusammenfassung der Ziele, Grundsätze, Strategien. Es dient als Manual für Organisationen und Länder, die Social Firms verbreiten wollen.

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Major initiatives of social psychiatric reforms started in England in the 60ies and continued in Italy with the famous psychiatrist Basaglia in the 70ies. Germany and other European countries were encouraged by this development and followed about ten years later.

In the wake of these reforms, an important movement for psychiatrically ill has been to leave the institution and the mental patient's role and in the cause of emancipation adopt more worthwhile roles in society on the way of integration and inclusion into normal life. In this process, rehabilitation and work has been one of the most powerful vehicles to achieve this goal.

In all European countries an increasing number of rehabilitation and integration programmes, to do with work, have developed since : Starting with occupational therapy in hospitals, moving on to work- and vocational therapy in community settings such as day hospitals, day centres, assessment and vocational training centres, placements in business settings aiming for employment on the open market and if not possible employment in sheltered workshops and environment .

One of the most successful movements has been the implementation of so-called „Social Firms“ as part of the open market with the speciality of dedicating a prominent part of the work places to disabled persons. Why has this been so convincing ? These firms seem the model and living example to prove that persons with mental health problems are able to achieve integration and inclusion and by their work take their share and contribute to society.

During Basaglia's reforms, Italy implemented social firms organized as cooperatives to employ discharged patients, now employees who have a say in this organization . Today there are between ten and twenty thousand jobs in Italian cooperatives for psychiatrically and other disabled and disadvantaged persons.

Germany was equally successful in setting up social firms, initiated by welfare organizations and developing in competitive business organisations. Their lobby , (the Bundesarbeitsgemeinschaft der Integrationsfirmen) has influenced federal legislation to support the social firms and grant subsidies to top up the disabled employees salaries , making up for their disadvantages. There are about ten thousand jobs in German social firms , which operate in the field of industrial settings, new technology, service industries, catering, hotels and social services.

The majority of EU countries followed this path, especially Greece, Spain, Portugal, Switzerland and Finland, UK, Belgium, and recently even new EU members like Slovenia, Rumania, Bulgaria and the Czech Republic. Over twenty years ago this was the reason to start a network which later on turned into the recognized NGO of „CEFEC“. As many countries in Europe as possible are encouraged to start social firms as part of their rehabilitation and integration programmes.

The Aims of CEFEC declare that people with disabilities have the right for a place in society and in work. People with disabilities have the right for a normal workplace where they have the same rights, a normal work contract and the same salary as other people.

To achieve these aims there are believes and strategies laid down, which are attached to this document:

- (1) history of CEFEC marks the annual conferences in European countries, along tradition to keep the network alive and forward looking.
- (2) the code of principles deals with the setting up of firms.
- (3) the activities describe how CEFEC supports the members.
- (4) the charter names the right of people to work.
- (5) the statutes mark the structure of CEFEC as an NGO.
- (6) „The Linz Appeal 2007“ a brochure of 20 pages in print and on the website gives an overview of the social firms movement , summing up aims, believes, strategies and serves as manual to organisations and countries which want to spread social firms.

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CEFEC

Confederation of European Social Firms, Employment Initiatives and social Co-operatives

Aims of CEFEC

CEFEC believes that all people with disabilities have the right for a place in society and in work. People with disabilities have the right for a normal workplace where they have the same rights, a normal work contract and the same salary as other people.

CEFEC achieves these aims by creating social firms and independent cooperatives, making efforts to transform and de-institutionalise sheltered workshops providing accompanying care services to support integration into competitive employment in regular enterprises.

The CEFEC History and Present State of the Organization

The Social Firms movement in Europe led to the first meeting in Berlin in 1987, Torino 1988 and Maastricht in 1989. The strongest step of development was introduced when the European non profit organisation of CEFEC was founded. The CEFEC Charta published on 26th April 1990 agreed according to Belgium law contains the main facts, goals and believes. The first impact came from the Italian movement of cooperatives and the German movement of Employment Firms in the early eighties. The emphasis was on the worker's role rather than the patient's role as an act of autonomy. This attitude also led to a clear distinction between sheltered workshops and their disabling structures and the social firms modelled along normal work conditions.

In 1986 a European meeting was held in London on Occupational Therapy supported by Mr. Patrick Daunt, who was in charge of the EU office „Handicapped Affairs“. It was his vision to support the setting up of Employment for the psychosocial disadvantaged, an area, neglected so far. A group of activists in the field of work and employment for psychiatric patients in England, Germany, Greece and Italy started the movement which later became the CEFEC organization. There have been annual meetings all through the years, as the stronghold of the network which has spread since.

European CEFEC Conferences

In 1987, in Berlin, there was a first meeting to get to know each other in the field of Employment of psychosocial disadvantaged.

In 1988, in Turin, we worked on the guidelines on how to set up social firms with strong participations of the workers, the users.

In 1989, in Maastricht, the movement of social firms and cooperatives widened up. In 1990, in Southampton, CEFEC became a legal body.

In 1991 we realized, that the honeymoon was coming to an end; only an auxiliary meeting near Amsterdam was held.

In 1992, in Delphi, we had to grasp the reality and deal with the problems.

In 1993, in Londonderry, new Horizons open up and

in 1994, in Spa, again the workers voice was heard on a transnational forum and not only in the local enterprises.

In 1995 in Turin the users' participation was increasing.

In 1996 in Linz there was a big scale Conference with a Trade Fair on a high level

In 1997 in Zaragoza participants started coming from outside Europe

In 1998 in Athens the culture of users was continued. An Award was started and given to best practice firms as was in the years to come.

In 1999 in Helsinki a country started anew with social firms.

In 2000 in Lisbon local initiatives and their work projects exhibited

In 2001 in Berlin the method of "open space" conference to develop CEFEC was tried out.

In 2002 in Guildford a varied programme was offered but we hardly found a host for the next conference.

In 2003 in Athens the hosts had a hard job to organize the conference and still offered a number of postcongress workshops around the country.

In 2004 in Thun, Switzerland we got a CEFEC member country which is not in the EU to cooperate for a very good conference.

In 2005 in Novo Mesto, Slovenia, for the first time a new eastern EU Country organized the conference in good spirits.

In 2006 in Seville, Spain we learned that this region has built up an integrated social psychiatric and work net all over Andalusia having done away with the big mental hospitals.

In 2007 in Linz , Austria, we were proud to celebrate TWENTY YEARS of CEFEC and issued to the European Union recommendations on Social Firms, the "LINZ APPEAL".

In 2008 in Lisbon, Portugal, the conference was a boost up to sustain the Social Firms movement in this country.

In 2009 in Prague, Czechia, a second eastern EU country offered to organize the conference with the hope that more eastern countries will follow.

The Code of Principles

All in all, the code of principles that govern CEFEC has remained more important than the application forms to national and European funding bodies.

The number of members increased and decreased again according to European support schemes. Apart from annual meetings a great many projects, programmes, written news, activities and investigations have been developed amongst members. A good proportion was supported by the European Community.

CEFEC has grown and attracted people and organisations not only from West Europe, but also from East Europe and individual participants from far reaching countries such as Israel, Japan, Canada and USA.

CEFEC has become a movement believing in one major principle: To help organisations to establish social firms, to create employment for psychosocial disadvantaged people and thus giving them a chance for more independence from institutions and care systems. For CEFEC social firms it is normal to create a good social atmosphere and leave space to each employee/user to develop his own capacity, knowledge and speed, as well as providing financial satisfaction. The economic basis & management plays as important a part as the social aims.

The social firms and their programs aim to meet the needs of the employees, the local open market, cultural particularities and the needs to reform local psychiatric systems.

The difficulties and the problems faced in individual projects are many. While transnational projects supported the annual CEFEC conference the opportunity is given to work closer, exchange experience and gather strength.

One main challenge the social firms have to face is that they work within the local commercial reality and that they pay the workers a normal wage.

To do that, the social firms need:

- Specific administrative-managerial skills and capacities
- Training of the managers as well as of the employees
- Intensive exchange of experience

This need has been met nationally but also on the European level:

The objectives of European support schemes and projects were:

- the transfer of knowledge and experience within social firms in Europe
- the transfer of know-how, concepts and technologies
- the promotion and support of transnational cooperation,

This was met by publication of news letters, conduction of seminars, workshops and community meetings. The main believes and goals are laid down on the website of www.cefec.org

- The CEFEC Aims, Activities, Charter, Principles, Statutes and Definition of Social Firms

Recommendations to the European Union were issued:

- The LINZ APPEAL “Why there should be more Social Firms for disabled and disadvantaged people in Europe” can also be ordered in print

Contact : secretariat@cefec.org

Activities

- CEFEC supports organisations that want to create new workplaces
- Exchange of information and mutual support on a national level
- CEFEC gives its members a voice
- A Database on social firms
- Analysis of the current situation of social firms in Europe
- Publications and practical support
- Computer mailbox and Internet
- Annual conferences
- A definition of social firm

CEFEC supports organisations that want to create new workplaces

CEFEC supports any organisation that wants to create new workplaces for people with mental health problems and other people with disabilities. CEFEC has set up a guideline with detailed instructions on how to set up social firms.

Exchange of information and mutual support on a national level

CEFEC provides its members with current information on new developments in their country, and promotes the creation of national networks. In every country there is one elected representative who provides up-to-date information. CEFEC also organises regular national meetings in different European countries.

CEFEC gives its members a voice

CEFEC represents the interest of its members. CEFEC gives its members a voice against national governments and the European Commission. In the framework of the European Commission, CEFEC is a recognised NGO in the sector of economic integration.

A Database on social firms

CEFEC has set up a database with information on social firms in all European countries. The database contains information i.e. on address, contact persons, activities, areas of business and other.

Analysis of the current situation of social firms in the different European countries

CEFEC provides its members with up-to-date information and publishes a Newsletter. The CEFEC secretariat also supports its members to find partners for transactional programmes and to organise transactional activities.

Annual conferences

CEFEC organises a conference on social firms every year. Each conference gives the possibility to meet partners in the field and to exchange information. The conference includes also a fair of social firms, where CEFEC members can present their products and services to colleagues and to a wider public.

CEFEC definition of social firms

- A social firm is a business created for the employment of people with a disability or other disadvantage in the labour market.
- It is a business, which uses its own market oriented production of goods and services to pursue its social mission.
- A significant number of its employees will be people with disability or other disadvantage in the labour market.
- Every worker will be paid a market wage or salary appropriate to the work- whatever their productive capacity.
- Work opportunities should be between disadvantaged and non- disadvantaged employees. All should have the same employment rights and obligations.

(adopted by the general assembly 1996 in Linz, Austria)

The social enterprise as defined by CEFEC

Any business, which is created primarily for the purpose of promoting the economic and social integration of, disadvantaged people. (Its activities would include training, rehabilitation as well as commercial activity)

The cooperative as defined by CEFEC

The term should be confined to a legal structure for a company, which is owned and managed democratically by its members.

Principles

CEFEC believes that:

- People who are systematically excluded from work by society because of disability or disadvantage should have the right to the rewards and status of work.
- The provision of such remedial work opportunities is best effected in market-orientated and community-based work enterprises, which are part of everyday economic activity.
- Self organizing and co-operative forms of enterprise are the best methods of achieving such work opportunities.
- As a result of the functioning of such enterprises, an additional element of social production arises, which is of value both to society and to the individual concerned.
- The disadvantage of social-firms in the marketplace must be compensated financially through the medium of laws and regulations enacted by the local and national state.
- The associative and normalising benefits of work should enable the individual to take a full and active place in society.

CEFEC believes that:

- It is essential to provide vocational training of users in close connection with, and leading to, the provision of permanent jobs.
- Vocational training of management staff is essential in order to run training initiatives and social enterprises.
- It is essential to promote research into vocational training and work in association with social enterprises in order to elaborate knowledge and understanding.
- It is important to monitor and measure the effectiveness of enterprises in order for best practice to be disseminated and adopted.
- It should be a goal of the organisation to work with the population at large in order to sensitise society to the rights and problems of the people CEFEC seeks to support.
- It should be a goal of the organisation to seek changes in approach by national and European authorities with the resultant benefit of the people CEFEC seeks to support.
- Overall, it should be a goal of the organisation to achieve a change in culture within Europe, which facilitates the specific aims of the organisation.

the best methods of achieving those are

- the exchange of information and experience; the organization of practical activities such as conferences and training;
- the development of economic and technical co-operation between members;
- the promotion of scientific and cultural research;
- the amendment of laws and regulations concerning welfare and the labour market
- the promotion of a change of emphasis in existing and forthcoming EU programmes in favour of the aims of CEFEC.

Statutes

Excerpt from the Statutes

Name, seat and purpose of the confederation

The name of the association is: Confederation of European social Firms, Employment initiatives and social Co-operatives (CEFEC). The association has its seat in Brussels, Belgium. It can be transferred to any other place in Belgium through a simple decision of the Executive Committee. Every transfer of the seat shall be made public in the supplements of the Belgian 'Staatsblad'.

The purpose of the association is:

to initiate and to stimulate firms, employment initiatives and cooperatives on behalf of the rehabilitation and employment of people with mental health problems and other socially marginised persons in the countries of the European Union and other European states, to give form and content to the international cooperation in these fields. The purpose has been worked out in the CEFEC-guidelines and the CEFEC-principles, which are attached to this charter and which are part of this charter.

Membership

The association consists of members, that have to be legal persons, and supporters, who can be natural as well as legal persons. The number of members is unlimited, with a minimum of three.

Decision-making bodies in the confederation

A. The Executive Committee

The association is managed by an Executive Committee, consisting of representatives (being natural persons) of the legal persons, with a minimum of three members and a maximum that is equal to the number of countries that are represented in the confederation, every member being a delegation from a different country. The members of the Executive Committee are appointed by the General Assembly for a period of three years. The list of candidate committee members is distributed together with the invitation for the General Assembly. The membership of the Executive Committee also ends, except for the period mentioned before, following a decision of the General Assembly, by requesting dismissal by registered letter, when placed under legal restraint in case of bankruptcy, upon decease, in case of exclusion, in case of an application for suspension of payment.

The Executive Committee elects out of its members a chairperson, a secretary and a treasurer.

B. The General Assembly

The General Assembly meeting takes place at least once a year. The General Assembly is convoked by the chairperson of the Executive Committee, or on request of the majority of the members. All members and supporters of the association are invited and receive a convocation for the General Assembly. The General Assembly will be held on the day, hour and place as announced in the convocation. The convocation of the General Meeting will be sent at least one month before the meeting, together with the agenda of the meeting. The General Assembly is presided by the chairperson of the Executive Committee, or, in case of his/her absence, by any other member of the Executive Committee. Every member and supporter have the right to be present at and to take part in the General Assembly personally or through representation. The representative need not be a member of the association. Every member has the right to one vote. Supporters have no right to vote.

The following items demand the deliberation of the General Assembly :

Changing the articles, appointing and resigning of members of the Executive Committee, dissolving the association, excluding members or supporters. Decisions are made by majority of votes of the members. Decisions are valid when made with a majority of the members present, or when the

present minority is filled up with written votes of not present members to a majority of votes. When making a decision it is not allowed to depart from the agenda.

Yearly contribution:

Euro 150 for small organizations less than 20 staff, 300 Euro for bigger organizations for organizational membership and 25 Euro for individual membership (supporters).

Charter

The Right to Work for people with Mental Health Problems

The principles of CEFEC state that all countries should be encouraged to recognise the right to work for people with mental health problems and it is the duty of the state to find the additional resources which will make this possible (CEFEC- Principles).

In this Charter we demand the right to work for people marginalized by mental illness, health and other social problems. This includes both the opportunity to participate in the social process of work and to be fully economically active. Work is fundamental to society and therefore the opportunity to work is an essential pre-requisite to full membership of society.

Accepting the right to work is not the same as constructing an obligation to work. The person with disabilities should have the right to determine the degree to which they participate in the working world, and information about the choices should be available.

Where an individual chooses to take up employment, remuneration should be at a level appropriate to the job with the possibility of receiving a full living wage of that country.

It is the duty of society to establish conditions and provide work opportunities, which will enable each individual to find work.

People with disabilities have the same right to good working conditions as anyone else and should benefit as prevailing standards are improved across Europe. Therefore the right to work must not be restricted by substandard conditions of work.

Working conditions should include:

- long term employment secured by work contracts;
- establishing and maintaining high standards in the quality of the working environment and in the methods of production;
- the initiation of equal opportunities policies in all aspects of the work including full access to the work place for all people.

Vocational rehabilitation must be provided and not be limited to training for one specific job. Account must be taken of the need for personal development and for the encouragement of individual talents and aptitudes.

The State should ensure that anyone with disabilities should be able to move from the unpaid occupation of a person undergoing rehabilitation to paid employment. While this process should not be made artificially long, allowance should be made for gradual progress where necessary and for relapse without penalty.