



**B-WISE**  
Skills for the future : WISEs ready!

# Work Integration Social Enterprises in Europe

**Insights from the B-WISE project**

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Co-funded by the  
Erasmus+ Programme  
of the European Union



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## Sources

- Desk research
- Country Fiches
  - ✓ preliminary analysis of 13 B-WISE countries + 14 MSs
- Empirical Analysis in 13 B-WISE countries (with a specific focus on skills):
  - ✓ face to face survey (403 interviews)
  - ✓ online survey (175 interviews)



## Labour market & Public policies failures

- **Difficulties in finding work do not affect everyone equally:**
  - ✓ applicants with higher qualifications and better trained favoured
  - ✓ applicants bearing disadvantages face severe difficulties
- **Impact of public policies is controversial:**
  - ✓ regulatory policies: tendency to evade obligations
  - ✓ compensation policies: exclusion of workers with more severe disadvantages
  - ✓ substitutive policies: incapacity to ensure full work integration



## WISEs specificities

### *Institutional mechanism of supported employment*

- *favoring workers discriminated against by conventional enterprises and*
- *providing them with appropriate on-the-job training to help them overcome their disadvantage*

- **Double output enterprises:**
  - ✓ Marketable goods and/or services
  - ✓ Work (and social) integration of workers with support needs (WSN)
- Sectors of activity and organization of work functional to WSNs interests, capabilities, expectations and needs
- Combination of employment & training



## Integration models

Model	Main characteristics	Countries
Permanent	<ul style="list-style-type: none"><li>• Aim: create stable jobs within the WISE</li><li>• Tight connections with public social services</li><li>• Individualised integration paths</li><li>• In some instances participation of WSNs in governing bodies</li></ul>	BE, BG, HR, CZ, DE, EL, LV, LT, PL, SK, SI
Transitional	<ul style="list-style-type: none"><li>• Aim: equip WSN with skills to enter the open labour market</li><li>• Tight connections with public employment services</li><li>• Max. length of employment established by law</li><li>• Standardised training in cooperation with VET providers</li></ul>	AT, FR, ES
Mixed	<ul style="list-style-type: none"><li>• Stable position within the WISE for some WSN, transitory solutions for others</li></ul>	DK, EE, FI, IE, IT, NL, PL, RO, SE



## Fields of activity

- **Variations across and within MSs in terms of sectors of activity & typologies of services and products delivered**
  - ✓ Manufacturing, construction, waste management, maintenance of green areas → labour-intensive industries, low added-value jobs
- In the majority of EU MSs, WISEs also deliver health, social and educational services. In IT, WISEs prevented by law from supplying welfare services

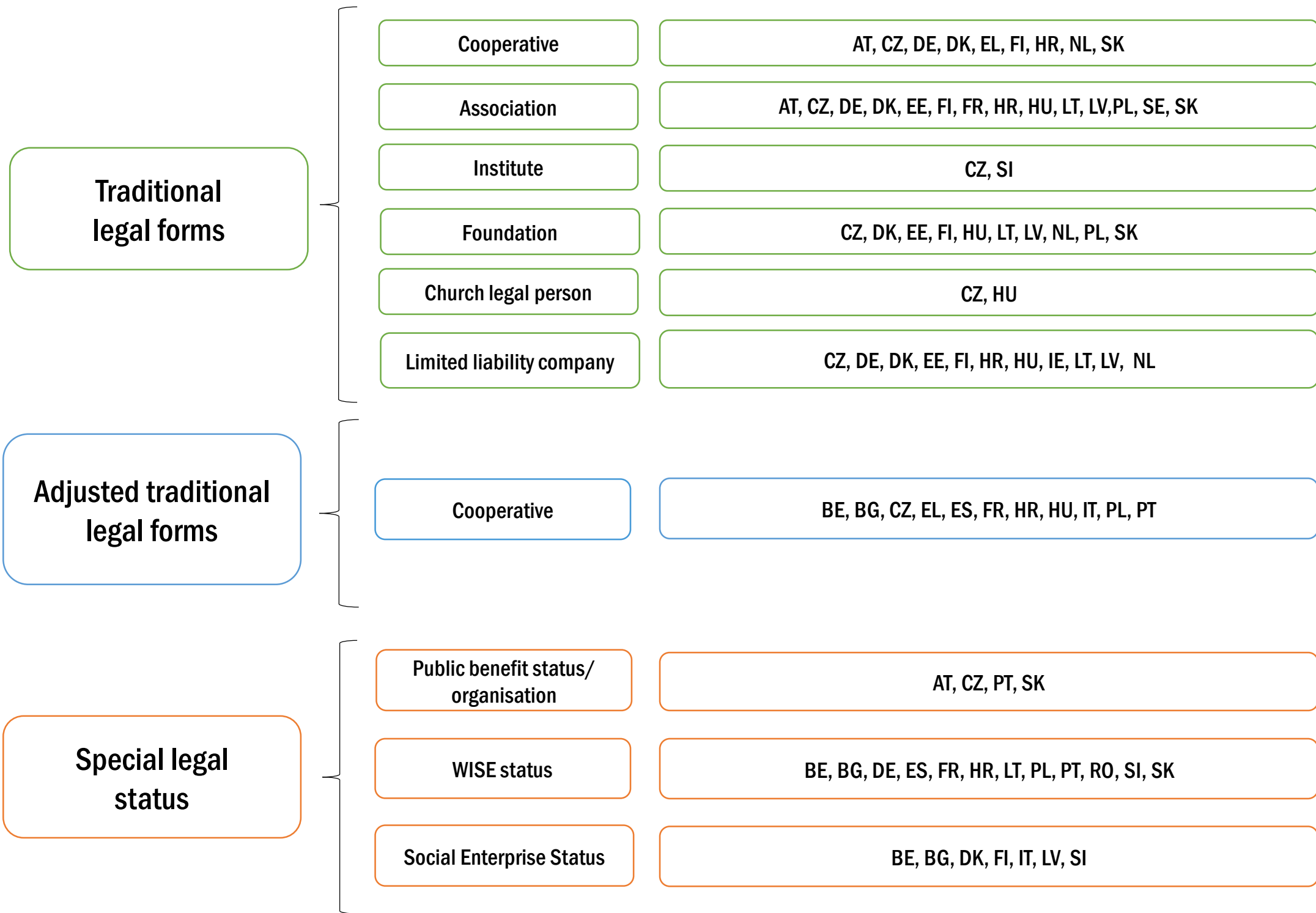


## Legal structures

<b>Main dynamic</b>	<b>Countries</b>
No legislation specifically designed for WISEs	AT, EE, IE, NL, SE
Specific legislation for WISEs exists, but most WISEs use traditional legal forms	CZ, DK, FI, HU, LV, PL, RO, SI
Decisive role of WISE/Social enterprise statuses and/or legal forms	BE, EL, ES, FR, IT, PT, SI
WISE statuses that evolved from previous experience of sheltered workshops	BG, ES, HR, LT, SI







## Trends

- Increased legal recognition and visibility of WISEs, especially via WISE legal statuses
- WISE expansion in sectors with high added value, with increased attention to green & (very rarely) digital economy
- Broadening of typologies of WSN integrated, especially in newly established WISEs
- Innovative strategies: partnerships (e.g., with conventional enterprises, other WISEs, VET providers)



## Challenges

- Immigration, ecological and digital transformation, regional inequalities, etc.: need for collaborative solutions
- WISEs social responsibility not fully acknowledged
  - ✓ Inconsistencies and fragmentation of support policies
  - ✓ WISEs integrating people with disabilities sometimes benefit from more favourable treatment
- Access to multiple resources limited due to lack of technical and financial skills and technical support (e.g., public procurement, EU funds)



# Thank you!

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