Activities Report
2003 – 2004

Supported by the European Commission, DG Employment and Social Affairs

by the Social Economic cell of Belgian Government

by the Roi Baudouin Foundation

Registered office: rue Guillaume Tell 59
1060 Brussels
Belgium

Management office: Quatrième avenue, 45
4040 Herstal
Belgium

tel: 0032/ (0)4 240 58 30
mobile: 0032 / 0496 872212
mail: info@ensie.org,
web-site: www.ensie.org
# CONTENTS

Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. President’s moral report</td>
<td>3</td>
</tr>
<tr>
<td>2. Introduction</td>
<td>5</td>
</tr>
<tr>
<td>2.1 History</td>
<td>5</td>
</tr>
<tr>
<td>2.2 Description and principal objectives</td>
<td>5</td>
</tr>
<tr>
<td>2.3 The network structure</td>
<td>7</td>
</tr>
<tr>
<td>2.3.1 Members’ details</td>
<td>8</td>
</tr>
<tr>
<td>2.3.2 New members</td>
<td>10</td>
</tr>
<tr>
<td>3. 2003: hinge year</td>
<td>12</td>
</tr>
<tr>
<td>3.1 The principal steps of the 2003</td>
<td>12</td>
</tr>
<tr>
<td>3.2 The projects</td>
<td>12</td>
</tr>
<tr>
<td>3.2.1 The ELEXIES project</td>
<td>12</td>
</tr>
<tr>
<td>3.2.2 The IRSIE project</td>
<td>13</td>
</tr>
<tr>
<td>3.2.3 The ENSIE members projects</td>
<td>13</td>
</tr>
<tr>
<td>3.3 The Boards of Directors and the General Assembly</td>
<td>14</td>
</tr>
<tr>
<td>3.3.1 The Board of Directors of 18/03/03</td>
<td>14</td>
</tr>
<tr>
<td>3.3.2 The General Assembly of 15/06/03</td>
<td>14</td>
</tr>
<tr>
<td>3.3.3 The Board of Directors of 10-11/10/03</td>
<td>15</td>
</tr>
<tr>
<td>3.3.4 The Board of Directors of 15/12/03</td>
<td>15</td>
</tr>
<tr>
<td>4. 2004: the network is growing</td>
<td>16</td>
</tr>
<tr>
<td>4.1 The principal steps of 2004 till the 30 June</td>
<td>16</td>
</tr>
<tr>
<td>4.2 The Project</td>
<td>16</td>
</tr>
<tr>
<td>4.2.1 The «Santé financière et comptabilité des associations, les bases d’une gestion transparente et saine» project</td>
<td>17</td>
</tr>
<tr>
<td>4.2.2 The Ensie members projects</td>
<td>17</td>
</tr>
<tr>
<td>4.3 The Board of Directors</td>
<td>17</td>
</tr>
<tr>
<td>4.3.1 The Board of Directors of 27/03/04</td>
<td>17</td>
</tr>
<tr>
<td>5. Ensie objectives from the 1/01/2003 to the 31/12/2004</td>
<td>18</td>
</tr>
<tr>
<td>6. The IRSIE project</td>
<td>19</td>
</tr>
<tr>
<td>6.1 Diary and program</td>
<td>19</td>
</tr>
<tr>
<td>6.2 The budget</td>
<td>21</td>
</tr>
</tbody>
</table>
1. President’s moral report
Antwerpen, June 29th 2004

When we decided to create a European network of Social Integration Enterprises, we did not imagine that this adventure would have required us a lot of engagement, obstinacy and patience to start up the project.
It is crucial to acknowledge that each one of us has been able to keep still its engagement and its support in order to let ENSIE trace its way.
Moreover, together we have learnt to listen and to be patient so that we have made our respective differences the source of our collective dynamism.

The special way we managed our first year of activities remembers us that not only means but also indeed a strong social project gives sense and consistence. The project is carried by the broadest possible representation of all those who develop this new way of entrepreneurship against the exclusion and for integration in Europe.
Today, relying on the work achieved since the end of 2002, the main priorities of the network are clearly defined and effective.

1) A common to establish identity’s elements

The “ELEXIES” project, led in partnership with the CECOP and the EMES networks, has allowed us to highlight not only the richness but also the European diversity of the integration entrepreneurship. As a development of our founding document, it has allowed us to pin down and focus the “identity card” of our companies and corresponding projects.

2) A more effective representation on the European ground

Also for this point, the situation has been developing; the new adhesions realized or confirmed during 2003 bring us a vaster delegation and give more relevance and legality to our action.
By respecting the historical and institutional reality of each country, we have established some criteria of adhesion, which are respectful of the singularity of each actor and consequently, of the European plural dimension which constitutes the richness of it.

3) Provision of permanent and professional means of action

Patrizia Bussi’s arrival, the implication and the permanent support of RES (thank you Salvatore, thank you Muriel), of SST (thank you Lucas) and of CNEI (thank you Brigitte) has allowed us to acquire an operational effectiveness in pursuing our objectives. Eventually we have been able to conclude the Elexies work, to work out for other projects, to launch the IRSIE project, by keeping as the priorities the promotion and the dynamism of the network, its members, with a focus for its future partners.
Even if the situation remains precarious, we have a credibility, which we must collectively enrich and consolidate. Today we have passed from the time of intentions to that of achievements.
4) Weaving strong bonds with all the actors and the organized social economy networks

While we are affirming the singularity of our position and action, we must follow the movement of the social economy. This turns to be more and more important since the heterogeneity, the confusion of the corporatism vain ambitions, the fights of influences disturb the capacity of a collective action. The reinforcement of our identity and the improvement of our operational capacity will allow us to take a recognized place as actors in the movement as well as promoters of the vision it embeds.

ENSIE must affirm its specificity but with a receptive attitude, necessary to weave the bonds with the actors of the same family of thoughts and beliefs.

5) An acquired joint capacity of influence and proposal, acknowledged by European institutions

Today, our influence capacity lacks of a recognized legal form and our priority proposals still need formatting.

It is certainly the most urgent bottom to enhance, together with the operative structure of ENSIE, lasting at least for a few years.

We currently have a base of diagnostic and experience mutualisation, but also some proposals, essential for the political project of a Europe really concerned on social justice, solidarity and placing human beings at the bulk of its constitution as much as their development.

Therefore, we must format our proposals in a way ensuring their promotion and consideration. We must also engage a work of sensitising and even lobbying the newly elected European officials of each one of our countries. We must develop contacts with the European Commission. It is important to highlight our priorities, proposals and experiences in the European policy: this constitutes the challenge for our network. We are testing and defending a way of acting whose aim is producing “human added value”.

The development of ENSIE must make possible the above actions in the whole of European countries.

It must ensure a recognized visibility by taking part to the construction of a true European social policy, made even more crucial by the arrival of new Member States.

Rather than enduring Europe as a fate which exceeds us, rather than reducing it to a Common Market without a spirit of community, we have decided together to develop it and to make a chance for all of it.

The mission is important. The work achieved by ENSIE, obviously too modest, but quite real, after only one year, has allowed us to find our collective way and to check that this way is the right one. What remain us is to give wideness and a future prospect to this.

If we maintain our current engagement and if we manage to mobilize other members, I am trustful that we would keep these commitments, giving more vitality and credibility to our network.

The President
Christian JACQUOT
2. Introduction

2.1 History
At the same time of the development of the integration enterprises, some networks were set up in various Member States of the European Union to support these forms of work. At the end of 1999, some national federations, whose common goal was the social integration economy, gathered in Barcelona. The most important result of this meeting was the will to create a European network. The reasons of this creation were clear:

- All kind of regulation is defined more and more by the European Union and less at the national level.
- In each country, we have "good practices" but these ones seldom reached the national borders.
- To leave workers of the target group to meet with their colleagues of the other countries of European Union.

After Barcelona’s seminar, these partners met every three months. It was decided to organise the following meeting in Belgium. Its central position in Europe had big importance for this decision. In May 2001, following these meetings, the "Réseau European of the Social Integration Enterprises", the "European Network for Social Integration Enterprises" (ENSIE) was founded in Bruges.

2.2 Description and principal objectives
(extract of the statute) TITLE I. NAME – REGISTERED OFFICE – OBJECTIVE – DURATION – Article 3
ENSIE sets itself as objectives within the European Union to represent, support and develop networks and federations from the social integration economy in Europe.
ENSIE will:

1. strengthen the social integration economy actors through exchange between the member organisations,
2. stimulate collaborative relationships and partnership with promoting good practices, research results, new applications
3. organize national and local legislative policy information exchange between member organisations
4. represent and promote the network and the activities on all relevant European levels
5. work on contributions and proposals in order to participate at the definition of European policies against social exclusion
6. develop strong and solid cooperation with other existing European networks of social economy in order to gain synergetic results.

ENSIE will contribute to a sustainable development within the European Union. This includes the following aspects:
1. the labour market and social integration of risk groups by strengthening their employability and productivity
2. the economic liveability of social integration enterprises and the strengthening of their role within economy as a whole
3. the support of equal opportunities in support of the gender mainstreaming strategy of the European Union

The details network are:

| Registered office: rue Guillaume Tell 59 1060 Brussels Belgium | Management office : Quatrième avenue, 45 4040 Herstal Belgium |
| tel : 0032/ (0)4 240 58 30 |
| mobile :0032 / 0496 872212 |
| mail: info@ensie.org, web-site: www.ensie.org |
| Current account details : 001-35633810-09 |
| IBAN code : BE 52 00 13 56 38 10 09 |
| SWIFT CODE: GEBABEBB |

On the 31 of May the network is composed by 14 networks which represent 10 European Union States, 1500 Enterprises and 220.000 employees.
2.3 The network structure

The ENSIE network is composed by 14 social integration networks, whose:


- some national networks:
  Austria: BDV, Bundesdachverband für Soziale Unternehmen
  France: CNEI, Comité National des Entreprises d’Insertion
  Germany: BAG Arbeit, Bundesarbeitsgemeinschaft Arbeit e.V
  Portugal: ANIMAR, Associação Portuguesa para o Desenvolvimento Local
  Spain: FEDEEI, Federación Española de Entidades de Empresas de Inserción
  Spain: CONFEI, Confederación Española de Empresas y Entidades de Inserción

- some regional networks:
  Belgium (Wallonie): RES, Réseau d’Entreprises Sociales
  Belgium (Flanders): SST, Samenwerkingsverband Sociale Tewerkstelling
  Spain: ACEI, Asociación Catalana Empresas Inserción

- some local networks:
  Austria: SOEB-Verband, Verband der Sozialökonomischen Betriebe Steiermark
  Italy: Consorzio Sociale Abele Lavoro

- some national center services:
  Ireland: DBD, Local Employment Service
  United Kingdom: CESI, Centre for Economic & Social Inclusion
### 2.3.1 Members’ details

<table>
<thead>
<tr>
<th>Pays</th>
<th>Membre</th>
<th>Responsable</th>
<th>Adresse</th>
<th>E-mail</th>
<th>Phone</th>
<th>Fax</th>
<th>Home Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allemagne</td>
<td>BAG ARBEIT</td>
<td>Truda Ann Smith</td>
<td>Brunnenstrasse, 181 10119 Berlin</td>
<td><a href="mailto:arbeit@bagarbeid.de">arbeit@bagarbeid.de</a> <a href="mailto:ssmith@bagarbeid.de">ssmith@bagarbeid.de</a></td>
<td>0049/30 20.30.58.0</td>
<td>0049/30 20.30.58.20</td>
<td><a href="http://www.bagarbeid.de">www.bagarbeid.de</a></td>
</tr>
<tr>
<td>Angleterre</td>
<td>CESI</td>
<td>Dave Simmonds</td>
<td>Camelford House 99, Albert Embankment London SE1 7TP</td>
<td><a href="mailto:dave.simmonds@cesi.org.uk">dave.simmonds@cesi.org.uk</a></td>
<td>0044/75 875.87.221</td>
<td>0044/75 836.391</td>
<td><a href="http://www.cesi.org.uk">www.cesi.org.uk</a></td>
</tr>
<tr>
<td>Autriche</td>
<td>BDV</td>
<td>Charlotte Gruber</td>
<td>Halbgasse, 7/4 1070 Vienna</td>
<td><a href="mailto:office@bdv.at">office@bdv.at</a> <a href="mailto:charlotte.gruber@ocelinaelch.at">charlotte.gruber@ocelinaelch.at</a></td>
<td>0043/701.720.38.88.23</td>
<td>0043/71.720.38.88.20</td>
<td><a href="http://www.bdv.at">www.bdv.at</a></td>
</tr>
<tr>
<td>Belgique Wallonie</td>
<td>RES</td>
<td>Salvatore Vetro</td>
<td>4ème Avenue, 45 64-4049 Herstal</td>
<td><a href="mailto:info@resasbl.be">info@resasbl.be</a></td>
<td>00/32/4240.58.47</td>
<td>00/32/4240.58.73</td>
<td><a href="http://www.resasbl.be">www.resasbl.be</a></td>
</tr>
<tr>
<td>Belgique Flandre</td>
<td>SST</td>
<td>Lucas Marain</td>
<td>Land van waaselaan 2, 9000 Gent</td>
<td><a href="mailto:info@sst.be">info@sst.be</a> <a href="mailto:directo@spoon2.be">directo@spoon2.be</a></td>
<td>00/32/249.26.97.66</td>
<td>00/32/249.26.97.68</td>
<td><a href="http://www.sst.be">www.sst.be</a></td>
</tr>
<tr>
<td>Espagne</td>
<td>ACEI</td>
<td>Ricardo Fernandez</td>
<td>C/ Lledo, 11 2 planta 08002 Barcelona</td>
<td><a href="mailto:adminaceit@teleline.es">adminaceit@teleline.es</a></td>
<td>00/34/83.31.32.34</td>
<td>00/34/83.31.32.245</td>
<td></td>
</tr>
<tr>
<td>Espagne</td>
<td>CONFEI</td>
<td>Rosa Vidalas Romo</td>
<td>C/ Ronda Buenavista,15 48003 Toledo</td>
<td><a href="mailto:rosavcc@hottmail.com">rosavcc@hottmail.com</a></td>
<td>00/34/82.62.66.451</td>
<td>00/34/82.62.66.148</td>
<td></td>
</tr>
<tr>
<td>Espagne</td>
<td>FEDEEI</td>
<td>Isabel Valdés Librero</td>
<td>C/San Bernardo 97-99bis, 3ª planta oficina c. edificio Colomina 28015 Madrid</td>
<td><a href="mailto:feedei@feedei.org">feedei@feedei.org</a></td>
<td>00/34/91.444.13.13</td>
<td>00/34/91.444.22.86</td>
<td><a href="http://www.feedei.org">www.feedei.org</a></td>
</tr>
<tr>
<td>Pays</td>
<td>Organisation</td>
<td>Personne</td>
<td>Adresse</td>
<td>Email</td>
<td>Téléphone</td>
<td>Téléphone</td>
<td>Adresse web</td>
</tr>
<tr>
<td>--------------</td>
<td>--------------</td>
<td>-------------</td>
<td>----------------------------------------------</td>
<td>--------------------------------------------</td>
<td>-----------------------------</td>
<td>-----------------------------</td>
<td>----------------------------------------</td>
</tr>
<tr>
<td>France</td>
<td>CNEI</td>
<td>Brigitte Ogée</td>
<td>Rue Claude Tillier, 18-20 75012 Paris</td>
<td><a href="mailto:cnei@cnei.org">cnei@cnei.org</a></td>
<td>0033/153.27.34.60</td>
<td>0033/153.27.34.64</td>
<td><a href="http://www.cnei.org">www.cnei.org</a></td>
</tr>
</tbody>
</table>
| Italie       | GRUPPO ABELE | Georges Tabacchi | Corso Trapani, 95 10141 Torino Italia      | consorzio.abele lavoro@tin.it  
lt.ammirati@coopercaboleno.net  
    |              |             |                                              |                                            |                             |                             | www.gruppocable.org/loro/consorzio.htm |
| Irlande      | DBD          | Michael O’Mara | Bawnogue Community & Enterprise Centre,Bawnogue Road, Clondalkin, Dublin 22 | bawnogue2002@yahoo.com  
    |              |             |                                              |                                            |                             |                             | www.bawnogue2002@yahoo.com            |
| Luxembourg   | CO-Labor     | Paul Delaunois | 105, Route d’Arlon L-1140 Luxembourg       | mail@co-labor.coop  
    |              |             |                                              |                                            |                             |                             | www.co-labor.coop                      |
| Portugal     | ANIMAR       | David Machado | Rua Antero de Quental – Edificio Ninho de Empresas – Bairro Olival de Fora 2625-840 Vilamoura  
    |              |             |                                              | anaimar@animar-dl.pt  
    |              |             |                                              |                                            |                             |                             | www.animar-dl.pt                       |
| Réseau européen | CECOP     | Rainer Schluter | Rue Guillaume Tell, 59b 1060 Saint Gilles  
Bruxelles  
    |              |             |                                              | cecop@cecop.coop  
rcd@cecop.coop  
    |              |             |                                              |                                            |                             |                             | www.cecop.coop                         |
2.3.2 The new members
In Barcelona, on the 10 and 11 October 2003, during the second Board of Directors 2003 "opened to all the members", the Irish member DBD, the English member CESI and the Spanish member FEEDEI made their first presentation.

DBD – Ireland
DBD is an information and consultation centre created in 1990. This organisation counts sixteen employees among whom one is working full-time and 10 are voluntary workers. DBD is aiming at a general public and offers the following services:
- Advice and information on a large number of principles, including education and teaching, problems linked to emotions, employment, housing, the principles of law and the right to well-being
- The possibility of access to a consultation service for people with emotional problems and the possibility of getting information from a solicitor for people involved in a judicial inquiry.
- To find another solicitor for people who wish to defend their own rights
- Teaching course in computer, budget management, nutrition for isolated parents;
DBD also provides particular services for people who have no house and who are in danger.

CESI – United Kingdom
The Center for Economic & Social Inclusion is a not for profit organization which works with the Government, the voluntary sector, the Business and Trade Union to promote social justice and to fight against the social disadvantages. The CESI provides a great number of services in the field of work, of training and education, of taxation and benefit, of regeneration, of equal opportunities, of economic development, of rehabilitation, of drug and of anti-crime measurements.

FEEDEI - Spain
Feedei, Federación Española de Entidades de Empresas de Inserción, is a not for profit association known like the Spanish Federation of the Companies of Social Integration Enterprises. It is composed by 8 social organizations which represent more than 60 associated organizations; they all work for the equality, the solidarity and the social justice. It was created in 1998 with the objective to defend the interests of the people who are in situation of social exclusion or who risk the social inclusion, on the national and international levels.

In Paris, on the 27 March 2004, during the first Board of Directors 2004 « opened to all members », the Portuguese member ANIMAR and the Spanish member CONFEI did their first presentation.

CONFEI - Spain
CONFEI recently developed in the region of Castilla – La Mancha and will soon include the region of Madrid Capital City and of Valencia. This network has no relations with religious or political movements: its aim is to put itself in relation with the new government. The idea of CONFEI is to establish with the government a ready market in which Spanish Integration Enterprises may include themselves. At the European level, it puts itself at the disposal of ENSIE and of its objective to fight against exclusion.

ANIMAR - Portugal
Animar is a national organisation formed by three regional platforms: North, Centre and South Portugal and by the Archipelagos of the Azores and Madeira. There are some 80 members, shared between collective and individuals. ANIMAR is first and foremost a local rural organisation and secondarily, urban. This organisation is for the local development with no distinction between legal frameworks. It develops partnerships with the public authorities and the actors of the social dialogue.
In Paris, during the last Board of Directors, the adhesion of a new Italian member, **Consorzio Sociale Abele Lavoro**, has been accepted.

This Consorzio represents Social Integration Enterprises active in the selective sorting and collection of the paper and in the computer material dismantling sectors. It is situated in Turin and represents a local network.
3. 2003: hinge year

Preamble

From the departure of the coordinator, in September 2002, until June 2003 the network worked exclusively thanks to the will of its members.
In June 2003, within the framework of the Community program Leonardo da Vinci, the Faculty of Economy of Turin (Italy) presented at Ensie an offer of training.
Ensie accepted the offer and engaged a trainee for thirteen weeks. That allowed the network the re-establishment of a technical secretariat.
The trainee left the European network in October and Ensie finished this year, once again, without a stable point of reference.
The 15 November the European project answering to the budget heading B3-4000: IRSIE, Industrial Relations in the Social Integration Economy has begun.
Ensie obtained a new subsidy of 25.000 Euro by the Social Cell of the Federal Ministry of the Belgian Social Economy for this year. Considering the late advertisement of this good news Ensie asked and obtained that this subsidy would be prolonged until the 15 November, 2004. Thanks to this prolongation, the subsidy of 25.000 Euro is used like co-financing of IRSIE project.

3.1 The principal steps of the 2003

This table tries to give an outline of the life of the network in 2003.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>21/02/2003</td>
<td>ELEXIES project seminar - Brussels</td>
</tr>
<tr>
<td>17/03/2003</td>
<td>ELEXIES project restitution seminar - Bettange Luxemburg</td>
</tr>
<tr>
<td>18/03/2003</td>
<td>ENSIE Board of Directors – Brussels</td>
</tr>
<tr>
<td>15/06/2003</td>
<td>ENSIE General Assembly – Brussels</td>
</tr>
<tr>
<td>23/06/2003</td>
<td>Trainee engagement</td>
</tr>
<tr>
<td>10/10/2003</td>
<td>ENSIE Board of Directors – Barcelona</td>
</tr>
<tr>
<td>13/10/2003</td>
<td>Training end</td>
</tr>
<tr>
<td>15/11/2003</td>
<td>IRSIE project and federal financing beginning</td>
</tr>
<tr>
<td>15/12/2003</td>
<td>ENSIE Board of Directors - Brussels and first IRSIE project seminar</td>
</tr>
</tbody>
</table>

3.2 The projects

3.2.1 ELEXIES Project
The ELEXIES project, «L'Entreprise sociale Lutte contre l'EXclusion par l'Insertion Economique et Sociale», the social enterprise fights against the exclusion within economic and social insertion, which had began the 1st December 2001, finished the 31st May 2003.
It was supported by the cooperation of different networks: Ensie, Emes and Cecop. These networks are composed by researchers and actors of the social integration economy.

In the last step of this project three public restitution seminar and debates were organised and several documents were produced and diffused:

- a summary table of the results classification;
- twelve working papers about the social integration enterprises
- a transversal report which presents a general synthesis of the whole process and draws the main lessons there of.

All these documents were put on line on the site: www.elexies.info

The project brought to the production of a good documentary base, which did not exist until now for Enterprises of Social Integration by work.

But, in general, the sector of the social economy did not manage to be totally recognised as a key reference network in the European Strategy for Employment and the National Action Plans for the Employment and Social Integration.

But, on the whole, the sector could not be completely made recognize like a network of reference.

3.2.2 IRSIE project (voir page 19)

The IRSIE project, «Industrial Relations in the Social Integration Economy», aims the meeting of the various active parts in the field of the industrial relations at the level of social economy, in particular, of the integration enterprises. The promoter is ENSIE and it represents the social integration economy in the civil company. Its two partners represent, on one hand, the employers' world, SST - Samenwerkingsverband Sociale Tewerkstelling- (also ENSIE member) and on the other hand the trade-union world, FOSODER - Mutual and Regional Development Found. Together, they want to exchange experiments and competences to cooperate and to coordinate their actions.

A first study is made at the Belgian level, then the other networks, which make Ensie and which belongs to the other nations, make some studies and researches on the industrial relations.

The awaited results are:

- at the European level, identification of best measures to develop competences and steps of the industrial relations in the social Economy of the integration enterprises.
- the results communication and diffusion through the realization and the organization of a conference.
- the putting on line on the site: www.ensie.org.
- the creation of a European and national dialogue with the social representatives

The project envisages four one day meetings and the engagement of a person for one year. At the end of the year 2003 the project had been accepted. It required a total financing of 148.734,70 Euro including 118.984,70 as European subsidy and 29.750,00 as brings of Ensie. Unfortunately there had been a reduction on the budget: the final total financing is 87.203,00 Euro whose 20.000,00 Euro as brings of Ensie.

3.2.3 The Ensie members projects

1 FEDESI

promoting organisation : RES

The project FEDESI, «Formation et éducation dans l’entreprise sociale d’insertion», training and education in the social company of insertion, tries to develop education and training near a underprivileged and weakened on the labour market public. It intends:

➢ to explore, to identify, to evaluate and to make known all the forms of training present at the level of the social and integration enterprises developed in Europe by the social economy
➢ to study new common methodologies that can be used to develop the training of this type of enterprises, answering to the problems of exclusion
to release a valorisation through the certification of these trainings which are integral part of the socio-professional reintegration. The waiting results are: new methods of training which can be adapted to the integration enterprises and to the specific public of the target (for example: weak qualification, young drug addicts, single-parent families). The project proceeds over three years; it envisages three meetings each year and the engagement of a person for all the duration. The total budget of the project is 400.000,00 Euro and RES, with the ENSIE help, must bring the 50% of the total (200.000,00 Euro). Ensie must ensure a project management with a European dimension and must use its expertise in the dissemination and the division of the results.

2 RIVES
promoting organisation : Co-LABOR
The RIVES project, «Ré-Insertion par la Valorisation des Expériences et la reconnaissance des Savoir-faire», "reintegration by the valorisation of the experiences and the recognition of the Know-how", is an innovative concept which tries to allow the public, in an exclusion situation but registered in one reintegration course, to develop their competences through a modular training scheme. The project proceeds over three years and envisages a total budget of 461.725,00 Euro. Ensie will organise the results diffusion including the final restitution seminar; it asks for a financing of 17.745,00 Euro and brings 5.915,00 Euro in own capital stocks.

4 Life resources - developing skills to support the older in learning to learn, to get involved and to participate
Promoting organisation : BAG ARBEIT
This project aims at improving the integration of the unemployed older people in the regional social integration enterprises. These enterprises seek to activate the unemployed individual participation and to develop their competences through the use of new forms of learning. The project proceeds over three years and forsees a total budget of 387.000,00 Euro. ENSIE must support the activities of results diffusion at the national level and it is responsible for the creation of a European discussion and transfert base. It is also responsible for the co-operation with other European networks and projects to ensure a broader participation.

3.3 The Boards of Directors and the General Assembly

3.3.1 The Board of Directors of the18/03/03 (Brussels)
The principal decisions of this meeting are:
- development of the activities report 2002-2003;
- finance closure of the 2002 (payment of the debts left by Walter);
- establishment of the rules which have to be followed for the new members adhesion;
- development of a future strategy;
- research of reliable and constructive adhesions;
  - inscription in networks of contact;
  - European contacts

3.3.2 The General Assembly of the15/06/2003 (Brussels)
The principal decisions of this meeting are:
- Ensie activities report 2002-2003 approval;
- recurrence of the Office: the same Office of year 2002 with the inclusion of Mr Lucas Marain as assistant treasurer;
- approval of the ACEI proposal to have a new Catalan employee;
- expression of the necessity for an Italian member in ENSIE;
- presentation of the CONFEI adhesion request and approval.

3.3.3 The Board of Directors of the 10/10/2003 (Barcelona)

The principal decisions of this meeting are:
- the ENSIE network hasn’t exploited sufficiently the ELEXIES research to do itself promotion: proposal about the creation of CD-Rom;
- most of the members think that is necessary and urgent to constitute a coordination team of the network. But this engagement could not be possible if the ENSIE capital stock doesn’t increase. Unfortunately most of the members fight for their own financial survival. The possibilities to create a team are thus due only to the national financings, to the financing of some projects and to the possible private financings;
- re-establishment of the guiding principle for the calculation of the members fees: each member (national or regional networks) gives 10,00 Euro for every its own member. Minimum fee: 500,00 Euro and maximum fee: 3000,00 Euro;
- establishment of the rules to control the projects management, projects introduced by Ensie and projects introduced by the Ensie members.
  1. To differentiate the ENSIE projects from the members projects
  2. To find other sources of financings (the projects cannot and must not finance the daily management of the network)
  3. ENSIE is a resource network resource and the members are resources
  4. If ENSIE is not able to support the 80% of the project: there will be no project
  5. To differentiate three project levels:
     § national projects (remunerated by ENSIE)
     § members project
     § ENSIE projects (But the 80% of the ensured financing, European Financing included)

In particular we will support the projects of second level where ENSIE has a passive role;
- the Board approve the possible engagement of Ensie in the IRSIE project: “Industrial Relations in the Social Integration Economy” (Budget heading B3-4000);
- problems of article 87- European Directive relating to the State Aid- This article limits the participation of the State in the remuneration of the personnel to 50% and says that the public transfers are not possible any more if the actors have a commercial activity;
- possibility of a change in the CECOP development strategy;
- ACEI proposes the development of a ENSIE newsletter.

3.3.4 The Board of Directors of the 15/12/2003 (Brussels)

The principal decisions of this meeting are:
- RIESI project beginning:
  - engagement of one person and creation of a permanent ENSIE structure;
  - budget approval: repayment of the partners costs with the real cost method;
  - establishment of the seminars diary:
    26 March: IRSIE project
    27 March: ENSIE B.D. open
    28 June: IRSIE project
    29 June: ENSIE G.A. (Remark about the ENSIE President)
    28-29 October: IRSIE project and ENSIE open B.D.
- presentation of the Ensie newsletter structure.
4. 2004 : the network is growing

Preamble

The 2004 considered in this report arrives until the 30 June 2004.
From the 2 January 2004 Ensie has engaged a person who coordinates the network and manages
the European project IRSIE, Industrial Relations in the Social Integration Economy. This person works
in an office of the Terre group, a Belgian group of social economy whose Salvatore Vetro is an
administrator. The address of the office is:

Rue C Dumblon, 14
B-4683 Vivegnis
Belgium

At the beginning of May Ensie requires the payment of the first part of the Belgian subsidy of 25.000
Euro.
At the end of May 2003, within the framework of the Community program Leonardo da Vinci, the Faculty
of Economy of Turin (Italy) represents another offer of training.
Ensie accepts the offer and engages a trainee for thirteen weeks. The trainee begins on the 21 June
2004.

4.1 The principal steps of the 2004 till the 30 June

This table tries to give an outline of the life of the network till the 30 June 2004.

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>02/01/2003</td>
<td>Engagement of one person</td>
</tr>
<tr>
<td>08/03/2003</td>
<td>Meeting between the project manager and the speakers of the second seminar</td>
</tr>
<tr>
<td>26/03/2003</td>
<td>Second IRSIE project seminar</td>
</tr>
<tr>
<td>27/03/2003</td>
<td>ENSIE Board of Directors - Paris</td>
</tr>
<tr>
<td>21/06/2003</td>
<td>Trainee engagement</td>
</tr>
<tr>
<td>28/06/2003</td>
<td>Third IRSIE project seminar</td>
</tr>
<tr>
<td>29/06/2003</td>
<td>ENSIE General Assembly- Antwerpen</td>
</tr>
</tbody>
</table>

4.2 The projects

Project RIESI is proceeding.
Projects: "FEDESI", "RIVES" and "Life resources - developing skills to support the older in learning to
learn, to get involved and to participate" have not been accepted.
4.2.1 The «Santé financière et comptabilité des associations, les bases d’une gestion transparente et saine» project (Associations financial health and accountancy, the bases for a transparent and good management)

This project must help Ensie to set up a financial management. In particular, the project must be able to form a responsible person who knows very well the countable management and must be able to give more professionalism. Indeed, till now, to elaborate the annual documents, i.e., the bilan, the income/costs statement and the attachments, ENSIE has always asked to an external auditor. With this project two people of the association can attend to three moments of training and to a financial support of 1500,00 Euro. This support will be used to cover the costs of "kleine prins" which wrote the 2003 accountancy and to cover the expenses related on the purchase of a countable software and the training to be able to use this software.

4.2.2 The ENSIE members projects
1 CESIPAN
promoting organisation: Co-LABOR
The CESIPAN project, «La Contribution des Entreprises Sociales d'Insertion à la Sensibilisation des Acteur aux Politiques Nationales d'Inclusion Sociales», "the Contribution of the Social Integration Enterprises to the awareness the actors on the National Policies about the Social Inclusion", aims at improving the information of the social integration enterprises on the process of NAP inclusion; to reinforce the dialogue between the public authorities and the bodies representatives of the social integration enterprises (in particular national and/or regional networks) and to imply t more strongly the social integration enterprises in the complete process of NAP inclusion.
In this project Ensie works in partnership with Cecop; Ensie must coordinate the work of its own members and must install on his Internet site-web:www.ensie.org the results. CESIPAN envisages two meetings, one in 2005 and one in 2006.

4.3 The Board of Directors

4.3.1 The Board of Directors of the 27/03/04 (Paris)
The principal decisions of this meeting are:
- presentation of the local network Consorzio Sociale Abele Lavoro adhesion request and approval;
- within the framework of the IRSIE project, the payment of the costs will be done with the real cost method;
- within the framework of the FEDESI project:
  each network begins to research its principal co-financing at the national or regional level;
  the “cash” transfer (i.e. the budget justified with wages) must represent at maximum the 25% of the total budget;
- the ENSIE newsletter of Ensie: "La voie d’Ensie", Ensie voice, will be printed every two months and it should be produced in four languages: French, English, German and Spanish;
- expression of the necessity of a differentiation between the Ensie members: classification of the members in respect of their level of implication and definition of the several types of members: European, national and regional;
- expression of the necessity to start a work of coordination of the network.
5. Ensie objectives from the 01/01/2003 to the 31/12/2004

- The IRSIE project with its total financing of 87,203,00 Euro, whose 20,000,00 Euro must be paid by Ensie which uses the Belgian subsidy, has allowed Ensie to have a general secretariat from January 2, 2004. The person is engaged until November 15.
- Update of the site www.ensie.org and, in particular, of the Elexies part: www.elexies.info.
- Elaboration of a CD-ROM about Elexies with all the documents concerning the project. The CD-ROM is in two languages: English and French and it include eight directors:
  1-ABOUT ELEXIES it include the files « Introduction » and « Partners » ;
  2-NATIONAL FILING CARD it include the file « Introduction » et the files about the twelve States in the project ;
  3-GOOD PRACTICES it include the good practices of the twelve States ;
  4-RESULTS it include the files « Transversal Report » and « Recommendations » ;
  5-FINAL RAPPORT: the final report of the project ;
  6-BUDGET : a summary of the project budget ;
  7-MEETINGS 2002 it include the minutes of the ELEXIES project in 2002 ;
  8-PPT AND PAPER it include a Power Point about the situation of the Social Integration Enterprises in the Europe of 15 and the paper.
    - Elaboration of an ENSIE Power Point presentation about its structure, its members and its activities;
    - Elaboration of a paper about Ensie made to distribute during the conferences, the days of study, etc…
    - To research more professionalism in the countable and financial management of Ensie;
    - To recover the contacts in Sweden and Italy, to research new ones in the Netherlands, in Finland, in Greece, in Denmark and in the Eastern European countries;
    - Contacts with the new European members of Parliament.

We are very sorry but the report is in course of translation. We will send it to you as soon as possible.
6. The IRSIE project

6.1 Diary and program

- 15th December----First seminar of the project
  A Steering Committee made of 7 members of ENSIE and the Employers’ representative (SST) gather in order to meet the project manager who was recently appointed, and to study the solutions that has to be adopted to continue the project, given the decrease in the budget. Establishment of a new agenda and budget revision. This Committee does also take a decision on the field of investigation of the second seminar on the Industrial relations within the Social integration enterprises in Belgium.

- 8th March----Meeting of the project manager with the people intervening in the second seminar. Outline of the specific subjects which are dealt with in the various interventions. Contents, method, harmonisation of the speeches, in order to avoid repetitions.

- 26th March----Second seminar of the project
  The industrial relations in the Social Integration Economy in Belgium according to the point of view of :
  - a network of social enterprises: two speakers: Salvatore Vetro and Claude Berg. Salvatore speaks about the participative management of the Terre group in Walloonia and Claude talks about the presence of the trade unions in his Integration Enterprise, La Lorraine.
  - A representative from the employers: Lucas Marain, President of SST, Employers’ partner to the joint commission of the Social Workshops in Flanders.
  - A representative from the Trade Unions: Benoit Willems, permanent member of IDEE, the Consulting Agency of the Trade Union of the Steel workers in Verviers.

  They talk about, how they live the industrial relations in the social enterprise, and in particular within the integration.
  Relations between workers, between the management and the worker, between the management and the public authorities: internal organisation of the enterprise, role of each partner.

  Preparation of a grid of questions to allow the various ENSIE members to study the industrial relations within the integration enterprises of their country/region. Debate and construction of the grid.

- Beginning April----Priority writing of the grid and mailing to members

- 4th May----Meeting of the project manager with two Ensie members: the Res, represented by his president Salvatore Vetro and his coordinator Muriel Charlot, et the Co-Labor, represented by his director Paul Delanois. The two members are both experts in the execution of European projects and they meet to do an intermediate control of this project (control on the good execution of the different tasks of the project, on the administrative, financial and accountant management).
- **11th May**---Meeting of the project manager with two Ensie member: the Res, represented by his president Salvatore Vetro and the Sst, represented by his president Lucas Marain. Lucas Marain answers at the questions of the grid with the help of the coordinator and producer of the grid. This grid is sent to all the members with the aim that they complete it.

- **June**---Members must answer the questionnaire and send back the study.

- **28th June**---Third seminar of the project
The various ENSIE members (or only a few ones: according to the time available) present the study they made from the enquiry grid. They develop the situation of the industrial relations in the integration enterprises, according to their point of view, according to the trade unions’ point of view and that of the employers” representatives of their country.

  Emergence of some eventual common measures to develop the efficiency, the visibility and the recognition of the sector’s industrial relations both at each nation’s/region’s level and at the European level.

- **28th or 29th October**---Fourth seminar of the project
  Organisation of a conference: « Industrial Relation in the Social Integration Enterprises: social dialogue and participative management », during the second European Social Economy conference in the Central and Eastern Europe in Krakow.
We wait for representatives from the governments and the various actors of the sector, on the theme of studied relations.
During this last seminar, there is a presentation of the measures and common lines studied to improve industrial relations.
6.2 The budget

Subsidy convention VS/2003/0567
Project length: 12 months, from the 15 November 2003 to the 15 November 2004

Directs cost

<table>
<thead>
<tr>
<th>Rubrique 1 - Personnel</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Management of the project</td>
<td>24.900,00</td>
</tr>
<tr>
<td>Secretariat</td>
<td>10.110,00</td>
</tr>
<tr>
<td><strong>Total Rubrique 1</strong></td>
<td><strong>35.010,00</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Rubrique 2 – Displacement</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Travel cost</td>
<td>13.750,00</td>
</tr>
<tr>
<td>Hotel, meals</td>
<td>14.300,00</td>
</tr>
<tr>
<td><strong>Total Rubrique 2</strong></td>
<td><strong>28.050,00</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Rubrique 3 – Services</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Documents</td>
<td>2.160,00</td>
</tr>
<tr>
<td>Minutes, acts</td>
<td>2.675,00</td>
</tr>
<tr>
<td>Report and translation costs</td>
<td>2.700,00</td>
</tr>
<tr>
<td>Interpreter</td>
<td>10.000,00</td>
</tr>
<tr>
<td><strong>Total Rubrique 3</strong></td>
<td><strong>17535,00</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Rubrique 4 - Administration</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer expenses</td>
<td>3.000,00</td>
</tr>
<tr>
<td>Rooms conference rent</td>
<td>1.500,00</td>
</tr>
<tr>
<td>Internet cost</td>
<td>2.008,00</td>
</tr>
<tr>
<td>Financial services cost</td>
<td>100,00</td>
</tr>
<tr>
<td><strong>Total Rubrique 4</strong></td>
<td><strong>6608,00</strong></td>
</tr>
</tbody>
</table>

| **Total** | **87.203,00** |