

PARTNERSHIP DATA SHEET for HUNGARY AND POLAND

Introduction

This partnership data sheet for the B3 – 4000 project has been designed in light of observations made by Dorotea Daniele and Pierluca Ghibelli on the current situation, characteristics and concerns in Poland:

- 1) Lack of awareness of social responsibility in business
- 2) Country with high emigration
- 3) Existence of illegal immigration
- 4) Existence of former Vietnamese immigration during the communist period

This partnership data sheet for the B3 – 4000 project has been designed in light of the observations made by Denis Stokkink on the situation of ethnic minorities in Hungary (Roms) and information provided by the Hungarian Embassy:

- 1) Presence of ethnic minorities (Roms)
- 2) Presence of Hungarian-born Hungarians who, due to border changes following various international agreements, hold non-Hungarian passports (this situation affects some 5 million Hungarians).
- 3) Return to Hungary of Hungarians who emigrated in 1956 (generally pensioners)
- 4) Former high levels of Chinese immigration (80,000 in Budapest) during the communist period and until 1998 (during the communist period the Chinese did not require a visa to enter Hungary)
- 5) Waves of immigration (Afghans, Africans from Black Africa (Nigeria, Cameroon, Guinea), former Soviet republics (Belarus, Ukraine, Georgia, Moldavia, Armenia, etc.)
- 6) Until recently, Hungary was a transit country towards western Europe. With its accession to the European Union, Hungary is now seeing a trend towards the sedentarisation of these waves of immigration.

This partnership data sheet will focus primarily on the partnership and its development in an attempt to monitor the integration of immigrant populations and the fight against negative discrimination. Social responsibility in business in these two countries remains largely non-existent. The areas of priority and urgent action lie in other directions. However, it is important to underline the importance of the social economy in Poland and Hungary. One question will therefore be devoted to business responsibility in its strictest sense.

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1. The partnership

Question 1 is designed to elicit an explanation of the nature of your partnership in concrete terms and of the factors which led you to form this partnership.

The starting point

In Italy, the lack of nurses is particularly serious today, so much to induce many public and private sanitary structures to seek professionals in the developing countries. To the Italian emergency (over 100.000 professional nurses) corresponds that of many countries in transition, where nurses, despite their elevated training standards, do not find real and qualified professional opportunities on the national market. It is the case of many Eastern European countries, like Poland, Hungary, Czech Republic and Serbia.

Therefore, the project wants to answer to a mutual emergency, in the framework of international cooperation and in the respect of the labour and human rights of the involved personnel.

In Italy, the partnership involves CGM (the National consortium of social cooperatives) and its territorial members, with the support of DIESIS (a European organisation supporting the social economy) and, in Poland, the Auditing Union of Workers Cooperatives (ZLSP) and some of its members. It aims at building an articulated project for the immigrated workers, that gives positive answers in terms of administrative procedures and contractual conditions. Up to now, Italian legislation has not allowed, within the migratory flows established annually by the government, an easy and satisfactory matching between demand and offer of jobs. The project is addressed not only to workers that want to enter Italy to work in the health sector but also to workers already present regularly on the Italian territory.

The idea to develop a project based on the principles of mutual exchange and reciprocity was conceived in the context of the SCOPE project. This project, coordinated by CECOP (European Confederation of workers cooperatives, social cooperatives and participative enterprises), promoted the strengthening of the cooperative systems of the Eastern countries finalised to their accession to EU and it involved the cooperative organisations of all the Candidate countries and the majority of member States. Within the project activities, a twinning between CGM and the ZLSP facilitated the start up of the present project.

The target group

The project is addressed to 77 Polish nurses willing to work in Italy. Also Italian cooperatives and Polish managers of cooperatives participating to training will benefit of the project.

The Polish context

In Poland nurses are one of the category facing major difficulties in finding a job. Despite their high educational standards and their experiences, nurses are very often unemployed or forced to emigrate. There are two main reasons:

- the cut of the sanitary public expenditure made necessary by the reduction of State budget;
- the exceeding number of doctors and nurses due to the fact that during the communist period, in case of need, Poland was supposed to provide medical personnel to all the members of the Warsaw Pact.

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The reason and the main features of the partnership projects

The project responds to a double need. On the one hand, it proposes to find a solution to the nurses' emergency that strikes Italy and particularly the North. On the other hand, it offers stable working opportunities to Polish qualified immigrants and, in the meantime, support for the creation of cooperatives and consortia interested in managing health services in Poland.

Project activities

Preliminary phase: preliminary contacts between Italian and Polish cooperatives

A delegation of Italian cooperators of the consortia Solco Brescia, Solco Cremona and Consolida Trento went to Poland in April 2001, where they met medical Polish cooperatives and verified the matching between Italian demand of nurses and the Polish offer (availability of personnel and their skills). A Polish group came in Italy (Brescia, Trento, Bergamo) in October 2001; the visit to social cooperatives and consortia has underlined a need and a specific interest in transferring to Poland the experience of type A cooperatives managing social services (particularly home assistance and care of elderly people). Therefore, ZLSP and CGM signed a protocol of agreement for collaboration and mutual exchange.

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Action A - TRAINING OF NURSES

PHASE 1: Analysis of the needs of the enterprises at local level

This phase has been carried out by the territorial Consortia, in collaboration with connected Universities or training institutes. It aimed at identifying the number and the characteristics of nurses required at local level.

This phase was useful in order to facilitate the task of the Polish partner ZLSP for the preliminary selection of the workers, so that to guarantee a greater effectiveness of the action. In addition to the formal criteria for the recognition of the professional qualification title in Italy, the following elements have been considered relevant:

1. motivation to social work
2. membership of Polish cooperatives or knowledge of the mechanisms of affiliation to a cooperative
3. capacity of working in team

This action has identifies the following needs:

Solco Brescia:	30 nurses	Solco Mantua:	12 nurses
Solco Bergamo:	12 nurses	Solco Cremona:	5 nurses
Solco Como:	5 nurses	Solco Ravenna:	13 nurses

PHASE 2: Pre-selection

The pre-selection of the personnel to be sent to Italy has been realised in Poland by ZLSP, with the coordination of DIESIS and CGM, on the basis of the analysis done by local Consortia according to the above-mentioned criteria.

This phase concerns professional profiles already qualified within the social or sanitary sector corresponding to the identified needs.

PHASE 3: Linguistic training

It is a priority objective, because the language is the main way to communicate and to learn. Nurses need to learn not only to teach the Italian language, but also the terminology of sector. The project has planned a training course in Poland for small groups of pre-selected nurses.

The training was organised using innovative training techniques for rapid learning. A training module treated the main features of Italian social cooperatives.

The course length was 90 hours for linguistic training and 24 hours for the Italian social cooperation basic module. For the linguistic training ZLSP has selected teachers with adequate curricula and experience.

This phase was concluded with the examination necessary to access to the Italian nurses' register, carried out in Poland by IPASVI provincial boards (the sectoral competent body).

PHASE 4: Specialistic training and support within enterprises

Specialistic training aims at providing technical information and guidance concerning the social cooperatives in which the workers are meant to work. The topics treated concern the internal organisation of social enterprises, the local sanitary structures, the roles and tasks

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within the enterprise, the knowledge of the norms and contractual rules. Those training modules are short and very effective.

The phase of support within the enterprise strengthens the action of the specialistic training and relies on the presence of a technical tutor and of a social tutor aiming at facilitating the integration of the immigrant worker both at technical and cultural and social level.

PHASE 5: Working integration of Polish nurses in Italian social cooperatives

Phase 5 temporally overlaps phase 4. Besides the individual support during the first working period inside Italian social cooperatives, Polish workers are offered some guarantees, namely:

- ❑ Inscription in the Italian nurses' register;
- ❑ the same work contract of Italian nurses;
- ❑ Advance of travel costs to come to Italy;
- ❑ Free accommodation for the first 12 months;
- ❑ Organisation of cultural and social events to help the immigrants to be integrated in the social and cultural life of the host country.

ACTION 2 – SUPPORT OF THE POLISH SOCIAL ECONOMY

The objective is to identify and transfer good practices of Italian consortia and social cooperatives to Polish cooperatives members of ZLSP and willing to develop actions in the social-sanitary sector.

PHASE 1: Feasibility study of the Polish situation

A diagnosis of the situation of the Polish social-sanitary sector and the enterprises selected by ZLSP is necessary to understand the modalities and tools to transfer the experience, in order to guarantee a good structuring of the cooperatives and their aggregation in consortia of cooperatives. The Italian experts meet the managers of the Polish enterprises and create a mixed working group.

PHASE 2: Training of the Italian consortia about the Polish market

The training of the Italian consortia on the characteristics of the Polish market is propedeutical to the real twinning and helps the Italian cooperators to understand the specific problems and needs of the Polish reality and its enterprises. It is implemented through a short seminar in Italy.

PHASE 3: Training, advice and tutoring of the Polish managers

Such action wants to consolidate the abilities and the managerial competencies of the executives of some Polish cooperatives providing them with tools to:

- ❑ analyse the local market;
- ❑ plan the "service idea" and develop the organisational system of each enterprise;
- ❑ manage the economic, organisational and social aspects of each social enterprises;
- ❑ develop and strengthen management systems (in terms of marketing, planning and control, human resources management, internal organisation, etc.) able to foster the growth and the consolidation of the individual enterprise and the creation of consortia ;
- ❑ improve the knowledge of the specificity of the social enterprise;
- ❑ promote the ability to place the local entrepreneurial action in the frame of the public policies and the welfare systems.

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Such phase foresees a seminar addressed to the managers of the Polish cooperatives on the organisational model and the strategy of the social enterprise. The seminar takes place in Poland. Afterwards, the selected managers come in Italy for a visit of the consortia participating in the project.

To implement the strategic approach of the social enterprise, the Italian experts will visit twice the selected Polish cooperatives and ZLSP in order to provide advice on the strategies and their implementation. The transfer of know-how to the Polish cooperatives is based on the methodology of twinning: an Italian social cooperative "adopts" a cooperative or a group of Polish cooperatives and it accompanies them during the project.

Tools, staff and organisation of the project

The main tools used are training, technical assistance and advice.

The personnel involved comes from the project partners and is composed by coordinators, trainers, advisors and cooperatives' managers.

Under the technical profile, the project is coordinated by CGM that also has the function of monitoring and evaluation.

The organizational and administrative coordination is implemented by DIESIS.

The involved consortia (Sol.Co Brescia, Sol.Co Mantova, Sol.Co Como, Sol.Co Bergamo, Sol.Co Cremona, Sol.Co Ravenna) receive and collaborate to the training of immigrant nurses. They support working integration of the nurses (action A) and assist the selected Polish cooperatives (action B). Moreover, they participate in the training about the Polish market and in the action of twinning to support social economy in Poland.

ZLSP is the Polish partner that realises the selection and the linguistic training of nurses. It participates in the training of Polish managers and facilitate the creation of consortia between Polish cooperatives and their connection with Italian consortia and cooperatives.

Expected results

- ◆ Integration of 77 professional nurses from Poland in Italian social cooperatives;
- ◆ contractual guarantees and equitable working conditions for the immigrant workers;
- ◆ creation of a stable flow of mutual interest between Italian and Polish cooperatives;
- ◆ dissemination of the social cooperative model in Poland;
- ◆ promotion, through the support to the Polish cooperatives, of the development of the Polish social-sanitary sector according to quality standards;
- ◆ modernisation and strengthening of the Polish cooperatives in a changing market;
- ◆ creation in Poland of second level structures (consortia of cooperatives) able to activate local economy and to interact with Italian cooperatives;
- ◆ improvement of the ability to plan services to disadvantaged people from an entrepreneurial point of view and to place local entrepreneurial actions in the frame of public policies and the evolution of the welfare systems.

Project duration

The project started in 2001 and will be concluded at the end of 2004. The whole action A has been realised, while action B is still in course of implementation.

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Budget

The project has been financed at 50% by Cariplo foundation (one of the main Italian bank foundations). It has been selected within a call for proposal funding international cooperation projects.

The remaining 50% has been provided by the participating local consortia (Sol.Co Brescia, Sol.Co Mantova, Sol.Co Como, Sol.Co Bergamo, Sol.Co Cremona, Sol.Co Ravenna) and by CGM.

All the partners have also provided co-financing in kind in terms of human resources.

2. Details of the initiator of the partnership project

Question 2 is designed to elicit details of the individual/organisation whose idea it was to launch the partnership and which has been the driving force behind it from the outset.

Full name: Consorzio Nazionale della Cooperazione di Solidarieta' Sociale CGM

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Cgm was founded in 1987 as a second level cooperative organisation, meaning as a nation-wide network made up of local (provincial or metropolitan) consortia, throughout the country, rather than made up of individual cooperatives.

Cgm is the only network of social enterprises with a significant number of associates, not only in the north of Italy, but also in the central and southern regions.

At present, it comprises 73 local consortia from 19 Italian regions, 59 provinces, which associate over 1.200 social cooperatives (20% of the whole social cooperation in Italy) that have as their purpose the pursuit of the general community interest in promoting human concerns and in the social integration of citizens (law 381/91 - art.1).

The consortium has always worked to promote culture, by offering training activities for managers throughout the nation and by livening the Italian debate on social enterprises through its review Impresa Sociale.

Cgm has focused on enterprise-oriented aspects, by encouraging entrepreneurial skills to spread within its network and by working at a national level as general contractor and promoter of territorial development activities by means of specific projects.

Its aims are:

- supporting the development of third sector associations and cooperatives towards social enterprise as promoter of social solidarity,
- being a qualified interlocutor of institutions, schools, mass media, employment, business and political world
- encouraging and supporting organised forms of association stemming from citizens' initiatives,
- running and managing projects for developing and innovating the national and European social economy.

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Cgm is a member of Diesis (the European and International Research and Development Service for the Social Economy and the Co-operatives). At the national level Cgm is associated to Federsolidarietà, the social cooperatives sector of Confcooperative and to national third sector Forum, institutional representative body of the Italian non profit sector.

CGM figures

Consortia, 73

cooperatives, 1.200

workers, 31.500

member workers, 19.000

disadvantaged workers, 1.800

volunteers, 4.000

global turnover (2001), 750 millions euros

3. Details of the other partners involved in the partnership

Question 3 is designed to elicit details of the individuals/organisation who accepted the initiator's invitation to join the partnership and to illustrate the basic principle which underlies this difference between the partnership project initiator on one hand and the other partners on the other.

Sol.Co Brescia, Sol.Co Mantova, Sol.Co Como, Sol.Co Bergamo, Sol.Co Cremona, Sol.Co Ravenna are local consortia member of CGM. They associate type A (social services providers) and type B (work integration of disadvantaged people) cooperatives. Their aim is to support the strategic development of social co-operatives and to provide services to their members (such as management assistance, marketing, training and development of human resources, financial services, general contracting and experimentation of innovative services).

DIESIS is the European and International Research and Development Service for the Social Economy and the Co-operatives. It is based in Brussels and its members are advisory and development structures of the social economy in Europe. Its mission is to support the development of the social economy and, in particular, of cooperatives and social enterprises in Europe and in the world through the implementation of knowledge-based activities, such as training, project design, consulting and advisory services, technical assistance and research.

ZLSP is the Polish federation of workers' cooperatives. It is a voluntary and self-governing organization, which associates labor cooperatives and cooperative organizations in Poland. It was established on 14th November 1991, in Warsaw. . It has the status of a legal person.

ZLSP is a signatory of the main self-governing body of Polish cooperatives - the National Cooperative Council, a member of the International Co-operative Alliance - (ICA); Artisanal and Service Producers' Cooperatives - (CICOPA); and of the European Cofederation of Workers' Co-operatives, Social Cooperatives and Participative Enterprises - (CECOP).

ZLSP cooperates with many Polish and foreign scientific, cultural, and education institutions, including the following:

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- Higher School of Management and Banking in Cracow, Main School of Trade in Warsaw, about a dozen higher education non-public institutions, and the Basque University of Mondragon.
- The Cooperative Research Institute in Warsaw, and the Polish Cooperative Movement Museum in Warsaw.

The Regional Song and Dance Ensemble of Lower Silesia "Wroclaw" in Wroclaw, and the Song and Dance Ensemble "Krakowiacy" in Cracow.

4. Sector in which the initiator of the partnership project operates

Question 4 is designed to establish the economic and social sector in which the initiator of the partnership project operates?

CGM is the main Italian network of social cooperatives. According to the Law 381/91, the social co-operative is a private company, recognised by the Italian State, whose purpose is “to pursue the general community interest in promoting human concerns and in the social integration of citizens”. There are two types of social cooperatives:

- Type “A” are the cooperatives that manage social-health and educational services
- Type “B” cooperatives carry on sundry activities (agriculture, industry, business or services) whose purpose is to find employment for disadvantaged people (at least 30 %).

Together with associations and foundations, social cooperatives are part of the Italian third sector. Cooperative federations (Federsolidarieta’, ANCST) are members of the Third Sector Forum, the national platform representing the third sector at institutional level.

5. Sectors in which the other partners in the partnership operate

Question 5 is designed to establish the economic and social sectors in which the other partnership project partners operate.

Sol.Co Brescia, Sol.Co Mantova, Sol.Co Como, Sol.Co Bergamo, Sol.Co Cremona, Sol.Co Ravenna are local consortia member of CGM. They associate social cooperatives at local level and are an important actor of the third sector in the territory where they operate.

DIESIS is a cooperative with social aim according to the Belgian law and participate to the activities of the third sector at European level.

ZLSP is a federation of cooperatives. Even if in Poland the concept of third sector is not well known, social cooperatives are considered as a part of the third sector.

6. Special characteristics of the initiator of the partnership project

Question 6 is designed to establish whether any factors either related or external to the launch and operation of the partnership - economic and financial situation, employment

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situation, geographical location - have influenced the launch and operation of the partnership project for and by the project initiator.

CGM has launched the present project in the frame of its international cooperation activities. Immigration and support to social economy in foreign countries are the main topics of CGM international cooperation action.

The project responds also to a specific need of local consortia member of CGM: the lack of nurses and the willingness of hiring immigrant workers respecting the ethic principles of social cooperation (attention to the individuals, fair labour conditions, solidarity and social integration).

External funding has allowed CGM to develop a bigger and comprehensive project, aiming at helping Polish cooperatives from various points of view.

Nevertheless, the project would have been developed anyway, also without the contribution of the CARIPLO foundation. On a smaller scale, it would have been self-financed by CGM and its local consortia.

Even if the main project actors are located in an urban area the geographic situation is not relevant for the launch and operation of the project.

7. The socio-political environment of the initiator of the partnership project

Question 7 is designed to establish whether any aspects of the socio-economic situation of the initiator of the partnership project favour or promote the development of the partnership project in terms of the integration of immigrant populations and the fight against negative discrimination. Question 7 is broad and general in its scope.

When it was started, the project concerned immigration of workers from a country not member of the EU. Therefore it had to respect the whole Italian legislation concerning immigration.

The main legal acts regulating immigration in Italy are the following:

- Law 40 (6 March 1998): Regulation of immigration and norms about foreigners conditions.
- Legislative Decree 25 July 1998, n° 286. Sole Text (Testo Unico) of the rules concerning immigration discipline and norms about foreigners' conditions. The Sole Text collects and coordinates all the norms about immigration (law 40/98, law 943/86 and law 39/90 (law Martelli).
- Decree of the President of the Republic 31 August 1999, n° 394. Regulation including norms for implementing the Sole Text of the rules concerning immigration discipline and norms about foreigners' conditions, according to art. 1, comma 6, of the Legislative Decree 25 July 1998, n° 286. Commonly known as Implementation Regulation (Regolamento di Attuazione).
- Law 189 (30 July 2002): Change to the norms about immigration and asylum, commonly known as Law "Bossi - Fini".
- Decree of the President of the Council of Ministers who, after hearing the interested Ministers and Commissions, decides the maximal quotas for entering in the national

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territory for seasonal workers, employees and autonomous workers, taking into account family joining and exceptional events (art.20 TU).

- Decree of the President of the Republic 30 March 2001. Approval of the planning document, for the period 2001-2003, concerning immigration and foreigners policy in the national territory, according to art. 3 of the law 6 March 1998, n°40. Commonly known as Planning Document.

Moreover Polish nurses, in order to have the possibility to work legally in Italy should comply with the following requirements:

- Their educational qualification should be recognised as equivalent to the Italian one. Their diploma and other educational qualifications should be certified by the Italian embassy, translated in Italian and approved by the Italian Ministry of Health.
- Inscription in the Polish register of Nurses.
- Visa to work in Italy (to be obtained by the Italian embassy in Poland after showing the work contract with an Italian employer).

Nowadays, after Poland accession to EU, Polish workers should be free to work in any European country. Nevertheless, a period of transition has been set, during which immigration flows are still regulated. So, even if Polish workers do not need anymore visas and the procedure for the recognition of diploma is much easier and quicker, they still have to have a work contract to obtain the right to live in a EU country.

8. Benchmarking

Question 8 is designed to measure social, economic and environmental performance in terms of the integration of immigrant populations and the fight against negative discrimination.

In general terms, CGM project is based on the concept of cooperation as reciprocity among organisations and of equality among partner, considering local balanced growth as a fundamental element of a lasting and constructive collaboration. It aims at combining a large vision with practical actions in order to guarantee the satisfaction of concrete and urgent needs together with the development of social and economic capital in the involved countries. Therefore, the challenge that CGM sets, according to its idea of international cooperation, is to unite the satisfaction of immediate needs with a long term strategic vision in an optics of ethicality and mutual respect.

This new area of activity that CGM has started two years ago takes its origin in the demand to intervene coherently with its own values and mission in the phenomenon of the "market of the migration", that in Italy and in Europe is very often treated only from an economic point of view, without any care to reciprocity and social integration.

Moreover, such action is implicit in the nature of the cooperation and in specific of social cooperation as stated in art. 1 of the law 381/91 founding Italian social cooperation: "Social cooperatives have the purpose to pursue the general interest of the community to the human promotion and the social integration of the citizens[.....] .

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The nurses project should be considered a very good practice because it promotes employment of immigrant workers, guaranteeing them not only legal and fair working conditions but also social and cultural integration.

Moreover, the support given to Polish cooperatives, aims, in the long term, to make possible for the nurses to go back to Poland to work in Polish social cooperatives where they could transfer all the know how and experience acquired in Italy.

Due to the lack of nurses, in Italy there are many organisations helping immigrant workers to be employed by Italian companies and hospitals. But most of them are profit driven and do not pay any attention to social aspects.

The satisfaction of the nurses working in CGM social cooperatives and the fact that none of them has gone back home shows how it is important to support any immigration practice with social assistance.

The social aim of the project has also been underlined vis-à-vis of the public authorities in order to make them understand the importance of social and cultural integration of immigrant workers and its final benefit for the local community.

The project has led to the creation of an informal network constituted by the consortia and cooperatives involved in the partnership and the nurses in order to exchange experiences and to find common ways to solve problems.

9. Social responsibility in business

Question 9 is designed to establish whether this activities carried out within the framework of this project has affected local businesses in terms of the integration of immigrant populations and ethnic minorities and the fight against negative discrimination.

The project gives a very small contribution in term of numbers to the enormous issue of immigration flows.

Nevertheless, it has already raised interest at local level, because for the first time it combines economic and social aspects.

The economic results of the project (nurses productivity and capacity to integrate), are very good and show that attention to social integration can only help economic results.

As said before, the combination of social and economic aspects is the core activity of social cooperatives, but, thanks to positive and concrete examples, it is starting to be appreciated and developed also by profit companies.