



IN SITU – CE 1494

Joint eReport on regional needs assessments

Deliverable D.T4.1.8



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1. Introduction

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WORK PACKAGE T4 is the strategic starting and finishing point in tackling the common territorial challenges and lays the foundation for the change that IN SITU plans to achieve. Contributing to all specific objectives but in particular SO1 ‘Developing a strategy blueprint...’, T4 will focus on developing the Intergenerational Support Scheme and Blueprint Strategy for a transnational social innovation ecosystem.

The clear goal is:

- 1) to bring the targeted unemployed youth and elder (50+) unemployed citizens into the labour market through social innovation and entrepreneurship;
- 2) foster cooperation among the key players of the reg. strategic triangles;
- 3) ensure that PP regions learn from each other (best practice examples) and that they will become specialized CE “learning regions” according to the innovative “biomimicry” concept;
- 4) deliver and capitalize the tested and validated Intergenerational Support Scheme and Blueprint Strategy also to other regions in Europe ensuring added value.

T4 will produce two outputs to achieve Project Specific Objectives:

-O.T4.1 aims to assess the regional needs in the field of social innovation resulting in six regional needs assessment and one joint assessment tool for supporting the integration into the labour market of the unemployed young and elder (50+) citizens (A.T4.1).

-O.T4.2 will focus on intergenerational draft eStrategies in the six CE partner regions (A.T4.2), and the final Intergenerational Support Scheme and Blueprint Strategy for a transnational social innovation ecosystem (A.T4.3).

T4 runs parallel with T1, and is the basis for the T2&3. All PP will be involved in all activities. The WP Leader is an experienced organisation (PP4). Target groups will be activated and involved in process-related communication creating a bottom-up participatory process.

In order to achieve the project’s goals PP develop an eTemplate for the Social Innovation Needs Assessment. (D.T4.1.2-7).

The regional needs assessments (D.T4.1.2-7) are summarised in this eReport to describe the situation of social innovation in CE partner regions identify synergies for knowledge transfer.

CAT. 1 Equal opportunities and access to the labour market - Education, training and life-long learning needs - Education, training and life-long learning and Active support to employment: *(Please provide information about the regional state of the art (projects initiatives regulations, grants) concerning quality and inclusive education, training and life-long learning in order to maintain and acquire skills enabling successfully transitions in the labour market. Please focus on peer education in your region, initiatives to improve entrepreneurship or self-employment, i.e. support for job search, training and re-qualification for young people and long-term unemployed +50s).*



The Austrian Federal Ministry of Education, Science and Research has a priority on inclusive education. There are nine different Provisional Disability Acts in Austria, hence no uniform system on how to engage in early intervention, when a child is in danger of or already is disadvantaged. There are also key strategies, the Federal Government follows for inclusive education such as more joint teaching of disabled and non-disabled people (inclusive teaching) and the principal of normalisation and employment opportunity for disabled people (Employment Initiative).

In order to ensure the best access to training and education, Regione Veneto foresees Actions to support Students, Families and Contributions. The problems in educational decisions are mainly the balance between training and professionalism sought by companies and the balance between pensioners and workers, also in light of an aging population. Veneto companies claim to have difficulties in finding professional employees both for lack of candidates and for their poor preparation. The main regional policies regarding education, training and life-long learning and active support to employment consist of: actions for the employability of young people under the Youth Guarantee (*garanzia Giovani*). And active policy initiatives are aimed at: long-term unemployed (for more than 12 months); persons who have not been regularly paid for at least 6 months; unemployed over 50 years of age, regardless of the duration of unemployment;

There are many institutions and initiatives in the Stuttgart Region dealing with lifelong learning, education, training or advanced training. These include state organisations, subsidized and/or private sector organisations like the The Welcome Center Stuttgart, and The Volkshochschule Stuttgart (vhs). People who want to start their own business or set up a company in the Stuttgart Region will find a large number of specific and tailor-made support offers. Various institutions, companies and public institutions offer assistance, information and advice. i.e. PUSH! Partner network and Joblinge.

Stakeholders involved in designing labour market policies in Croatia include the Croatian Ministry of Labour and Pension System, Croatian public employment services, social partners (trade unions' representatives and the Croatian Association of Employers), relevant chambers (Chamber of Commerce and Chamber of Crafts), and other relevant ministries and non-government organisations. The Ministry of Labour and Retirement System and the Croatian Employment Service implement a number of active employment policy measures with the aim of encouraging employment, additional education of workers and job preservation. Croatian Employment Service additionally targets persons older than 50, as well as those who are low-skilled and inactive – special measures for individual assessments and personalised guidance of long-term unemployed, and motivational activities and activation programmes are being implemented.

Inclusive education is a priority for the Ministry of National Education (MEN) in Poland, in the Province of Silesia, the Ministry of National Education organizes information activities and trainings in the area of education of students with special educational needs In Poland in 2018, an average of 5.7 % of adults participated in lifelong learning according to Eurostat database. In the Province of Silesia the possibilities of financial support for people who intend to start a business are regulated by the Act on Employment Promotion and labour market institutions. Unemployed persons may receive support in the form of a non-returnable subsidy from a District Labour Offices for starting a business, establishing a social cooperative or joining a social cooperative up to six-fold average remuneration effective on the day of concluding the contract.

In the Republic of Slovenia, the education system is organised mainly as a public service rendered by public and private institutions and private providers holding a concession who implement officially recognised or accredited programmes. Concerning the governance of public institutions, the state and the local communities have several roles given that they are the regulators, founders, main financiers and supervisors. There are also supporting public institutions in education, set up by the state that pursue, primarily, activities in the scope of development, professional support and



supervision, as well as quality monitoring, counselling and so forth. The Slovenian Institute for Adult Education is the supporting institute for adult education founded by the state.

Gender equality and Equal opportunities: *(Please provide information about the regional state of the art concerning equal treatment and opportunities between men and women (participation in the labour market, terms and conditions of employment and career progression. Differences between men and women in terms of equal pay for work, equal treatment and opportunities regarding employment, social protection, education, and access to goods and services available to the public regardless to gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation. Please focus on initiatives concerning Equal opportunities of under-represented and disadvantaged according to the IN SITU regional target).*

With a gender gap of 19,9%, Austria has a higher than EU-average Gender gap between the wages of men and woman. This gap slightly decreased over the last decade, however it is still significant. The Equal Treatment Act (Gleichbehandlungsgesetz GIBG) contains a comprehensive prohibition of discrimination in connection with employment relationships. Moreover, the Ombudsperson for Gender Equality in Employment, that belongs to the National Equality Body is an administrative unit of the Federal Ministry of Health and Women and has its main office in Vienna with several regional branches. The tasks of the Ombudsperson are the provision of information on the Equal Treatment Act in the private sector, as well as the consultation and support of persons who feel discriminated against.

The Veneto Region established the Commission for the Realization of Equal Opportunities between Men and Women at the Regional Council. It is the consultative body of the Region in initiatives concerning gender policies, for the effective implementation of the principle of equality and equal opportunities enshrined by the Constitution and the regional statute. The presence of women among employed persons has grown significantly. Starting from 2013 there is a trend of progressive growth in employment positions. However, the top jobs remain a male prerogative, with only 21% of female in top executive positions and 33% of women in executive position.

The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the Federal Employment Agency are combining modern gender equality policy with a labour market policy approach in the "Perspektive Wiedereinstieg" action program. The Stuttgart Region is committed to a modern and open-minded society that does not tolerate any discrimination. Therefore, municipal departments for Individual Equal Opportunities for Women and Men have the task of uncovering disadvantages based on gender, age, religion, sexual orientation or gender identity, cultural affiliation, disability or social origin, and to develop suggestions for improvement or solutions, together with the numerous network partners, like the social enterprise ZORA gGmbH.

Discrimination in the Republic of Croatia is prohibited by: Constitution of the Republic of Croatia; International Treaties to which the Republic of Croatia has acceded; Laws, such as: The Law on Combating Discrimination; Gender Equality Act; Law on Same-sex Communities; The Constitutional Law on the Rights of National Minorities; Labour Law; Criminal law, etc. Croatia's overall employment has a sizeable gender gap. Compared to 71 percent of active men being employed, only 61 percent of active women have paid jobs. Although they are successfully trained at all levels, women in Croatia earn 86.8% of men's gross earnings on average. Later, they are entitled to lower pensions (women receive on average 23 percent lower levels of pension payments. Only 3 percent of women ages 25–29 years are entrepreneurs. Older women are more entrepreneurial, with rates somewhat higher (8.5 percent) for women ages 60–64. Meanwhile, only one-third of firms in Croatia have women as owners.

In the Province of Silesia Priority axis VIII Regional Staff of the Knowledge-Based Economy was created in order to ensure equality between men and women in all areas, including access to



employment, career development, reconciliation of work and private life and promoting equal pay for equal work. In all investment priorities as well as in the entire RPO WSL system, mechanisms are introduced to implement the principle of equal opportunities for women and men at every level. Activities in the field of increasing accessibility for people with disabilities are performed to improve integration in employment, education and training, thus enhancing social inclusion, reducing health inequalities and facilitating the transition from institutional to community-based care, in particular for those who face discrimination on several grounds at the same time.

The Constitution of the Republic of Slovenia includes articles dealing with non-discrimination concerning: gender, ethnicity, race or ethnic origin, language, religion or belief, disability, age, sexual orientation, gender identity or gender expression, social standing,¹ economic situation, education or any other personal characteristic. The Penal Code prohibits discrimination (Article 131(1)). It also prohibits incitement to hatred, violence and intolerance based on national, racial, religious or ethnic affiliation, sex, skin colour, origin, property status, education, social status, political or other opinion, disability, sexual orientation or any other personal characteristic (Article 297). In Slovenia, the duty to provide reasonable accommodation for people with disabilities is included in the law, Article 3(3) of the 2010 Act on Equal Opportunities for People with Disabilities.

CAT. 2 Fair working conditions Secure, adaptable employment, Wages and Social dialogue and involvement of workers *(Please provide information about the regional state of the art concerning initiatives/projects in order to ensure: fair and equal treatment regarding working conditions; access to social protection and training; forms of work that ensure quality working conditions; entrepreneurship and self-employment; initiatives to support capacity of social partners to promote social dialogue.*

Austria is characterized by a dual system of labour market regulations: on the one hand, this system is based on a legal framework of industrial and labour relations; on the other hand, it is based on the self-regulation of social partners, for example, in the field of social insurance or collective bargaining. Although Austria has further improved its active labour market policy in recent years, both the Austrian government and the social partners have focused [more] on the quantitative aspect of employment growth and job creation, and on the issue of competitiveness and innovation potentials of Austrian companies in the global context. The 'policy concertation' and the chambers model in Austria, which has contributed since the 1950s to an institutionalized system of social dialogue regardless of political changes. The Austrian model is based on a network of autonomous interaction between the trade unions and employer organisations, as well as the close participation of interest groups in political decision-making, including the drafting of legislation.

The Region Veneto intervention strategy, in order to ensure fair and safe working conditions and social dialogue, in synergy with the other active subjects of the public and private prevention system, provides for initiatives to protect the health and safety of workers, with the aim of combating accidents at work and occupational diseases.

In the Stuttgart Region, where job offers of the Stuttgart Employment Agency do not work, specific measures for reintegration into the labour market are needed. "Arbeitsförderung Stuttgart" acts as an interface between the administration and the providers of job-enhancing measures. Its tasks also include controlling existing services, coordinating networks and initiating and supporting measures. With various labour unions, there are employee representatives for the various sectors of the economy. The trade unions are committed to fair working conditions in their respective sectors. Because of the high coverage rate of unions and employers' groups, social dialogue elaborated



higher influence on establishment of policies. Except for job training and employment security, it also emphasized bargaining and negotiation in work conditions, including shortening of work hours and wage increase.

The rights of workers are defined by the Labour Law and the Anti-Discrimination Act in Croatia. General workers' rights: direct or indirect discrimination in the field of work and working conditions is prohibited. The Association of Independent Trade Unions of Croatia (SSSH) has been recognized as a relevant social partner to the Government of the Republic of Croatia and the Croatian Employers' Association. It is committed to constantly improving the safety of workplaces for the physical and mental health of workers, through the improvement of the legislative framework in the field of occupational safety, counselling and co-regulation in the field of occupational safety. This is done by the commissioners and the committee on occupational safety, and the coordinated action of trade unions (SSSH). The Council for Civil Society Development is an advisory body of the Government of the Republic of Croatia, which works on the development of cooperation between the Government and civil society organizations on the implementation of the National Strategy for creating an encouraging environment for the development of civil society, development of philanthropy, social capital, partnerships and inter-sectoral cooperation.

In Silesia all investment priorities as well as in the entire RPO WSL system, mechanisms are implemented that ensure fair and equal access to social protection, training, and the forms of support.

Work-life balance and well-adapted work environment: *(Please provide information about the regional initiatives and regulations concerning parents and people with caring responsibilities (i.e. suitable leave, flexible working arrangements and access to care services a working environment adapted to their professional needs and which enables them to prolong their participation in the labour market; equal access to special leaves of absence in order to fulfil their caring responsibilities and be encouraged to use them in a balanced way).*

In all IN SITU regions many initiatives are implemented in order to help parenting, encourage the reconciliation of life and work times, provide training and educational interventions, providing support with after-school care and babysitting, helping networks in the case of disabled children and elderly dependents, applying a tariff policy for services that provide discounts and benefits for the most fragile families with more children..

Nevertheless, in Austria, obligations to care for children or dependent adults are a main reason for part-time employment among women, whereas men are usually employed part-time whilst participating in school education or professional training and unpaid work continues to be undertaken by women rather than men.

Since 2016, 30 "Territorial Alliances for the family" have been activated in Region Veneto: they involve 156 municipalities and about 30 thousand families and 826 institutions and organizations. In order to implement a positive collaboration between public and private, the Regional Council of Veneto, finances municipalities for territorial initiatives with the involvement of Municipalities, schools, Chambers of Commerce, economic categories, third sector bodies, voluntary associations and committees of parents.

In Stuttgart Region the Chamber of Industry and Commerce advises companies on how to arrange flexible working hours for their employees. There are different models for a balanced work and private life, such as job sharing, family-friendly working hours, part-time work, etc. In the Work-Life-Balance Network Region Stuttgart, managers and HR managers from companies, associations, municipalities and academia meet and exchange their experiences with family-friendly company policies, the compatibility of family and career, and equal opportunities. A best practice is the Haus



der Familie in Stuttgart was founded in 1917 as the first educational institution for mothers in Germany. Since then, the services have adapted to social changes in order to provide targeted help.

In Croatia parent's and carer's rights are regulated by Maternity and Parental Assistance Act, Child Benefit Act, Family Act, Social Welfare Act and Mandatory Health Insurance Act. Parents and people with caring responsibilities have right on social protection in the way of children allowance which is obtained if your total income, realized in the previous one calendar year, does not exceed 50% of the budget base (ca. 221 EUR). The right to a child allowance may be provided by a parent, adoptive parent, guardian, stepfather, stepmother, grandmother, grandfather, foster parent. The user can also be an adult child without both parents on regular education. The right to maternity and parental leave and the remuneration are regulated by the Maternity and Parental Assistance Act with which it is determined also right to: Maternity and parental leave; The right to work part-time for enhanced child care; Leave due to care for a child with severe developmental disabilities; Adoptive leave; Financial supports (addition to salaries, cash benefits, cash grants). Parents can also apply for one-time financial support for a new-born.

In Poland, the system of supporting the work of people taking care of dependents does not have a long tradition, it is currently shaped based on the latest amendment to the Act on Vocational and Social Rehabilitation of Persons with Disabilities; Until now, the main form of support was financial benefits (inadequate to real needs). Since 6 June, 2018, employees who are parents of seriously ill, disabled children, as well as pregnant women with complicated pregnancy have the opportunity to apply to the employer for the following:- flexible working hours,- work in the system of intermittent working time,- teleworking.

In Slovenia the Parental Protection and Family Benefits Act regulates insurance for parental protection and the rights arising from it, family benefits, conditions and procedure for exercising individual rights, and other issues concerning the implementation of this Act. Maternity leave lasts 105 days and Paternity leave is intended for fathers to be able share with the mother the child's care and protection during the child's most sensitive period. Each parent has the right to 130 days of parental leave (together 260 days). One of the parents who leave the labour market because of protection and care of four or more children has the right to payment of social security contributions based on the minimum wage, until the youngest child has completed the first grade of elementary school.

CAT 3 Social protection and inclusion Social protection - Unemployment benefits - Minimum income - Old age income and pensions *(Please provide information about minimum income for the unemployed and retired people, and about the regional initiatives focused on (re)integrating these categories in the labour market avoiding social exclusion.*

In Vienna, the Municipal Authority MA40 is the point of contact for citizens with social and financial problems. In 2016, the majority of minimum income recipients lived in Vienna (56.4%). In 2017, with a total of 307,853 minimum security recipients in Austria, only 320 more persons were supported than in the previous year. Unemployment rate (2017): 5.5% of the active population. The amount of the minimum income (Mindestsicherung) depends on the one hand on the family constellation and on the other hand on the amount of the actual housing costs. The basic amount ("minimum standard") is € 885.47 per month (as of 2019). In Austria, social isolation is an enormous issue for long-term unemployed. 78% of the people at risk of poverty and exclusion are long-term unemployed.

People looking for a job and reside (or have a domicile) in Region Veneto, can take benefit of several social protection related opportunities. There are several support actions, each designed for



particular categories of people: long-term unemployed (for more than 12 months); persons who have not been regularly paid for at least 6 months; unemployed over 50 years of age. Active labour policy paths aim at a rapid re-employment of mature citizens and workers; they are aimed in particular at people over 50 years of age who find it more difficult to re-enter the world of work.

Unemployment benefit (Arbeitslosengeld) is a German unemployment insurance benefit which is paid when unemployment occurs and subject to other conditions. In Stuttgart Region it is normally paid for up to one year, and for older unemployed persons for up to two years. The amount of the unemployment benefit is regulated by law. It is usually 60 percent of the net salary (also called the performance salary). Unemployment benefit must be distinguished from unemployment benefit II. Unemployment benefit II (around 420€ + payment for rental costs and other) is an indefinite benefit which serves to provide basic security for job seekers and working people, insofar as they are unable to cover their living expenses, or only part of them, with income, assets or other assistance, such as unemployment benefit. The statutory minimum wage has been € 8.84 per hour since 1.1.2017. The statutory minimum wage rose to 9.19 euros on 1 January 2019 and will be raised to 9.35 euros as of 1 January 2020. There are several initiatives to reintegrate long-term unemployed or 50+ aged people.

Social protection in the Republic of Croatia refers to the organized protection of vulnerable groups of the population, such as sick, old, unable to work, unemployed, socially vulnerable, families with children; the state is pursuing its contribution through the principles of solidarity. It covers health and pension insurance, unemployment insurance and family allowances, social assistance and child support. If you remain unemployed you have a right to unemployment benefit but you must have at least 9 months of work in the last 24 months. The amount of your unemployment benefit depends on the salary you received before the termination of the employment relationship. The duration of the allowance (90 to 450 days) depends on the total time you have spent at work. The minimum salary in the gross amount is 3,750.00 HRK (around 507 EUR) for the year 2019. From January 2019, the lowest income of retired people is HRK 64.34 for one year of work, using the starting and retirement factors. The minimum pension is calculated by multiplying each full year of work experience with the minimum retirement value at the moment of entitlement to retirement, using the appropriate starting factor and retirement factor.

In Poland, so far, initiatives aimed at elderly retired people have focused mainly on the stimulation of their social activity, development of interests and acquisition of skills. Currently, there are no initiatives in the region aimed at bringing retirees into the labour market. In Poland, so far, initiatives aimed at elderly retired people have focused mainly on the stimulation of their social activity, development of interests and acquisition of skills. At the local level, there are Senior Clubs operating most often with non-governmental organizations, parishes and cultural centers. They are informal groups, mainly run by seniors themselves, whose goal is to integrate and support the activity of older people, to ensure that they are in the company near their place of residence. In many cities there are Universities of the Third Age. In 2019, the minimum monthly gross salary is PLN 2250.00, while the minimum hourly rate is PLN 14.70 gross. Unemployment benefit is granted for a period of 180 days and 365 days for each calendar day from the date of registration at the competent local labour office.

In Slovenia Pursuant to the Social Security Act, financial social assistance provides the users with means for meeting minimum needs in the amount guaranteeing their subsistence. Subsistence is considered to be provided if the entitled person receives income, after deduction of taxes and compulsory social security contributions, amounting to the minimum income. From 1.8.2017 the basic minimum income amounts to EUR 297,53.

Inclusion of disadvantaged people: *(Please provide information about the regional needs concerning disadvantaged people – according to the regional IN SITU target group).*



In Austria (Status June, 2019 at the Labour Market Service), while the number of youth unemployed (under 25) fell 14,2 %, the amount of unemployed +50 slightly rose 0,6%. One of the reasons is the cancellation by the Government of the initiative 'Aktion 20000'. This was a measure of the then Federal Government to combat the long-term unemployment of people over 50 years of age by funding 100% of the wage and additional wage costs for 20000 people at Non-profit organisations and Social Enterprises. Cautionary result of this Initiatives lead to almost a third of the employed 50+ keeping their job after Government funding stopped.

In Italy, there are over 18 million people at risk of poverty or social exclusion in 2016, equal to 30% of the population, also increasing compared to the previous year (28.7%). This is one of the highest values at European level (EU28 average 23.5%). The situation in Veneto remains relatively less worrying. The data published in the Statistical Report 2018 show that 17.9% of the population (about 12 percentage points less than the national average) is at risk of poverty or social exclusion. The POR ESF Veneto 2014-2020 has planned measures aimed at encouraging the entry or re-entry of people at risk of poverty in the regional labour market through active inclusion paths.

As the unemployment rate in the Stuttgart Region is rather low (around 4%, half of which are long-term unemployed, i.e. > one year), it is obvious that a shift in the target group has to be made. For this reason, we are planning to look after new citizens and refugees in the region who are seeking work, in order to support them to found their own enterprise, ideally with a focus on Social Innovation and/or Creative Industries. In a region where almost a quarter of all citizens come from different countries, it is crucial to integrate all nationalities and cultures into German society and the economy. Therefore, we are planning to put a focus on working with the above mentioned beneficiaries.

In 2018, the unemployment rate in Adriatic Croatia was around 9,4 % (EU28 average 6,8%). Youth unemployment rate was 24,6%, which puts Adriatic Croatia in top five EU NUTS 2 regions with highest youth unemployment rates. Unemployment rate for age group 50-64 was 4.7%. High youth unemployment rates reflect the difficulties that young people face in securing jobs or engaging in self-employment. Older people on the other hand do not have especially high unemployment rates, but when they do become unemployed, they are less likely to find a job, and more likely to leave the labour force in discouragement. Particular problem is long-term unemployment (when a person is unemployed for more than 12 months) which potentially leads to poverty and social exclusion. According to the OECD data, in 2018, 40.2% of unemployed people in Croatia (there is no data for Adriatic Croatia available) are long-term unemployed. Demographic groups that are underrepresented within the entrepreneurial population and especially founders of start-ups in Croatia are young people, older people and women in general.

In the province of Silesia, the groups particularly at risk of social exclusion include primarily the long-term unemployed, the homeless, the addicted, isolated people, people with disabilities (physically or intellectually to a moderate or significant extent). A separate group is seniors despite the intensification of the aging process of society. A much smaller role is attached to the stimulation of professional activity of seniors.

According to the Slovenia Labour Market Regulation Act, vulnerable groups of persons on the labour market, in accordance with Commission Regulation (EC) No. 800/2008 of 6 October 2010, those groups of persons who are classified as disadvantaged workers, seriously disadvantaged workers and persons with disabilities. Disadvantaged workers also include persons aged over 50 or living alone who have one or more dependent members. Among the seriously disadvantaged workers, the law lists those who have been unemployed for the last 24 months or more. The category of persons with disabilities includes those who have recognized the status of disabled person on the basis of national legislation or a recognized restriction resulting from physical, mental or psychological impairment.



CAT 4 Social entrepreneurial training & support: *(Please provide information concerning the regional/national regulations concerning social enterprises (i.e. legal form, favorable financial, administrative and legal environment to support social economy ecosystem, entrepreneurial training).*

Vienna offers a good support system for Start-ups. However, specific to Social Enterprises, there is still room for improvement. Nonetheless, the new wave of start-ups in the social sector set in motion more opportunities for social entrepreneurs, from the state and from non-governmental initiatives. Many support systems and entrepreneurial trainings are for students, however there are some good state initiatives for our specific target group such as the Grounder Programme (Unternehmensgründungsprogramm) for unemployed people.

The theme of sustainable development is the subject of particular attention by the Veneto Region. In the coming years, companies will play a key role as they are the engines and multipliers of innovation. Being responsible and sustainable also means creating a close link with the territory and improving relations with its stakeholders. The Veneto Region, has supported and financed sustainable social development paths since 2006 financing research grants, study visits and training. Among the companies that joined the initiative, almost 40% considered that investments in social responsibility contributed to company competitiveness and over 60% of companies considered that these actions favoured and improved the relationship with customers.

In the Stuttgart Region Social enterprises can basically adopt all the usual legal forms of enterprises. Since social entrepreneurship is not a question of legal form but a question of the way in which business is conducted, for example in terms of sustainability, ecology or social added value. Social entrepreneurship can not only be described as hybrid with regards to the integration of different orientations for action, but also the legal constitution cannot be clearly assigned to any legal form. This makes it more difficult to identify social enterprises and also the current state and future needs.

There is currently no specific law defining or regulating social enterprise in Croatia. Croatian legal framework still does not recognize social enterprise as separate legal entity, so social entrepreneurship manifests in Croatia through three legal entities, which are associations, cooperatives and private limited companies. The problem is that financial institutions do not differentiate social entrepreneurship from other forms of entrepreneurship and therefore do not have specially tailored financial products and services for social enterprises.

In the Polish legislative and organizational system, the social economy is approached in a broad and interdisciplinary way. The act regulating the activity of social economy entities has been in force since 2006 (the Law of April 27, 2006 on Social Cooperatives. In Poland, the Act on Social Economy, which would comprehensively regulate the functioning of the sector and all types of social economy entities, has not been adopted to date. The activities of particular legal forms are regulated by separate acts (the Social Cooperative Act, the Social Employment Act, the Act on Vocational and Social Rehabilitation and Employment of Persons with Disabilities, the Law on Foundations, the Law on Associations, the Cooperative Law Act).



3. Conclusions

The assessments confirm that the IN SITU regions the economic and financial crisis a decade ago has left behind still very crucial socio-economic and demographic challenges, especially the continued increase of unemployment resulting in poverty and social exclusion. Unqualified younger and older unemployed (50+) women and men are mainly affected.

All partner regions long-term unemployed people represent an important disadvantaged group. Social innovation could offer answers but there is a lack of expertise and specialist business development services and support in the public and private sectors. And there is a lack of funding.

According to the data collected it is possible to define disadvantaged potential entrepreneurs as unemployed women, youths, seniors, unemployed, disabled, ethnic minorities and immigrants who would like to run a business as self-employed or entrepreneurs running their own businesses.

The assessments suggest that companies run by disadvantaged will encounter greater barriers that will influence their survival rates.

In order to reduce these barriers IN SITU's training and mentoring will focus on: increasing entrepreneur's knowledge and skills, increasing human and social capital; reducing discrimination in terms of ages, race and gender.

IN SITU specific trainings and mentoring will be tailored to increase disadvantaged groups skills trying to find routes into entrepreneurship through the IN SITU social hubs approach that will provide opportunities for disadvantaged groups turning their particular characteristics, or own experiences, into a market advantage. The In SITU assessments revealed that there are specific needs according to the different groups that should be taken into consideration. Young entrepreneurs are affected by the pressure from peers to pursue a mainstream 'normal' career rather than undertake risky labour market alternatives. The IN SITU peer to peer approach should convince policy makers, banks, suppliers and customers that young and seniors entrepreneurs can be serious business owners. The legitimisation of businesses run by disadvantaged entrepreneurs will be a major challenge for IN SITU.

The assessments also revealed a specific need for appropriate finance in order to start a successful business. Disadvantaged entrepreneurs experience specific challenges to gaining external finance. IN SITU will provide skills and network connectivity in dealing with financial management problems.

The assessments also show an absolute need for a policy intervention to help unemployed people to break the cycle of disadvantage and invest in entrepreneurship.

Another need that emerged from the assessments is the necessity to better to exploit the existing human capital of disadvantaged groups. In other words there is a need to better use the know-how gained by disadvantaged people through their learning processes. The levels of human capital amongst some disadvantaged groups are likely to be lower than other groups. Younger entrepreneurs lack of work experience but senior entrepreneurs are more likely to have business experience and accumulated managerial know-how that should be better exploited. The IN SITU approach will provide an answer activating and joining the social capital of young and senior future entrepreneurs helping them in engaging with networks of people, establishing and developing their business through gaining additional resources from the social linkages all these individuals have.

The needs assessment indicates that in all IN SITU regions the proportion of the older population is increasing even though, in the EU there has been a declining trend of people aged 55 and above



active in the labour market in both periods. Older people tend to be less active in entrepreneurial activities than young people.

The IN SITU assessment has provided a range of factors that particularly affect disadvantaged future entrepreneurs. These include factors that may be intrinsic to the particular characteristics of members of the population as well as some that are a result of the response of society and the economy in the IN SITU project's regions. IN SITU strategy is the first step in a more long-term strategy to affect cultural changes.

IN SITU assessments revealed the following major needs for disadvantaged groups:

- Develop human capital development, focusing particularly on upgrading skills related to running a small business; giving particular emphasis to those concerned with financial management.
- Increase the knowledge on how to access supply of finance.
- Enable networking skills.
- Increase the number of advisors and consultants coming from these disadvantaged and underrepresented groups.
- Enhance community-based approaches to providing business support to the disadvantaged linking these community approaches and mainstream business support agencies. This process builds and capitalizes on the strengths of communities to work collectively, in a locally-sensitive way, in bringing about effective interventions, communities and public policy.

IN SITU Social Hubs will enhance this peer to peer approach and will provide an answer to the following specific needs:

- Involve disadvantaged groups, including those hardest to reach, in mentoring and training activities, linking them to entrepreneurship.
- Engaging peers in delivering services such as entrepreneurship promotion and community discussions.
- Responding to community needs putting entrepreneurship initiatives of disadvantaged groups into the context of local concerns and priorities.
- Overcoming barriers to social innovation for disadvantaged groups.
- Including disadvantaged needs in the agenda of the policy makers.