

## “ARCHIPELAGOS”

**SOCIAL COOPERATIVE FOR THE INTEGRATION INTO THE JOB MARKET OF PEOPLE WHO EXPERIENCE SOCIAL AND LABOR EXCLUSION**

[www.acoop.gr](http://www.acoop.gr)

**“Reach the unreachable”**  
Nikos Kazantzakis, Greek writer and philosopher

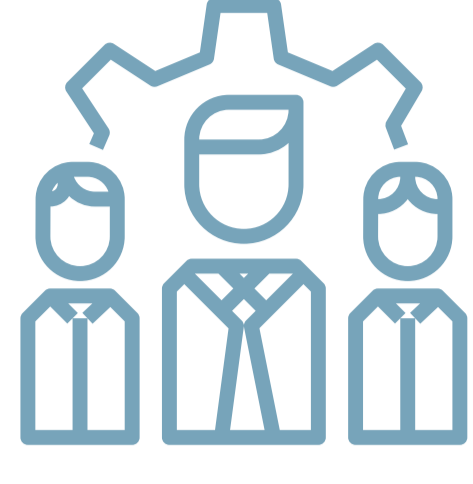


**100 MEMBERS**

**42%**  
mentally ill

**40%**  
mental health professionals

**18%**  
are other personal and legal entities



## CATEGORIES OF EMPLOYEES

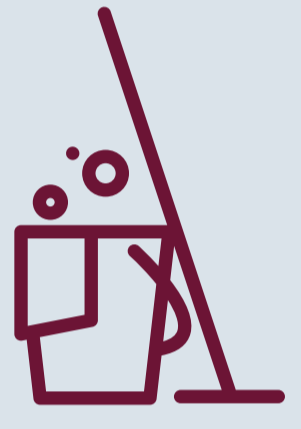
**39%**  
People with psychosocial problems

**27%**  
Refugees, asylum seekers and migrants

**34%**  
People from the general population and former addicts, ex-prisoners and parents from single-parent families



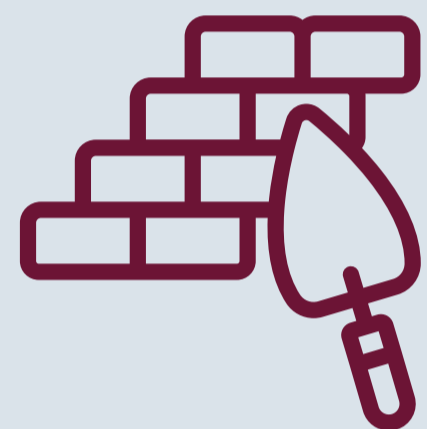
## BUSINESS ACTIVITIES



**Cleaning services**



**Second Hand Shop**



**Small repairs of buildings**



**Second hand processing**



**Intercultural mediation services**



**Catering services**

## JOB POSTS



2016 → 35 people  
2017 → 55 people  
2018 → 90 people

## REVENUE (TURNOVER) €



2016 → 65.603,00€  
2017 → 216.293,00€  
2018 → 427.575,00€  
*Profitability at all three years*



## SUPPORT OF EMPLOYEES AND MEMBERS

- We have maintained an organized section for the psychosocial support of employees and members of the Cooperative
- We have distributed productivity bonuses to all employees in the Cooperative (in both 2017 and 2018)
- We have granted cards of unlimited routes for the means of public transport
- When necessary, we support our employees and our members in fulfilling their obligations to government and other public sectors
- We often organize meetings and small socialization events
- We pioneer by giving more paid days of leave to our employees with disabilities
- We maintain the employee remuneration higher than the collective agreements
- We often employ volunteers for the child care of employees' children



## THE ADMINISTRATION OF THE SOCIAL COOPERATIVE

- Equal democratic participation of all members in the decision-making (1 person = 1 vote)
- Representative participation of members in the management bodies, even if they have been deprived of legal capacity
- Collective and shared management procedures, timely and detailed planning, regular public reports
- Regular and extraordinary group meetings with the employees of each project / activity.
- Partnerships with other enterprises of social and solidarity economy



## OUR PHILOSOPHY FOR INTEGRATION

- We try to constantly strengthen the culture of the “different”
- We make good use of the notion of “partnership” (employees = members of the Cooperative = co-workers)
- We create a safe working environment (continuous care, teamwork, regular team meetings, ongoing individual & group counseling, decent working conditions)
- We try to highlight work as a right and as a means of integrating society more widely, against benefits integration policies
- We focus on the positive elements of the personality to deal with the negative consequences of a constructed “vulnerability”
- We employ a large number of volunteers, while many members of the Cooperative are voluntarily employed, mainly in supporting vulnerable people in their work

