

NEWSLETTER Vol 1/4 1993

The 5th CEFEC Conference in Delphi

Personal Impressions...

The first thing to say about this conference is a thankyou to the Greek section of CEFEC for having chosen such a beautiful spot, such a communicative conference centre; and for all their warm hospitality, including the Greek dancing, dinner at the seaside, a special guided tour around the Delphi museum, good food and competent interpreters.

Of the more than 150 participants, over 80 from Greece informed the delegates from England, Scotland, Northern Ireland, Ireland, Sweden, Belgium, The Netherlands, Luxembourg, Germany, France, Portugal, Italy, Austria, Portugal, Cyprus, Canada and from Japan about the difficult situation Greek psychiatry is currently struggling with.

Judging from the local projects we saw in and around Delphi, I was very impressed by the mobile out-patients' teams, by how they cared for long-stay patients (eg: those discharged from Leros mental hospital); by the availability for patients of group homes and of work in agricultural cooperatives; and by the integration of families and villages with their relevant social bodies in the rehabilitation of psychiatrically disabled people. If some of us from the North Alpine countries missed industrial and technological settings, one has to remember that over 80% of Greek enterprises and employers have less than 10 employees, and are mostly family cooperatives. So why should it be different for cooperatives for the psychiatrically disabled?

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CEFEC is a European confederation to promote vocational rehabilitation, employment and social firms for people with psychiatric disabilities.

Here we have a point which all CEFEC Conferences have to face: in considering the application of CEFEC principles, a lot of energy has to be invested in setting these in the context of the infrastructure and economical situation, and of the basic psychiatric development of each member country.

To my mind, this demands a very sophisticated conference structure, which the Greek section did its best to attain.

The following statements from some Conference participants reflect their opinions:

- "I am here for the first time, and bewildered and impressed by the diversity and by the liveliness."
- "Having been to several CEFEC Conferences, I observe the tendency that countries are very interested in explaining their own psychiatric system, its benefits and its problems. How might we manage to compare these with the systems and problems in other countries, without losing sight of our main CEFEC topic, namely, employment projects?"
- "I have an interest to meet people from other countries and am returning inspired and enriched by new friendships and helpful work contacts."
- "I have a great interest to go into the details of some of our CEFEC essentials, such as certain legal and subsidy situations or specific production and technology lines, and want more practical workshops with practical issues rather than organisational and administrative matters."

To sum up a few practical issues and results of several CEFEC sessions (Executive Committee, General Meeting). I think we can be content and hopeful for the further development of the movement and organisation of CEFEC:

1. NEXT CONFERENCE:

We are very lucky to have Derek McClure from Northern Ireland already engaged in preparing the

6th CEFEC CONFERENCE from 11-18 SEPTEMBER 1993 in LONDONDERRY / NORTHERN IRELAND

Derek McClure has been taking note of lots of good ideas and suggestions during the Delphi meeting.

2. EXECUTIVE COMMITTEE:

The members of the Executive Committee have increased in numbers with the beneficial result that more countries are officially represented (see CEFEC News) and more necessary tasks are shared.

3. INFORMATION DATA SERVICE:

The wish of many participants for more basic information about projects and employment initiatives is being met by the offer of Götz Graumann and Georg Wöhr, of INTEGRA Employment Project in Walldorf/Heidelberg, to start an Information Data Service in the course of the next years. STEP ONE of this will be to collect very basic hard facts on the 70 CEFEC members. If we get the necessary support a first Information booklet on members and projects across Europe will be produced.

4. SECRETARIAT:

The members of the Executive Committee agreed that CEFEC as an independent organisation should be strengthened by a higher degree of funding through membership fees of the Secretariat (European Office) in Berlin. The first three pioneering years were highly supported by the German FAF organisation, a situation which has to come to an end. In the last years it was the outstanding effort of Ursula Dreher and Meto Salijevic to build up the infrastructure by endless everyday actions which made CEFEC a lively organisation.

Dialling Berlin 2511066 to ask for Ursula was synonymous with reaching an up to date European CEFEC INFOPOOL.

I want at this point to thank Ursula and Meto for this, on behalf of all CEFEC members.

5. PRESIDENCY:

When Erwin Seyfried as one of the pioneers of CEFEC stopped being its President (due to his obligations at Berlin University), many of us were clear that this meant turning a new page, to a page with a number of uncertainties and questions. It is therefore good to know that a new President, PAUL BATEN, a new Secretary, ATHENA FRANGOULI, and a new Treasurer, METO SALIJEVIC, will be in charge. Many thanks to Erwin Seyfried, and all good wishes to the new crew for their activities in the coming year.

6. USERS INFLUENCE:

It was agreed that we should make efforts to include more users and give them an active part (facilitate their participation) at CEFEC meetings.

7. EAST EUROPEAN MEMBERS:

We aim for more participation from East European countries, and will try to fill in the few other gaps on the CEFEC landscape, such as France, Denmark and the Skandinavian countries.

If you have any information on projects in these countries, please send it to Derek McClure, ITO, Balloo Ave, Balloo Industrial Estate, Bangor, Co. Down, BT19 2QT, Northern Ireland.

Christiane Haerlin, Köln

Report from the Greek organizers

The 5th CEFEC Conference was held from the 10-14 October 1992 in Delphi, Greece. The Conference was organized by CEFEC and the Greek Society of Social Psychiatry and Mental Health, a

non-profit organisation which works for psychiatric reform in Greece (de-institutionalisation/rehabilitation). Part of the expenses for the Conference were covered by the Greek Ministry of Health and Social Care, by the Social Fund of the European Commission, the Hellenic Tourist Board and the Greek Ministry of Research and New Technology.

At the Conference participated more than 150 persons, who represented the organizational members of CEFEC from all EC countries, as well as delegates from Austria, Sweden, Cyprus, Canada and Japan.

THE OPENING

The 5th European CEFEC Conference in Delphi was opened by:

Mr. Lefas, Mayor of Delphi

Mr. Baten, Maastricht, President of CEFEC

Mr. Sapounas, Director of the Department of Mental Health, Ministry of Health, Welfare and Social Security, Athens

Mr. Katzourakis, Coordinator of the Community Initiatives "Human Resources", EC Commission, Bruxelles

Mrs. Haerlin, Köln

Prof. P. Sakellariopoulos, Athens

The opening speech was made by Prof. P. Sakellariopoulos, President of the Society of Social Psychiatry and Mental Health in Athens, the organising body of the 5th European CEFEC Conference.

His talk was on psychiatric reform and social life, from prevention to the function of cooperatives. He focussed on the psychiatric reform in Greece, its dimensions, its new developments and problems.

He pointed out that the main precondition for the realization of psychiatric reform in Greece, is the development of out-patient - intermediate - structures. It is through these structures that the 3 aims of social psychiatry - prevention, therapy and rehabilitation - can be achieved. The development of Cooperatives and Social firms constitute a very important structure for social and vocational rehabilitation. He also pointed out the complexity and difficulties of such changes.

Mr. Katzourakis, from his position as a Coordinator of the Community Initiatives "Human Resources", strongly expressed his willingness to support the initiatives being taken within the CEFEC framework.

MAIN SUBJECTS OF THE CONFERENCE:

1. CEFEC - an encouraging movement, an organisation and a code of principles to support social firms for the psychiatrically disabled (Chr. Haerlin, Germany).
2. European dimension of cooperation in the field of vocational training and integration (U.Dreher, Germany: EUROPSY; D.Sevris, Greece: AZIMUT; D. Anderson, UK: FERMENT).
3. Cooperatives and rehabilitation in the open market (G.Graumann/G.Wöhr, Germany; A.Giuglia, Italy; A.Harding, UK; B.Jacob, Belgium; D.McClure, Northern Ireland).
4. Occupational rehabilitation: harmonization of in-patient and out-patient care units and cooperative objectives (D.Anderson, UK; G.Astrinakis, Greece; J.Caldas de Almeida, Portugal; A.Kokkos, Greece; V.Pirgos, Cyprus).

In addition the participants could exchange their experiences and deepen the dialogue through a wide number of workshops:

- Cooperatives and rehabilitation in the open market. Presentations of examples. Working methods, goals, results, problems.
- Psychiatric reform in the EC countries.
- European dimension of cooperation in the field of vocational training and reintegration.
- Research issues concerning vocational rehabilitation.
- Possibilities of vocational rehabilitation for persons suffering from alcohol or drug abuse (workshop organised by the European CEDRE network).

Also the participants had the opportunity to visit the cooperatives of the Society of Social Psychiatry and Mental Health established in Amphisa and to participate in the activities of the Mobile Units in the Department of Fokida (cities of Amphisa, Itea, Distomo, Lidoriki, Galaxidi, Polydrosos).

THE GREEK COOPERATIVES MEETING

The last day of the Conference ended with the first meeting of the Greek cooperatives in the context of CEFEC. In the meeting participated delegations from the Psychiatric Hospitals of Thessaloniki, Leros and "Dromokaition", from the Centre of Mental Health of Volos and from the Mobile Units of the Greek Society of Social Psychiatry and Mental Health (Departments of Evros and Fokida) and Ursula Dreher from the CEFEC Secretariat.

The goals of the meeting were the exchange of experiences, approaches to the legal context of the Greek cooperatives, the development of communication channels and solidarity between the cooperatives. It was decided to repeat this meeting several times each year and to work all together to develop for the cooperatives a legal context which would positively foster their development.

The environment of Delphi, the good weather, the enthusiastic participation and the warm dialogue between the delegations of the organisations were the main reasons for the success of the Conference.

We all wait for the 6th CEFEC Conference in Northern Ireland with the best feelings.

Society of Social Psychiatry and Mental Health,
Athens

CEFEC - an encouraging movement, an organisation and a code of principles to support social firms for the psychiatrically disabled.

**Opening speech at the Conference from
Christiane Haerlin**

Encouragement was needed every time that the SOCIAL FIRMS for psychiatrically disabled people have met:

1987 in BERLIN - because it was the first time we met with only about 25 people and we did not understand each other very well.

1988 in TURIN - because we found ourselves split up into north and south alpine countries, with correspondingly different temperaments.

1989 in MAASTRICHT - because the small CEFEC group exploded to large contingents and different EC programmes.

1990 in SOUTHAMPTON - because we were not sure whether the EC would continue to support us ... and in

1991 in BAARN (near Amsterdam) - because we could manage only an emergency meeting.

You can see that the characteristics of a movement - namely a bit of risk, chaos and unexpected happenings, and the joy of meeting without large sums of money - have kept us alive. My respect and thanks to the Greek members and the CEFEC office in Berlin for having us all in Delphi.

Meanwhile, we are so well organized that we already know that next years meeting will take place in LONDONDERRY (Northern Ireland)

As you all know, the movement of social firms in Europe achieved the status of a legal body in 1989/90 - the CEFEC confederation with its charter. Being the only European organisation concerned purely with employment of the psychiatrically disabled, the joys and the suffering of finding an identity amongst the seductive and bewildering new programmes, networks and organisations. - HELIOS, AZIMUT, HORIZON, FERMENT and EUROPSY! - are well known to the key persons in CEFEC.

Where lie our similarities, where lie the differences? Even I, with the movement and organisation since the beginning, keep mixing up the names and programmes. We all need the support of the EEC and will need it even more throughout the changes of the next few years.

But it is my **STRONG BELIEF** that the movement and organisation of social firms in Europe will live, be creative and expand if each country and each project concentrates and gathers its energies to make sure that the **CODE OF PRINCIPLES**

(which many of us developed from our good experiences in the everyday life of the projects) remains more important than the application forms to national and European funding bodies.

Therefore it is useful for old and new members to be aware of the main principles worked out and formulated in the course of CEFEC's brief history: the **TURIN GUIDELINES** which led in turn to the CEFEC charter, brought to life in the workshops of each annual Conference.

MAIN PRINCIPLES:

1. The aim of the firms is to create employment in the open "normal" market, not in the second, third or fourth sheltered market!

2. The payment should allow the user/employee a normal worker's status which makes him/her independant of social security. His/her work contract should aim at "normal worker's" duties and rights.

Having reached this norm, social firms are free to give additional places of training and vocational rehabilitation to those who need a step by step employment programme.

3. The **SOCIAL ATMOSPHERE**, and the **INVOLVEMENT** of the employees in the organisation and their own **PROGRESS** should be part of all social firms.

4. Because of these special conditions which are essential for psychiatrically disabled people, the social firms need to strengthen their financial basis

- a) concentrating their product lines on modern, powered and highly valued goods and services, (eg: technology, food service).
- b) good management
- c) public funding (which all firms employing disabled people should receive)

5. **STAFF** should be trained not only in social and educational skills but also in financial and marketing affairs and be willing to cooperate with local industry and other relevant agencies on the open market.

6. Social firms for the psychiatrically disabled need the backing of a modern social psychiatry, in particular its range of **COMMUNITY SERVICES**. These can help in times of crisis, so that

dismissal of employees or on the job therapy can be avoided, which means less risk to the firm's financial viability.

Within Europe we have good evidence that the existence of social firms has a beneficial influence on psychiatric services. They are a strong hope for staff and patients because they show that it is possible for psychiatrically disabled and ill people to achieve a normal worker's role and lead a fairly independent life.

Therefore I am a defender of clearcut principles without compromising: like having a day centre, a vocational training centre, a sheltered workshop and a firm all in one. - and I am on the contrary for clear cut differences between all these, and for separate buildings and organisations.

I wish the Conference success.

NEWS FROM THE SOCIAL FIRMS IN EUROPE, 1992

Session on Co-operatives and Rehabilitation in the Open Labour Market

The sessions relating to cooperatives and rehabilitation in the open labour market took place over a full day of the Conference.

The plenary session was chaired by Bob Grove, UK and presented experiences from GERMANY, ITALY, BELGIUM, UNITED KINGDOM and NORTHERN IRELAND. It became clear during the session that while there was some commonality of goals and aspirations, there was great variety in the way in which social enterprises had developed and the way in which they were perceived by the presenters.

GERMANY

Götz Graumann and Georg Wöhl from the German INTEGRA project described the importance of the social firms in Germany. 121 projects have been set up over the last ten years catering for around 1200 workers. They emphasised the goal

of permanent employment and the status of "normal worker" within the general economic system. They distinguished these firms from those in which the workers received pensions and allowances. -they saw that the social firm could bridge the gap between sheltered facilities and the open market.

The importance of the social firm within the rehabilitation system was that it was non-institutionalised, allowed job exploration, practical training and reintegration. They presented a model of the way in which the social firm related to other services such as hospital care, community care and vocational training centres and to the open labour market. They calculated that 70% of the expenses could be met by the firm itself and that the rest must be made up by grants and subsidies. On the benefit side the taxes and social welfare contributions of the workers were 1.5 times greater than the subsidies and the savings in social welfare payments was six times greater.

In conclusion they made a plea for permanent European exchange, training and education of managers, the opening of the European market, a synopsis of the various support systems for social firms and support for national networks.

ITALY

Alessandro Guiglia gave a history of his work with the Nuova Cooperativa (in Torino), and of the social cooperative movement in Italy from the time of the new legislation in 1976. The previous functions of social control and exclusion were replaced by a new method which was to "take care and cure" within the community and society. This law is now being questioned as being too radical, but nobody is considering a return to the concept of hospitals. The Nuova Cooperativa caters for 60 ex-patients from the hospital and 100 of the new generation of people with mental health problems.

There were 4,500 patients in the hospital in 1976 with 2,600 staff. There are now 370 patients. In the absence of a law for the reintegration of people with psychiatric problems, similar to what is available for people with physical difficulties, the Nuova Cooperativa does not try to achieve integration in the open labour market, but members

are the owners of the firm, which competes commercially.

He made a plea for freedom for members from the "circle of therapy" without being abandoned. The social firms should have therapeutic objectives but should not be a therapeutic instrument. Work should be separate but be flexibly networked into active services. He warned of the contradiction in the goal of producing goods and services and that of producing "new human beings". Of the 100 cooperatives which were set up by 1980, 40 have been eliminated by market forces, 15 have become economically independent, and the others have just managed to survive.

UNITED KINGDOM

Ann Harding (from Cambridge) described the work of the Richmond Fellowship (which has 6 work placement schemes funded by the local authorities) and the placement support which they provide. These placements are for 1 or 2 days a week and support is provided to the employer as well. She described the success of these schemes in terms of job placement and further training.

She made a plea for a "base camp" for people to relax and pull themselves together before moving on.

She described the social firm which was set up 3 years ago and gave an account of the progress of the 6 participants. She described the HORIZON project for an employment support agency and its functions. She questioned the current position of social firms in the context of the realities of recession, lack of funding, and the "social benefit trap". She suggested that work schemes could gradually become social firms and that organisations could set up new work schemes. She suggested shared premises for a number of initiatives and requested that resources be allocated to evaluation.

BELGIUM

Bernard Jacob informed the meeting that the word cooperative was not in the dictionary in Belgium. He described the employment situation in his country and went on to describe the current services which are available to people with mental

health problems. Services are coordinated at a provincial level by a multi-disciplinary platform.

He focussed upon the work of the Centre for Social and Professional Rehabilitation which caters for about 70 people each week and provides systematic evaluation and feedback, medical and paramedical services, social rehabilitation towards autonomy, work schemes with external employers (of between 12 and 24 months duration), subsidised work places to employers and vocational training. He also described some cooperative research with France and Canada and a computer programme for psychosocial evaluation.

NORTHERN IRELAND

Derek McClure gave a brief history of the development of the Industrial Therapy Organisation over the last thirty years and the extent of their current operation. They operate at 5 locations and have a therapeutic and a commercial side to their operations. The therapeutic side relates to the health services and the commercial side relates to business. While he warned of the proliferation of social firms and the response of the market to this in terms of competition, he outlined the growth plans of the Industrial Therapy Organisation between now and 1998, by which time they hope to have 12 projects in operation.

He placed the ITO's services in the context of the other health services and described their centre-based and in-company initiatives, such as sheltered placement schemes. He emphasised the importance of placement support in these schemes. It is the aim of the organisation to reduce centre-based activity, through, for example, Job Club activity, which was in operation for people who did not want to come to a special service.

He warned of the dangers in social firms due to the commercial realities of the market, the inherent problem of production affecting the ethos of the firm, and the fact that if the sector becomes too large it would be seen as a threat by open industry. He emphasised that change was important and encouraged people to challenge their own ideas. He questioned if our clients were really happy and suggested that they were the ones to judge. He also challenged the possibility of transferring ideas

from one country to another and suggested we should accept a European diversity.

PERSPECTIVES

Many of these ideas were followed up in a discussion in the workshop which followed. Tom Mulholland set the agenda which included the active participation of industrialists, the conflict between production and ethos, and dependency on direct and indirect subsidy. Other issues which were raised were the type of person who was best suited to the job of social entrepreneur, the clarification of the goals of social firms, the role of individual service plans, service evaluation and the importance of the need to have the voice of scheme members heard, both within firms and at CEFEC Conferences. The meeting then heard from two members of the Alessandropoli cooperative who explained their views on what the cooperative had done for them.

Whatever the variations in operational procedures and structures of social firms and the diversity of their views as to their future, the overwhelming impressions gained from the Conference was that the social firm fills a gap between the limits of traditional rehabilitation services and the open labour market and is on that basis an essential element in the effective transition of individuals towards economic and social autonomy.

Donal McAnaney, Dublin.

The EUROPSY Network

Latest News on the state of procedure

Over 80 projects from all 12 EC member states, who have applied for participation in the HORIZON Programme of the EC Commission in the field of mental health, are currently participating in the EUROPSY Network, built up by CEFEC.

Discussions on the setting-up and support of networks in the framework of the Community Initiatives "Human Resources" have been taking place in the Commission now for two years. Whilst on the part of the EC Commission there was no doubt that the EUROPSY Network, (which is based on the Europe-wide experience of CEFEC and its member organisations), is exceptionally suited to this managerial role, unexpected difficulties nonetheless arose in determining networks' criteria, and in deciding the form of funding networks might receive. Latest reports however indicate that these problems have by and large been dealt with. The EUROPSY Network for the implementation of transnational activities in the field of mental health will be one of the networks to be approved and financed by the EC Social Fund.

As George Katzourakis confirmed during the Delphi Conference, EC Commission support is available for networks which fulfill certain criteria and which were built up specially for the implementation of transnational activities within the programmes of the Community "Human Resources" Initiative. The EUROPSY Network fulfills these criteria. The Network will be funded by the EC Social Fund, and not through the "Human Resources" Initiative.

The goal of the EUROPSY Network is to develop throughout Europe's diverse countries and regions an interdisciplinary infrastructure, for which the base is a flexible spectrum of complementary activities. This development rests on the fundamental principles for the vocational integration of people with psychiatric disabilities, which years of mutual cooperation have served to clarify. These can be summarized as follows:

- Transition from a sheltered therapeutic environment into employment via vocational qualification and empowerment
- Planning and creation of social enterprises and cooperatives with employment opportunities
- Placement and support in open employment

The Network's planned activities can be summarized as follows:

- to coordinate the joint transnational activities and to organize thematic workshops, seminars and annual conferences.