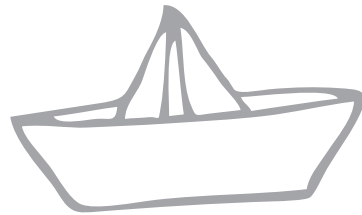
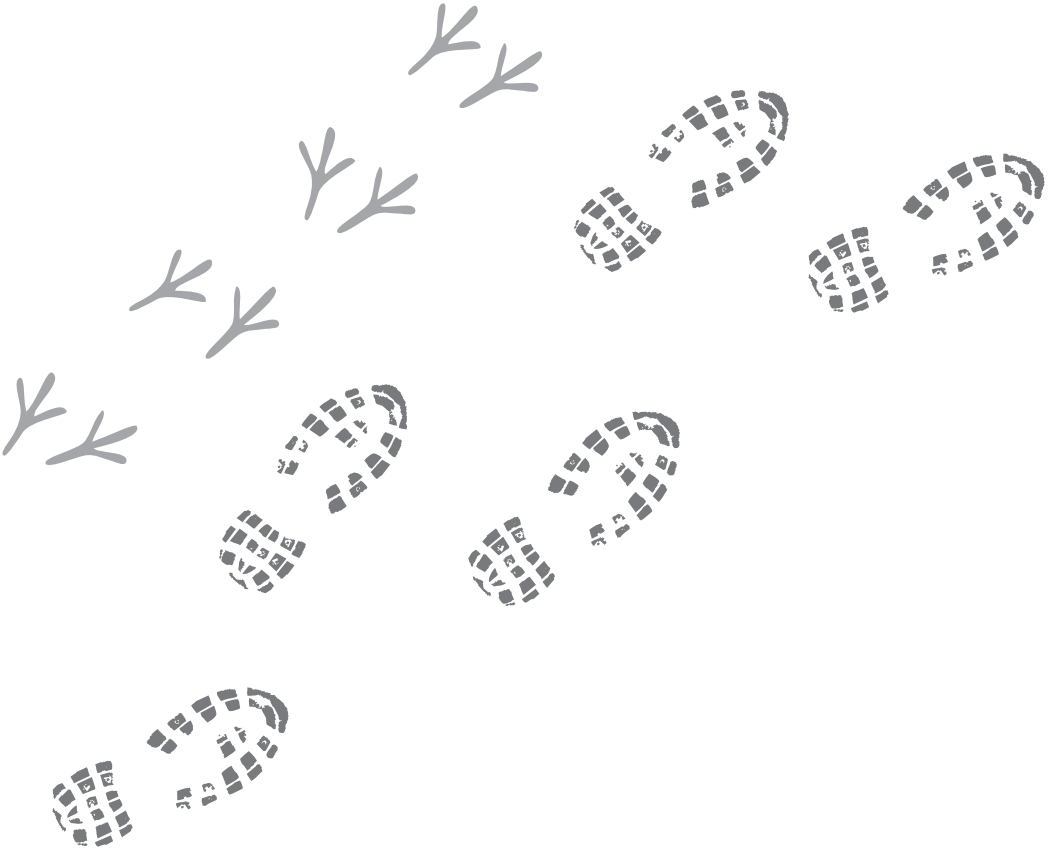


**2019**



# SOCIAL REPORT

**ETA BETA**  
coop. soc. onlus



# 2019 SOCIAL REPORT



|   |           |
|---|-----------|
| <b>1. METHODOLOGICAL NOTE .....</b>             | <b>6</b>  |
| <b>2. INTRODUCTION TO THE COOPERATIVE .....</b> | <b>9</b>  |
| 2.1 Anagraphic data .....                       | 9         |
| 2.2 Who we are .....                            | 10        |
| 2.3 Methodology .....                           | 10        |
| 2.4 Mission .....                               | 11        |
| 2.5 What we do .....                            | 12        |
| 2.6 Territorial network .....                   | 24        |
| <b>3. INSTITUTIONAL STRUCTURE.....</b>          | <b>26</b> |
| 3.1 Social Base .....                           | 26        |
| 3.2 Board of Directors .....                    | 28        |
| <b>4. ORGANIZATIONAL STRUCTURE .....</b>        | <b>30</b> |
| Organigram .....                                | 33        |
| <b>5. BRIEF HISTORY .....</b>                   | <b>35</b> |
| <b>6. STAKEHOLDER .....</b>                     | <b>37</b> |
| 6.1 Internal stakeholders .....                 | 37        |
| 6.2 External stakeholders .....                 | 39        |
| <b>7. RESULTS AND OUTLOOK .....</b>             | <b>41</b> |
| <b>8. ECONOMIC DATA .....</b>                   | <b>43</b> |

# 1. METHODOLOGICAL NOTE

## THE PURPOSE OF THIS SOCIAL REPORT IS TWOFOLD

- It is a moment of internal check: have we reached the goal we had in mind, have we been able to make the difference, have we adhered to the values that always underlined our actions? Let us recall them:

**Health**

**Social**

**Environmental sustainability**

- It is an educational document in which we present to the outside world the activities of the cooperative

With this in mind and in line with our usual method, always in between **ETHICS** and **AESTHETICS**, we are using particular care in the graphic aspect because we believe being beautiful could be an element of ethical redemption , a form of communication and disclosure.

Therefore, we have reviewed the whole content trying to make it more effective; with respect to previous reports we have eliminated several parts that had been repeated over the years.

This document has been prepared by the person responsible for the socio-educational aspects together with the one in charge of accounting and then transformed into a graphic project

The document has been submitted on December 11, 2020 to the Shareholder meeting  
As usually it will then be published and we will print numerous copies of it.

*The presentation of the documents is partially inspired by the guidelines contained in the synthetic scheme prepared by Legacoop Sociali Emilia Romagna.*

# 2. INTRODUCTION TO THE COOPERATIVE

## 2.1 COOPERATIVE ANAGRAPHIC DATA

### COMPANY NAME:

ETA BETA Cooperativa Sociale ONLUS

### REGISTERED OFFICE

Via Scipione dal Ferro 4, 40138 Bologna

### OPERATIONAL HEADQUARTERS ADDRESS

Via Battirame 11, 40138 Bologna

Via Scipione dal Ferro, 40138 Bologna

### FORM OF COMPANY

Eta Beta Società Cooperativa Sociale s.r.l.

Date of incorporation

25 October 2006

### TPOLOGY

Cooperative of mixed A and B type

### VAT NUMBER

02693431203

### REGISTRATION IN THE REGIONAL SOCIAL COOPERATIVES REGISTER

A and B sections with progressive number A181869 on March 23, 2007

### R.E.A. REGISTRATION (local chamber of commerce)

Bo-459630

### ATECO Code

88.99.00

### AGRICULTURAL COMPANIES REGISTRATION

Special section

### PHONE AND FAX NUMBER

+390516340474

### E-MAIL ADDRESS

Info@etabeta.coop

### CERTIFIED E-MAIL ADDRESS

Coopetabeta@sirbopec.org

### WEBSITE

www.etabeta.coop

### TERRITORIAL SCOPE

Eta Beta is active at local level mainly in Bologna and surrounding areas. Thanks to some specific projects – la Borsa di Bo – the scope has been expanded at regional level





## 2.2 WHO WE ARE

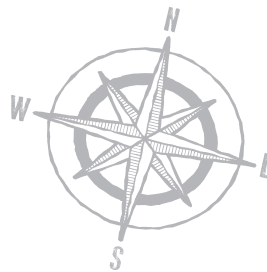
**We are a No Profit Social Cooperative of mixed A and B type – mainly B type –** that designs and manages social projects for rehabilitation and education through the instrument of TO DO

We propose work activities in several areas with the main purpose to reactivate fragile struggling persons, whether young or adults, Italian citizens or future citizens.

*The proposals are just the result of a very careful analysis of local needs which Eta Beta tries to provide an answer with innovative projects, often carried forward with the cooperation of public entities, with companies both profit and no profit*

## 2.3 METHODOLOGY is similar to a swinging pendulum

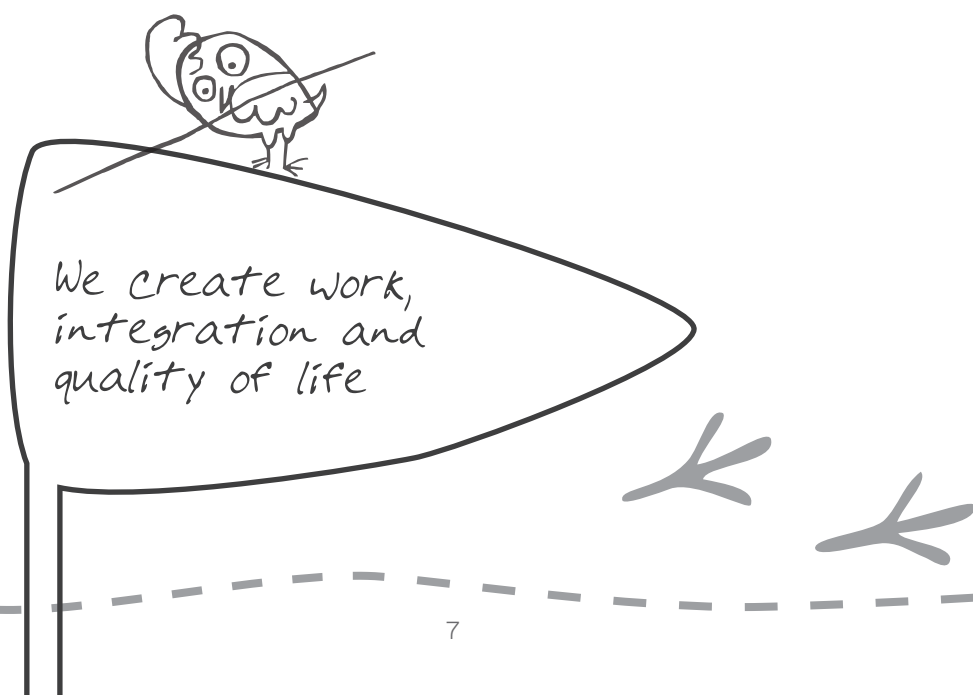
- In between Doing and Thinking, from the idea and design to the implementation and management of different activities
- Ethics and Aesthetics as a support to the beauty of any imperfection
- Individuality and Sociality, with a focus on the individual and his specifics, but with a careful eye on the contest



## 2.4 MISSION

It is the direction that we need to follow and keep an eye at all times

- The continuous centrality of the person with his differences and weaknesses that may easily become a resource
- Ethical and democratic orientation of the Coop, in line with its no profit vocation
- An innovative entrepreneurial development, guided by economical values compatible and sustainable
- Social and collective efficacy, both for public and private entities



## 2.5 WHAT WE DO

Eta Beta creates educational paths and placement to work for persons in charge to Public Service, particularly Azienda UsI Mental Health Department and Pathological Dependencies Service. (1)

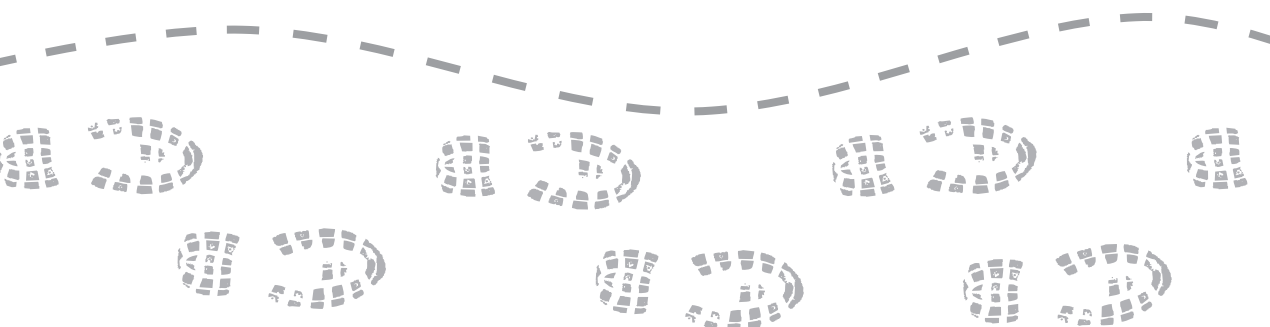
The persons that are admitted are put in a formative internship with both professional and educational content.

The cooperation with the Pathological Dependencies Department is formally enshrined by a written document

This year we have had officially access to the Health Budget of Mental Health Department

Il 2019 has witnessed the widening of the cooperation with the Azienda Pubblica for Services to Persons - City of Bologna ASP - to whom we have proposed laboratories for Foreigners, unaccompanied Minors highly vulnerable, guests in the residential communities of the Bologna territory

The Cooperative has diversified tis activities , by creating poles, to be interpreted as aggregation points and occasions for different activities aimed to the specifics of each individual (each sector furthermore has the goal of economic independence from public financing)





# HEADQUARTERS

## a. VILLAGGIO DEL FANCIULLO

- Le Botteghe di Eta Beta
- Laboratories Fare#TAG
- Administrative headquarter
  - Showroom

## b. SPAZIO BATTIRAME

- EtaBetaBio
- Cucina Eco-Nomica
  - Events
- Lavanda e LavaBO
  - La Borsa di Bo



# LE BOTTEGHE DI ETA BETA

Eta Beta inner soul, offering from the very beginning  
artisanal activities ranging from glass to ceramics,  
mosaics and wood

## SOSTENIBILITÀ AMBIENTALE

- Collection and processing of industrial material such as wood panels, pallets and reels
- Collection and processing of unused school furniture as chairs tables and blackboards
- Collection of glass bottles from several sources
- Collection of pruning waste from different urban gardens

## SOCIAL REHABILITATIONAL VALUE with

- 6 educational internships AUSL
- 6 foreigner minors MSNA highly vulnerable

## EMPLOYMENT

- 2 unemployed young person of which one working partner
- 1 disadvantaged working partner

## EDUCATION TRAINING AND CULTURE

- Planning and management of courses aimed at adults and children

## SERVITO

designs and manufacturers  
dishes both for the consumers  
and the high cuisine

*a stimulating and creative dialogue  
with the persons in the kitchen*



HAS MADE DISHES FOR • C. de Can Roca: Catalogna • ARROMIC – Giappone  
• The Dope Food . BO • Mi.No.Ter. – CA • Mastro Martino –BO • Porta di Basso - FG

## FARE #TAG

Propose a dialogue between new technologies , therefore a FABLAB, together with artisan activities. It is aimed at young s vulnerable and at the beginning of a psychotic path



## WE HAVE STARTED COLLABORATION WITH

- Bologna association for Hikikomori
- High School Liceo Manzoni
- Art School Arcangeli

## LA BORSA DI BO

It happened by chance while cleaning Battirame from brushwoods..lots of natural material ideal to let children play with.

*A work group with pedagogists  
environmental educators  
and atelierists.*



## IMPLEMENTED PROJECTS AND PROVIDED SCHOOLS FOR

- 86 nurseries and kindergartens
- Carried out 5 refresher courses for school staff

In collaboration with  
**CADIAI COOP** - our supporting  
member and the **Agribottega**



# LAVANDA E LAVABO

We provide a laundry and rental service of cloth diapers both for public and private nurseries

## ENVIRONMENTAL SUSTAINABILITY

- We have distributed 16.000 washable diapers
- Avoided 2.5 tons of waste
- Usage of sustainable washing powders
- Washing service at low temperatures

## SOCIAL REHABILITATION VALUES

with

- 6 educational internships AUSL

## EMPLOYMENT

with

- part time persons, one of which one a disadvantaged working partner

## HEALTH

- we have reached 33 schools and about 1650 children reducing the use of creams and skin rashes

## EDUCATION AND CULTURE

- 1600 families that have access to educational structures

## LAVABO

Laundry of work uniforms for Cadai Social coop strengthening the principle of circular economy amongst cooperatives

CADIAI COOP is a financing partner and has detached two workers



# ETABETABIO

We cultivate vegetables without the usage of any pesticides as we have been granted the use of 4 Ha of land next to Battirame

## ENVIRONMENTAL SUSTAINABILITY

- Environmental sustainability with urban regeneration of Bologna outskirts

## SOCIAL REHABILITATION VALUES with

- 2 educational internships AUSL
- 2 foreign minors MSNA

## EMPLOYMENT of

- a disadvantaged part time partner

## HEALTH

- offering biological products

## CIRCULAR ECONOMY

- thanks to the utilization in the kitchen of products not perfect, that could not be sold



## NOVALE FARMERS MARKET

Eta Beta manages two weekly markets with a short chain supply:

- On Sundays in piazza Carducci with 13 local producers
- On Thursdays in Corticella



## CORRIDOIO ECO CICLO ORTIVO

Project for an urban renewal was awarded in November 2019 and will be carried forward in 2020

# ECO-NOMICA KITCHEN

Catering activities mainly aimed at training

## SOCIAL REHABILITATION VALUES with

- 6 educational internships
- 2 foreign minors highly vulnerable

## EMPLOYMENT with

- 4 disadvantage workers of which 1 working partner and 1 independent chef

## CIRCULAR ECONOMY

- Thanks to the transformation of leftover vegetables we produce
- We utilize dishes we produce in our shop recycling glass

## HEALTH

- we use only biological products and the cuisine is mainly vegetarian

## TRAINING AND FOOD CULTURE

- through events

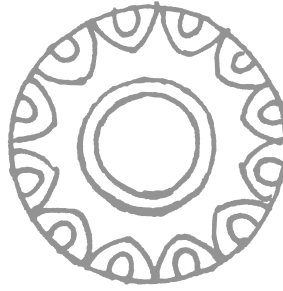
## CATERING AND EVENTS

we host events for private citizens, public entities and private companies that rent our spaces to organize meetings, conventions, seminars usually together with food service

## WE HAVE ORGANIZED

- 11 events for 554 guests
- 6 catering events for 410 persons





## 7 TAVOLE

(7 tables) we have continued in our project hosting Italian and Catalan cooks from very important establishments usually working jointly during dinner

### WE HAVE ORGANIZED

- 4 dinners with 8 Michelin starred chefs with about 500 guests

## PANIS

it is a course in bread making technique that we usually run every summer



### WE HAVE ORGANIZED

- 11 events for 554 guests
- 6 catering events for 410 persons





## ALFABETA

A service in cleaning ambulance, rooms for emergency activities , offices and condominiums



### EMPLOYMENT

with

- 5 disadvantaged part time workers of which 3 are working partners
- 1 regular full time work with a contract with a set expiry1 regular full time work with a contract with a set expiry

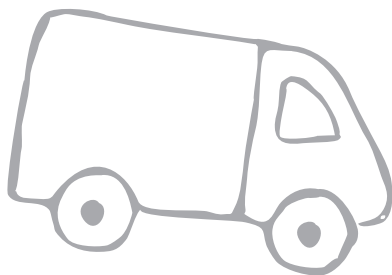
### SOCIAL REHABILITATION VALUES

with

- 1 internship

### ENVIRONMENTAL SUSTAINABILITY

- we only use detergents with low impact on the environment





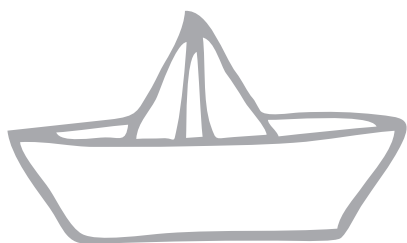


## A NEW INTERVENTION FOR FUTURE EUROPEAN CITIZENS

This cooperation project originates from the need to face numerous problems deriving from a complicated and painful immigration that effects the weakest subjects, particularly the very young ones that we would call “adolescent” but whose experiences require a premature maturity not always possible. They are young with no support, very vulnerable with respect to psychic balances and often easy target of deviant mechanisms

ASP – a public entity providing services to the Individual – has responded to the problem by asking us to put in place 10 different laboratory paths of 150/300 hours, within which the attendees have been able to experiment activities in the different sectors we operate in, all strictly linked to manual activities and with an economic reward linked to the actual attending of the labs.

This problem is more actual and pressing than ever, and therefore we envisage to carry forward similar activities also in 2020 ; Eta Beta will require extra work force and promote training problems



# PROJECTS

## TRANSFORMATIONS

• Strictly linked to the kitchen activity, it works on food conservation either by drying processes though dehydration or vacuum pastoralization to produce jams and sauces. Transformations meet the needs to utilize all excess and not in line with market standard fruit and vegetables that therefore cannot be brought to the markets produced either by the Cooperative or the different farmers of the Mercato del Novale.

It has been made possible thanks to a CONTRIBUTION by UNICREDIT • CARTA ETICA

It has allowed the HIRING of a new disadvantaged worker

## SALUS SPACE

• We continue in our engagement to design and plan the European project of Bologna municipality that entails the restructuring and transformation of Villa Salus ( a building in the territory of Bologna ) in an inter cultural center to welcome and integrate migrants.

The Municipality has involved different entities of Third Sector in Bologna and one of them is Eta Beta who together with a joint role in the design of the project has created 3 training courses:

In terms of food , and more precisely TRANSFORMATION, jointly with CEFAL

With artisan laboratories for wood working and maintenance

TRAINING for TRANSFORMATION  
• 13 REFUGEES

MAINTENANCE LABORATORY  
• 15 MAINTENANCE LABORATORY

TRAINING FOR WOOD LABORATORY  
• 15 MAINTENANCE LABORATORY



## MESSA ALLA PROVA

- We continue cooperation with Bologna Tribunal and Case Zanardi In bologna; the cooperativa hosted 3 persons that work a given number of hours to avoid going to trial in court.

### OF THIS WE HIRED

1 person in 2018 as a driver for laundry services and  
1 disadvantaged person in 2019 for cleaning services



## AZELON Theatre Project

- The event is organized jointly with Associazione Teatrale Camelot and promoted by Comune di Bologna that has offered an economic contribution within the project Bologna – City of Accessibility.

The initiative entails a series of theatre events involving disabled persons with a dialogue with Mistero Buffo. Jacopo Fo and the Nuovo Comitato Nobel per i Disabili (New Nobel Committee for Disabled), together with Mario Pirovano will participate to the shows.

Eta Beta is offering logistic and administrative support.

At year end Spazio Battirame  
hosted the show Azelon with  
Camelot and Panico Circus. About  
100 people attended

## 2.6 TERRITORIAL NETWORK

Over the years Eta Beta has build a wide and diversified network with local organizations, public entities and private entities, both profit and no profit, each one having a very specific expertise.

### AGREEMENTS

- AZIENDA USL in Bologna
- BOLOGNA UNIVERSITY
- CITY OF BOLOGNA, Education and School

### CONSORTIA

- CONSORTIA
- Ceis Group
- Karabak TRE QUATTRO SETTE NOVE (Three Four Seven Nine)

### COOPERATIONS/PARTNERSHIPS

- City Of Bologna, Isituzione Don Serra Zanetti - Case Zanardi
- City of Metropolitan Bologna school sector
- High schools
- Iris Cooperativa Sociale
- Camelot theatre Association
- Enea , Research Center
- Kilowat community
- Estragon club
- Electrolux Zanussi
- Randi Group
- La Bottega Canapa
- Temporary joint partnership with Slow Food to manage Mercato del Novale

*Actively works together with Cadiai cooperativa sociale, a financing partner*

## 3. INSTITUTIONAL STRUCTURE

### 3.1 SOCIAL BASE

In 2019 a complete review of the shareholder base was completed

- 3 new working partners were accepted
- 6 partners were excluded as not in line with our standards in terms of participation to our social activities and in the payment of capital share (art 12 of the bylaws of the Cooperative)

# SOCI FONDATORI

• Maria Giovanna Bubbico • Joan Crous Ramio • Rosanna Minutillo

TOTAL PARTNERS: 11 **AS AT 31 DECEMBER 2019 IT IS REPORTED**

| PERIOD | Working partners | Not working partners | Financing partner | TOT |
|--------|------------------|----------------------|-------------------|-----|
| 2019   | 10               | 0                    | 1                 | 11  |
| 2018   | 8                | 5                    | 1                 | 14  |
| 2017   | 6                | 5                    | 1                 | 12  |
| 2016   | 6                | 6                    | 1                 | 13  |

| PERIOD | Disadvantaged partners | Not disadvantaged partners | Financing partner | TOT |
|--------|------------------------|----------------------------|-------------------|-----|
| 2019   | 6                      | 4                          | 1                 | 11  |
| 2018   | 6                      | 7                          | 1                 | 14  |
| 2017   | 4                      | 7                          | 1                 | 12  |
| 2016   | 4                      | 8                          | 1                 | 13  |

The majority is in the hand of disadvantaged partners

| PERIOD | Women partners | Mens partners | Financing partner | TOT |
|--------|----------------|---------------|-------------------|-----|
| 2019   | 7              | 3             | 1                 | 11  |
| 2018   | 8              | 5             | 1                 | 14  |
| 2017   | 5              | 7             | 1                 | 12  |
| 2016   | 5              | 7             | 1                 | 13  |

Women represent the majority

## SHAREHOLDERS MEETING

Two meeting have been called

- No participant on April 29
- At the meeting on May 31 the following items were examined and cvoted
  - Examination and approval of 2018 Economic report
  - Nomination of Board of Directors for the period 2019/2021
  - Update on the activities

# 3.2 BOARD OF DIRECTORS

## COMPOSIZIONE

On May 31 a new Board was nominated for a 3 year period

| Name                | ROLE           | PARTNER                            |
|---------------------|----------------|------------------------------------|
| Joan Crous Ramio    | President      | Working                            |
| Mara Casarini       | Vice President | Working                            |
| M. Giovanna Bubbico | Director       | Working                            |
| Fatma Pizzirani     | Director       | Representing the financing partner |

## BOARD MEETINGS

### 4 meetings were held

#### March 28 with the following agenda

- Examination and approval of the Draft of same ed approvazione della Bozza del Bilancio d'Eserc2018 Report and relative documentation
- Convocation of Shareholders meeting

#### May 30 with the following decisions

- Joan Crous as President of the Board of Directors
- M. Giovanna Bubbico as Vice President of the Board of Directors
- Resolution of powers on safety and regulatory issues
- Training programs for personnel
- Assessment of activities and new projects running as of April 30, 2019

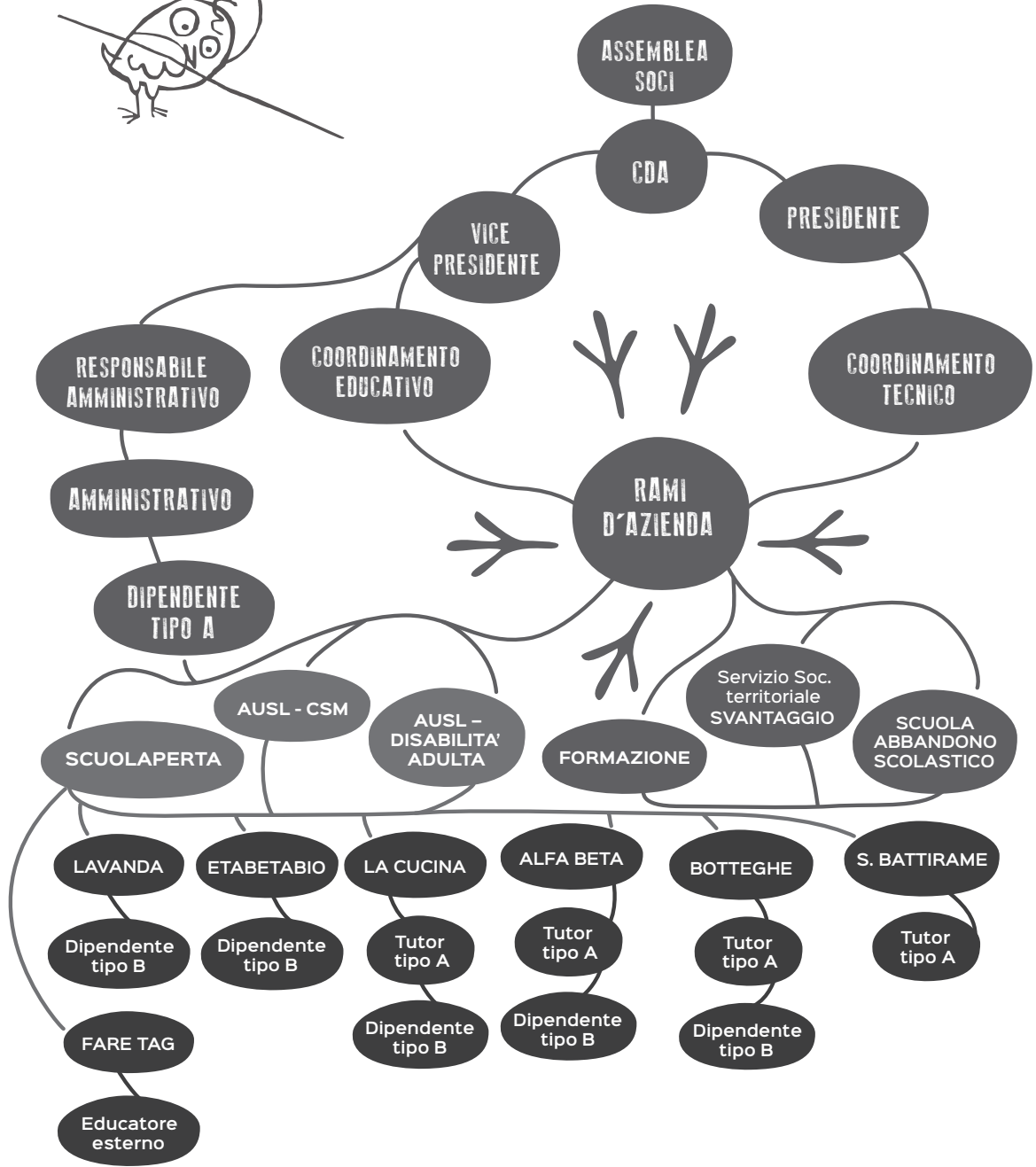
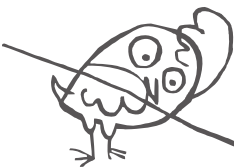
#### October 7 with the following agenda

- Assessment of activities as of August 31, 2019
- Commercial assessment
- New and resigning partners
- Exclusion of partners according to Art 12 of corporate By Laws-

#### December 17

- Presentation and approval of the participation to the Bid for batch 2 – Activitiesfor personalized projects for rehabilitaion of individuals with problems of pathological dependence (SerDP) AUSL Bologna

# 4. ORGANIZATIONAL STRUCTURE



## 5. BRIEF HISTORY

The fundamental steps in our history



### 2006 FOUNDATION

ETA BETA Inherits services, background and personnel of an Association of Artits

GOAL: to succeed in hiring disadvantaged individuals.

START UP with 9 founding partners

BOARD with 5 Directors and 2 employees

### 2009 DEFINITION OF ACTIVITIES

CRISTALGEMMA are the SHOPS

ALFABETA Social Enterprise with con Croce Azzurra coop. soc.

LAUNDRY is just at experimental stage

ETABETABIO in cooperation with farmers

5 dipendenti

### 2012 OPENING AND CLOSING OF ACTIVITIES

LAUNDRY finishes the experimental stage and becomes a service

ALFABETA closes the social enterprise and reabsorb the wokers in the coop structure

12 workers of which 10 are disadvantaged

### 2013 WE HAVE SPAZIO BATTIRAME

ETA BETA Onlus Association obtains the premises and starts to work together with the Coop.

New activities are born:

EUGEA logistics

MARCHE' NOMADE handcrafted products for fashion

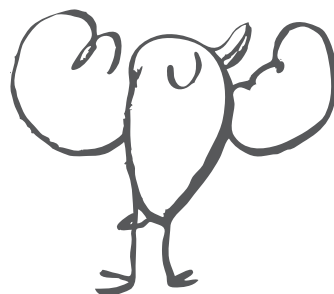
### 2014 HEADQUARTER CHANG

We move from the warehouse in Via Papini to the new headquarter in Villaggio del Fanciullo

WE RENOVATE Battirame and hire personnel for self building

DISTRESS in the economy

15 workers of which 11 disadvantaged





## 2016 OPENING SPAZIO BATTIRAME

CADIAI becomes financing partner and obtains a seat in the Board

We begin strengthening the activities

12 workers of which 8 disadvantaged

## 2017 WE BECOME INTERNATIONAL

COOPERATION with Tokyo Soteria with psychiatric patients for a project in the kitchen; this leads to

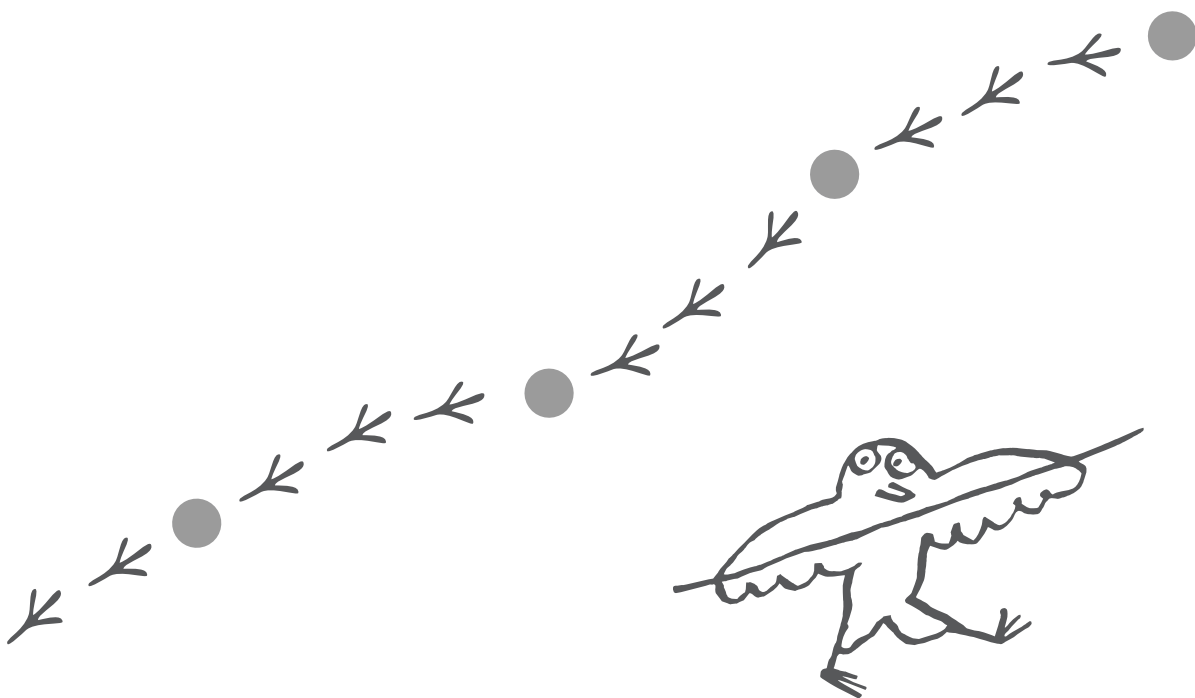
Cooperation with the Department of Mental Health

## 2018 FARE #TAG IS BORN

PREPARATION OF NEW SPACES to experiment on a project addressed to

YOUNG – mainly with psychotics onset or in general vulnerable

18 workers of which 11 disadvantaged



## 6. STAKEHOLDERS

One unique feature of the cooperative is its multistakeholder nature, This peculiarity is such that the activity is influenced and/or influences a variety of persons, each with its own needs and rights.

WHY DO WE LOOK AT  
STAKEHOLDERS?  
To be able to plan and steer the  
actions of the Cooperative

### THE INTERNAL STAKEHOLDERS

are our partners and workers, the people directly involved, capable of influencing decision-making processes or the performance of activities

### THE EXTERNAL STAKEHOLDERS

are those we relate with: the community with adults, minors, children or, furthermore, the persons being sent by the National Health Service, Local Social Services, by the School, University, Voluntary Sector, Cooperation, Business Community....



# 6.1 INTERNAL STAKEHOLDERS

At the end of 2019 we had 22 workers compared with 18 from previous year . Their emoluments are in line with the labour agreements for Social Cooperatives

| TIPOLOGY             | N. | 2019 % | 2018 % |
|----------------------|----|--------|--------|
| Working partners     | 10 | 45,45  | 27,77  |
| Workers not partners | 12 | 54,55  | 72,23  |
| Tot                  | 22 | 100    | 100    |

We have performed better with respect to previous year, but the goal of prevailing mutuality has not yet been reach, although we are there by right

| Workers A and B             | N. | 2019 % | 2018 % |
|-----------------------------|----|--------|--------|
| Workers disadvantaged B     | 14 | 63,63  | 61,11  |
| Workers not disadvantaged A | 8  | 36,37  | 38,89  |
| Tot                         | 22 | 100    | 100    |

The percentage of disadvantaged workers is higher than the one set by law 381/91 ( at least 30%) as a matter of fact it stands at 61.11%

| GENDER   | N. | 2019 % | 2018 % |
|----------|----|--------|--------|
| L. Women | 10 | 45,45  | 27,77  |
| L. Men   | 12 | 54,55  | 72,23  |
| Tot.     | 22 | 100    | 100    |



| CONTRACT TYPOLOGY | N. | 2019 % | 2018 % |
|-------------------|----|--------|--------|
| Part time 39,47%  | 4  | 18,18  | 16,67  |
| Part Time 52,63%  | 1  | 4,54   | 11,11  |
| Part Time 65,79   | 15 | 68,18  | 66,67  |
| Full time workers | 2  | 9,10   | 5,55   |
| Tot.              |    | 100    | 100    |

The choice of part time contracts is based on two factors :

1. Create more working opportunities
2. Flexible working hours, that better suit with the life flow and psychological grip of a fragile individual

| CONTRACT TYPOLOGY | QUANTITY | %     |
|-------------------|----------|-------|
| temporary         | 7        | 31,81 |
| permanent         | 15       | 68,19 |
| Tot               | 22       | 100   |

| AGE RANGE | WOMEN | MEN | TOTAL | %     |
|-----------|-------|-----|-------|-------|
| 20 - 30   | -     | 2   | 2     | 9,10  |
| 30 - 40   | 3     | 2   | 5     | 22,73 |
| 40 - 50   | 2     | 1   | 3     | 13,63 |
| over 50   | 5     | 7   | 12    | 54,54 |
| Tot       | 10    | 12  | 22    | 100   |

| SENIORITY         | N. | %     |
|-------------------|----|-------|
| Less than 1 year  | 5  | 22,72 |
| Within 2 years    | 2  | 9,10  |
| From 2 to 5 years | 9  | 40,90 |
| From 6 to 9 years | 2  | 9,10  |
| over 10 years     | 4  | 18,18 |
| Total             | 22 | 100   |

The average age of workers is 46.5 years. On the increase compared to past years. In 2018 was 44 years. The largest percentage is over 50. It will be an element to be taken into consideration in future years

| EMPLOYEES WITH CITIZENSHIP OTHER THAN ITALIAN | N. | % on total workers |
|---|----|--------------------|
| Albania                                       | 3  | 13,63              |
| Spain   | 1  | 4,54               |
| Total   | 4  | 18,17              |



| INCREASE IN WORKERS NUMBER | N. |
|----------------------------|----|
| 2016                       | 12 |
| 2017                       | 18 |
| 2018                       | 18 |
| 2019                       | 22 |

Progressive increase  
4 NEW WORKERS ARE  
DISADVANTAGED, being hired  
after an internship

# DISADVANTAGED WORKERS

Work gives dignity to a person

Eta Beta has about 40 internships with formative value, introduction to work and or as job placement inside or outside the cooperative, others have a socializing effect

**HIRING METHODOLOGY**

Formative and working relationship usually develops in 4 steps:

**1. Observation:**

The internship is provided by the presenting entity, can be either socializing - Kind D - or formative – Kind C.

Working activity is light and has the goal to shed a light on characteristics and attitude of the individual

**2. TESTING IN SITUATION:**

it has a working value; the individual test himself from a productive and relational point of view. Should he be sufficiently able, we move to an intermediate stage in which cooperative starts to contribute to his salary

**3. HIRING;**

whereas the person offers work ability and socio relational attitudes, hiring is temporary for two years and then permanent

**4. WORKING PARTNER**

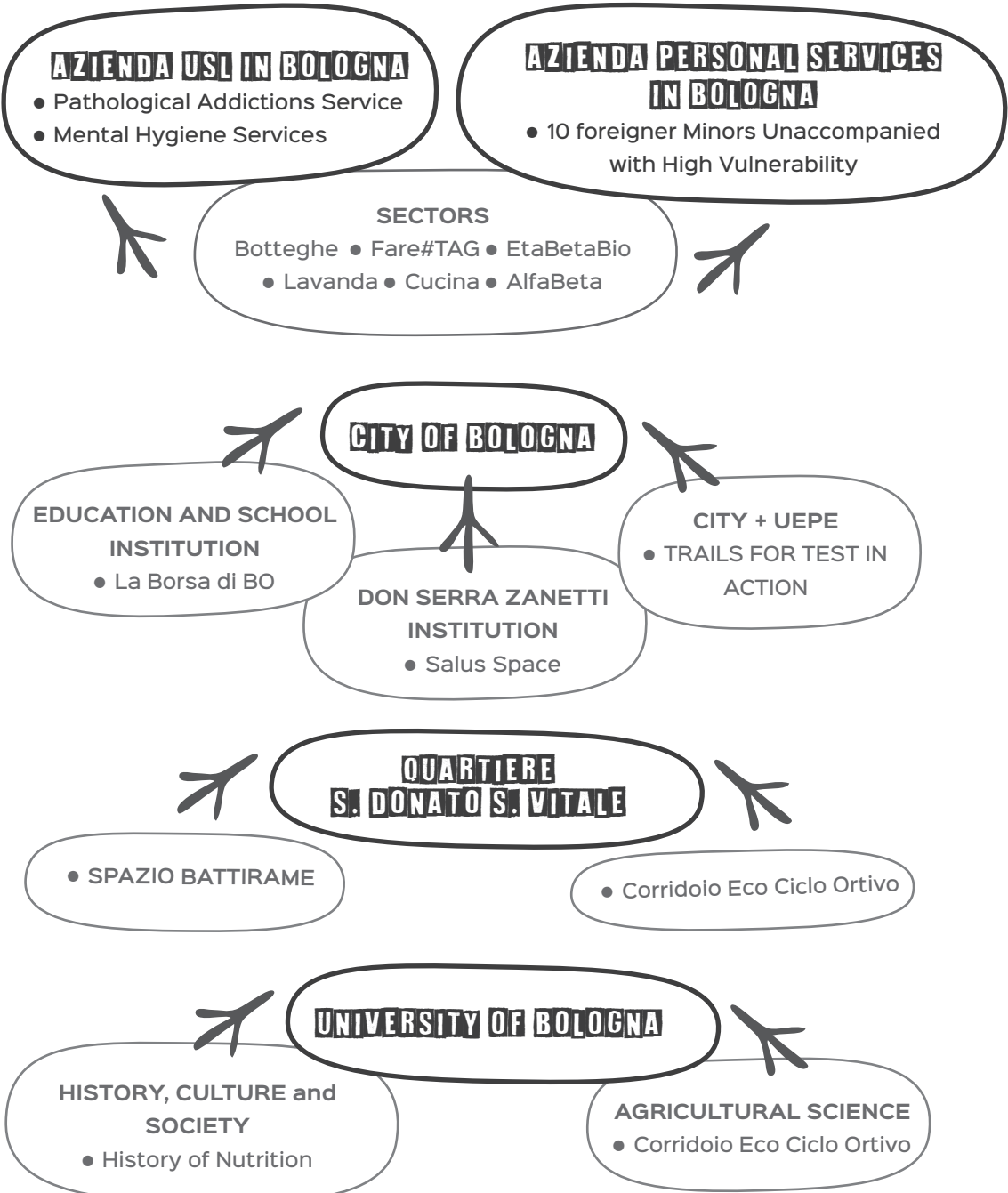
The worker that shows a good degree of reliability becomes partner in the Cooperative

| EXTERNAL PROFESSIONAL | PROJECT/ACTIVITY     |
|-----------------------|----------------------|
| n. 1                  | Cucina Eco-Nomica    |
| n. 1                  | Panis                |
| n. 1                  | Artisanal shops      |
| n. 1                  | Graphics             |
| n. 1                  | AlfaBeta             |
| n. 2                  | Battirame renovation |
| n. 1                  | Electrician          |
| n. 2                  | Battirame renovation |
| n. 1                  | Architect            |
| n. 1                  | Training             |
| Total 10              |                      |

# 6.2 EXTERNAL STAKEHOLDERS

They represent the real focus of the actions of the cooperative and its workers

## INSTITUTIONS AND PUBLIC ENTITIES



## THIRD SECTOR

### CADIAI

COOP. SOC.

- LavaBO
- La Borsa di BO

### SOCIETA DOLCE

COOP. SOC.

- Lavanda
- La Borsa di BO
- Events

### CATIS

COOP. SOC.

- AlfaBeta

### CIDAS

COOP.

- unaccompanied foreign minors

### CSAPSA

COOP. SOC.

- JV for AUSL tender

### CAMELOT

ASS. TEATRALE

- Azelòn

### CONSORZIO CETS

- Panis
- PON METRO tender

### CONSORZIO

### KARABAK

- Lavanda

### CONSORZIO

### INDACO

- For AUSL tender

### CONSORZIO BLU

- Events

**CAMST** • La Borsa di BO

**ENEA** • Events

**OWAY** • Botteghe e Corridoio

**RANDI GRUP** • Botteghe

**MORENO** • Botteghe e Auto

**ELECTROUX ZANUSSI** • La cucina Eco-Nomica

**JULIENNE CUCINA** • La cucina Eco-Nomica

**SLOW FOOD** • Mercato del Novale

**CA' DE CESARI** • Mercati del Novale

**12 FOOD PRODUCERS** • Markets

**ATTILA GIARDINERIA** • Spazio Battirame e Corridoio

**CHEFS - ITALIAN AND CATALAN RESTAURANTS**

- 7 Tavole

**ECOLE DE VERRE di Sarse Poterie e**

**FUNDACIO' L. COLOMINA Barcellona**

- For artistic events

## 7. FUTURE PERSPECTIVES

### **The cooperative is in a moment of big positive turmoil.**

Many activities by now are consolidated and in the short run they have very interesting developments.

Mainly they will focus in the **PARTICIPATION TO TENDERS** for which we have already received or shortly will receive an answer :

- **Corridoio Eco Ciclo Ortivo:** tender for which we have already received a positive result; i t will develop in the next two years with the regeneration of the Roveri Area
- **Pilastro tender** – Fantoni Area : a tender in JV with coop CIDAS per la riqualificazione for the requalification of an area in Pilastro neighborhood
- **AUSL tender** batch 1 with DSM for interventions in Work area in temporary JV - main contractor Consorzio Indaco; Batch 2 still in work areas for SERDP in temporary JV with several cooperatives main contractor C.S.A.P.S.A.
- **Tender PON METRO CIRENAICA** for educational and formative interventions for minors, together with CEIS
- **Tender issued by CIDAS coop.** for 12 laboratorial paths geared to MSNA
- **Tender FONCOP** for training of internal personnel
- **Award of Management of SALUS SPACE**

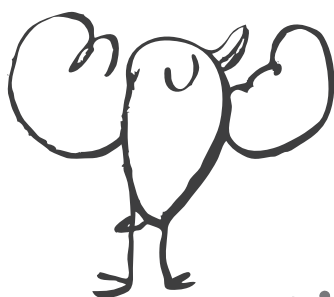
### **The expansion of the activity will require**

- **EXPANSION OF THE STAFF:** if we consider the present average age – 46,5 years – we will have to look at younger generations
- A timely **MANAGERIAL CONTROL** with the aim to optimize the utilization of resources.



## 8. ECONOMIS

The year has just ended with a slightly positive result





a cura di: **Giovanna Bubbico**  
progetto grafico: **Susanne Weishar**  
foto: **Valentina Verde**  
foto copertina: **Anika Mazza**



**ETA BETA**  
coop. soc. onlus

via Scipione dal Ferro 4  
40138 Bologna  
051 6340474  
[info@etabeta.coop](mailto:info@etabeta.coop)  
[www.etabeta.coop](http://www.etabeta.coop)



*etabeta.coop*