

# TNC-FICHE

## ESF-Flanders

<b>Name of institution:</b>	Tussenstap, division of association without profitable goal Zenitor. Tussenstap means “INTERMEDIATE STEPS” Our baseline is “Entrepreneurs at a crossroad”.
<b>Type of institution</b> (click the right answer):	<input type="checkbox"/> Public <input checked="" type="checkbox"/> Private <input type="checkbox"/> Institutional training providers <input type="checkbox"/> Other (please specify).....
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<b>Stage of implementation:</b> (click the right answer):	<input checked="" type="checkbox"/> Preliminary project Idea (projects in preparation phase without grant awarded) <input type="checkbox"/> Project under implementation
<b>Title of the Project:</b>	.....Caring for self employed talent.....
<b>Approximate budget of the project:</b>	.....250.000€.....
<b>Budget for transnational activities:</b>	.....75.000
<b>Duration of the project – starting date (in months):</b>	From.....1/9/2012.....till....1/12/2014.....
<b>Duration of the transnational activities within the project – starting date:</b>	From.....1/12/2012.....
Thematic scope of the project (click the right answer – <b>maximum 2</b> ):	<input checked="" type="checkbox"/> Access to the labour market/employment and social inclusion, e.g.: <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Pathways to integration and reintegration of disadvantaged groups</li> <li><input type="checkbox"/> Fighting discrimination when entering the labour market</li> <li><input type="checkbox"/> Progress in promoting acceptance of diversity in the workplace</li> <li><input type="checkbox"/> Customised programs for specific targeted groups</li> <li><input type="checkbox"/> Stimulating and acknowledgment of working skills</li> <li><input type="checkbox"/> A better flow from social economy towards the regular labour market</li> </ul> <input type="checkbox"/> Workers and new skills within the context of a “New Economic Environment” and social economy, e.g.: <ul style="list-style-type: none"> <li><input type="checkbox"/> Developing systems &amp; strategies for lifelong learning within organisations and services for enterprises</li> <li><input type="checkbox"/> Training &amp; services for workers to increase their adaptability</li> <li><input type="checkbox"/> Strengthen an HR-competency policy in enterprises</li> </ul> <input type="checkbox"/> Business undergoing changes, e.g.: <ul style="list-style-type: none"> <li><input type="checkbox"/> Support labour organisations to adjust to rapidly changing economic &amp; organisation standards</li> <li><input type="checkbox"/> “Corporate Social Responsibility”</li> <li><input type="checkbox"/> Social economy</li> </ul> <input type="checkbox"/> Education and training, e.g:

	<ul style="list-style-type: none"> <li><input type="checkbox"/> Increasing the participation in education and training at all time in one's life</li> <li><input type="checkbox"/> Increase the transition from school towards work/labour market</li> <li><input type="checkbox"/> Facilitate the access to education for 45+</li>   <li><input type="checkbox"/> Women and job, e.g.: <ul style="list-style-type: none"> <li><input type="checkbox"/> Measures to gain better access to jobs and achieve a more sustainable labour market participation</li> <li><input type="checkbox"/> Measures to decrease the gender gap &amp; have more women in the labour market</li> <li><input type="checkbox"/> Actions to improve the balance private-working life</li> </ul> </li>   <li><input type="checkbox"/> Fighting inactivity and discrimination at high age, e.g.: <ul style="list-style-type: none"> <li><input type="checkbox"/> Measures for more and easy access to employability</li> <li><input type="checkbox"/> Measures to keep elderly people working</li> </ul> </li>   <li>X Stimulating entrepreneurship for target groups, e.g.: <ul style="list-style-type: none"> <li><input type="checkbox"/> Measures to increase the participation of migrants/ethnic minorities in the labour market and to stimulate social integration</li> </ul> </li> <li>X Innovative actions</li>   <li><input type="checkbox"/> Other themes (please specify)</li> </ul>
<p><b>Target group for transnational cooperation</b> (click the right answer):</p> <p><i>(ONLY final beneficiaries, NO stakeholders)</i></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Long term Unemployed</li> <li><input type="checkbox"/> Persons not actively at work – e.g. Young people under 25 years old (Incl. school or high school/university)</li> <li><input type="checkbox"/> Employed</li> <li>X self Employed</li> <li><input type="checkbox"/> Elderly persons (+ 50)</li> <li><input type="checkbox"/> Specific target groups: <ul style="list-style-type: none"> <li><input type="checkbox"/> Disadvantaged groups (Ethnic / national minorities)</li> <li><input type="checkbox"/> Immigrants</li> <li><input type="checkbox"/> Ex-offenders</li> <li><input type="checkbox"/> Women</li> <li><input type="checkbox"/> Persons with mental or physical disabilities</li> <li><input type="checkbox"/> Employees in Social enterprises</li> </ul> </li> </ul>

## **Brief description of the Transnational cooperation:**

### **1. Problems to be solved** (justify the need of the transnational cooperation)

Bankruptcy frequency breaks records in EU, due to worldwide financial crisis. Thousands of self-employed lose their occupation, their income and assets because of bankruptcy. These individuals struggle with a lot of problems and questions (*what are my rights, can I start again as self-employed, will I be able to find another occupation, how can I ever get free of debt...*)

In Flanders (part of Belgium), Tussenstap offers them answers to their questions and supports them to find a new job (employed or self-employed). The individual entrepreneur just before and after bankruptcy is our final target. The ambition of Tussenstap is to develop a network in which stakeholders meet and collaborate.

In most EU member states there isn't any specialised professional care for self-employed going bankrupt. Tussenstap could inspire partners in such states to set up a similar service to humanise the impact of bankruptcy for the self-employed losing their job, their financial means, their self-esteem and their social position.

In some EU member states there is long term experience and a higher level of expertise. In those member states stakeholders are working together in complex network structures. Tussenstap aims on importing expertise and experience from partners in those states

### **2. Objectives to be achieved**

Tussenstap has 5 years of experience with individual advice and reintegration into the labour market of self-employed people after bankruptcy.

Tussenstap offers to:

- share his experiences
- support partners in other EU member states to start a similar program

Tussenstap asks to study on 'best practices', new methods and plans developed in other EU member states, to find out how the final beneficiaries (self-employed people after bankruptcy) with the access to the labour market :

- can be reached
- can be supported
- can be enabled to help themselves

These efforts should result in :

- Operational start up of elementary humanitarian service for self employed who went bankrupt.in the partners member state
- Implementation of new methods and/or ways of cooperation for the benefit of bankrupt inhabitants of Flanders, the region in witch Tussenstap operates

### **3. Main transnational activities** (as provisionally planned, to be confirmed with partners)

Study of local situation in partners country.

Exchange of methods and information between Tussenstap and transnational partner and vice versa.

Selection of transferrable methods.

Development of new or adaptation of existing methods.

Implementation of newly developed or adapted methods, both by partners and by Tussenstap

### **4. Planned outputs, deliverables, results of TNC; expected outcomes (effects)**

In EU member states public awareness about needs of self-employed people after bankruptcy increases.

Social appreciation of self-employment improves. Bankruptcy has less negative influence on social inclusion.

Social insertion after bankruptcy speeds up and affects larger percentage of the target group.

- a. New methods are developed and disseminated throughout EU
- b. "Best practices" are known and interchanged between EU member states partners
- c. Final beneficiaries are better reached and their participation in support programs increases
- d. Access to finance for final beneficiaries improves.

### **5. Useful and additional remarks:**

In Flanders Tussenstap offers support to self-employed people after bankruptcy. Tussenstap builds bridges for access to the labour market (employed or self-employed). One of the challenges in this work is to overcome social isolation of bankrupt caused by social disapproval, material deprivation and by juridical measures. Another challenge is to motivate them to follow the program.

Tussenstap needs investigation on some hypothesis. For instance, should government enforce participation to a reintegration program by making it compulsory for self-employed after bankruptcy who rely on social security financed income support ?

To summarize Tussenstap wants to achieve two transnational targets.

First : to create a transnational structure and collaboration with the different stakeholders to develop new and innovative services.

Second: to achieve more facilities to extend our programmes aiming on integration to more self-employed in need.