



SWITZERLAND

1. Background information

Contact Information

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Description of activities in the field

Contact Netz - integration through work

Drug-dependents often lose their jobs following psychological and social destabilisation and health consequences. Confidence-building and reintegration techniques are paramount to re-stabilisation.

Through social enterprises, Contact Netz offers 90 jobs in the areas of forestry, textiles, construction, recycling, and sales. All have a positive impact on the essential daily structure for people with dependence problems. They combine innovative ideas with entrepreneurial approaches.

Objectives of social enterprises are to:

- Convey a realistic sense of labour on the free market to clients;
- Sell products and services on the free market;
- Partially self-generate compensation and proper costs;
- Strengthen the self-esteem of the clients through self-generated income.

A work place for a regulated everyday life

The jobs on offer are adapted to the possibilities and the situation of the target group: reduced pressure and working hours, realistic expectations, and compensation.

The target group consists of men and women, dependent on illegal drugs and, continuously or temporarily, disconnected from the regular work process. For certain positions, it is a requirement that the employees receive methadone substitution treatment or belong to a controlled heroin-assisted programme.

The social enterprises provide drug-dependents with support and assistance in everyday life in order to:

- Obtain a regular daily structure;
- Activate manual skills;
- Regain and increase social skills (e.g. punctuality, perseverance, co-operation, independence);
- Strengthen self-confidence with a focus on re-entering the free labour market.

Self-supporting work places

The job offers of Contact Netz provide drug-dependents with a real-world frame of reference mainly through self-generating income. Hence, the reintegration happens in a cost-effective and fast-paced manner.

Contact Netz offers:

- Self-generating of more than 50% of the costs for the social enterprises;
- Partly self-supporting social enterprises;
- Innovative combination of social tasks and entrepreneurship;
- 90 jobs tailored to drug-dependents;
- Daily structure and bridge back to the free labour market for drug-dependent persons

Examples of activities

1. Electronic recycling

In the recycling workshop, electronic equipment and components from the entertainment and office industries are professionally disassembled. This is done manually and requires no specialised skills.

2. Construction

This company carries out private and public contracts in the fields of renovation, remodelling, painting, cleaning, moving, etc. In groups of two to eight people, clients are guided and accompanied by professionals on the construction sites.

3. Retail sales

This small grocery store is led entirely on business principles. Men and women, who are abstinent or substituted (without parallel consumption of other psychoactive substances), work and are reintegrated in a regular daily working schedule.

2. State of the art

1.1. State of the art – policies

Which policies are in place?

How do they contribute or jeopardise the development and implementation of work and reintegration programmes?

Switzerland has 26 cantons (regional entities), with largely different structures and organisation when it comes to work and reintegration programmes. Generally, one can say that these programmes are executed either by public administrations or by civil society organisations. Funding is to a large extent provided by the governments, with the exception of some social entrepreneurs who are funding most of their expenses with income generated by selling their products and services.

There are four kinds of programmes:

1. Reintegration programmes for unemployed
2. Work and reintegration programmes for welfare recipients
3. Work and reintegration programmes for drug dependents
4. Work programmes for physically or mentally disabled persons

Reintegration programmes for unemployed are supported by unemployment insurance, which is jointly funded by employers and employees. Work and reintegration programmes for welfare recipients are funded by tax-funded social welfare budgets. Programmes for disabled persons are funded by disability insurance. Programmes for drug dependents are in general directly funded by cantonal government budgets.

1.2. State of the art - practice

Which kinds of initiatives exist?

Title of the initiative	Short description	Which target groups can benefit?	Which kind of organisation implements this initiative?	How is this initiative being financed?
Programmes for unemployed	These programmes are dealing with education and advanced training, and providing expert knowledge to participants. They are very much focusing on integration.	Unemployed people who are qualified for unemployment insurance money (until two years after being licensed).	Public administration and private organisations	Unemployment insurance
Social welfare programmes	There is a wide range of offers from simple work programmes to more integrative programmes.	Welfare recipients	Public administration and private organisations	Social welfare budgets
Programmes for particular groups of marginalised persons as for example drug-dependents	There is a wide range of offers from simple work programmes to more integrative programmes	Drug-dependents, alcoholics, mentally disabled persons, former prisoners.	Private organisations	Social welfare budgets and general government budget
Programmes for disabled persons	Programmes providing mostly lower-level employment schemes	Physically or mentally disabled persons	Private organisations	Disability insurance

3. Organisation of work and reintegration programmes

How are the various work and reintegration programmes organised?

Unemployment programmes

Work programmes demanding higher professional skills. As participants are stable, only little assistance is required. Programmes in co-operation with the private sector aiming at quickly reintegrating the participants. No financial compensation for services or selling products. Only professional supervisors. No peers. Networking with educational organisations.

Social welfare programmes

Work programmes demanding variable skill levels. Need more assistance than unemployment programmes, as there may be marginalised persons among participants. No financial compensation for services or selling products. Only professional supervisors. No peers. Co-operation with the private sector may facilitate the participants' reintegration into the primary work sector.

Programmes for specific groups of marginalised persons

High assistance level required, as participants are unstable. Rather low skill level. Co-operation with social welfare programmes, providing opportunities for reintegration. These programmes are often provided by private organisations that are able to create funding by selling products and services. In this area one may also find a few social enterprises.

Programmes for disabled persons

Large companies offering a great number of work places, requiring rather low skill levels.

4. Inspiring practice examples

Organisation	Title of the initiative	Short description	Contact person
Contact Netz	LoLa	Small grocery store is led entirely on business principles. Men and women, who are abstinent or substituted (without parallel consumption of other psychoactive substances), work and are reintegrated in a regular daily working schedule	Daniel König
ASF	Work instead of social welfare	This organisation seeks jobs for people in social Welfare. These Jobs might be in the private sector or in social enterprises. The Jobs are financed during half a year. Afterwards Firms have to decide to engage the employee definitively	Jürg Fassbind
Syphon		<p>SYPHON is a social enterprise that provides people without jobs offers. It has two equivalent targets.</p> <p>On the one hand are jobless people - hereinafter referred to employees - in the second Integrated labor market. Employees receive targeted support and thus increase their chances in the first Labor market.</p> <p>On the other hand, discarded components are reused. For a sustainable contribution to man and environment is provided.</p>	Michel Zwahlen

5. Other organisations and stakeholders

Organisation	Description of the organisation	Contact person
Social Service	Social Service for Drug	Users. Thomas Zysset
Kompetenzzentrum Arbeit	State Institution for different working programmes	Jürg Fassbind
Gump&Drahtesel	Working programs Private Organisation	Paolo Richter

6. Critical factors/determinants

Which factors and determinants contribute to the development of effective and sustainable work and reintegration programmes in the future?

Good Network
Working Programs with a realistic sense of labour
Solid financing of income and subsidies
Well trained staff

7. Problems and barriers

What are the main barriers and problems?

Organisational problems:
Not enough coaches, not enough financial resources, not enough freedom to determinate the type of organisation

Policy related problems:
Too many restrictive rules and laws.

Target group related problems:
Too little networking with social services and other providers to get and crosslink clients

8. Necessary support

What kind of support is mostly needed by those organising and implementing effective work integration programmes?

1. Sufficient funding
2. Meaningful working opportunities
3. High qualification of the assisting staff (skills in working education)
4. Opportunity to offer services and products in the free market.

9. Main challenges

What are the main challenges for the future regarding work integration of marginalised and vulnerable groups?

The main challenge is to find a social consensus with regard to work programmes for those groups, in a sense that it is worthwhile to create work programmes. While not providing an immediate reintegration, they offer participants a meaningful structure for their everyday life and require an effort from them.