

PORTUGAL REPORT

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COMPARATIVE ANALYSIS

NUMBER OF EXPERIENCES REVIEWED: 2

EXPERIENCE #1: "Support to the the hiring of Unemployed People Over the Age of 45" (Apoio à Contratação de Desempregados com idade igual ou superior a 45 anos).

EXPERIENCE #2: "Intergenerational Entrepreneurship Programme" - UAW-United at Work Project.

Type of action

	Exceptional	Regular	Continuous
EXPERIENCE #1			X
EXPERIENCE #2	1		

Geographical scope

	District	Local	Regional	National	European	International
EXPERIENCE #1				x		
EXPERIENCE #2			x	x		

FEATURES IDENTIFIED

Short description about the experiences reviewed

EXPERIENCE #1

Support measure to organisations that hire unemployed people over the age of 45 years old, through reimbursement of Social Security contributions under the employer's responsibility.

The contribution is dependent on the celebration of a work contract, partial or full time, with an unemployed over the age of 45 years old and registered in a Work Centre.

EXPERIENCE #2

An acceleration and incubation programme for the development of companies co-created by teams of intergenerational entrepreneurs (less than 35 years old and more than 55 years old). The programme provides a pipeline for idea and company development, together with specialised services and working spaces, as well as support during market uptake. In a preliminary phase the programme supports mutual meeting between individual participants and the constitution of intergenerational teams, which should include at least one youth and one senior.

Pilot project co-financed by PROGRESS PROGRAMME, and developed as a result of social experimentation within the Social Innovation Bank - an initiative of Santa Casa da Misericórdia (a national level, non-profit, social support organisation).

Type of actions included

	Advising	Guidance	Counselling	Training	Intermediation	Other (see below)
EXPERIENCE #1				x		x
EXPERIENCE #2	x	x	x	x		x

EXPERIENCE #1

Reimbursement of a percentage of the Social Security contributions to employers who celebrate a contract with:

- Unemployed over 45 years old registered in an employment centre for at least 6 consecutive months.
- Inactive people (i.e. jobless but not registered in any employment centre) for at least 12 months).

The programme is combined with the programme Stimulus 2013, which does not target any age group. This programme demands that the employer supports work related and relevant training to the employee, in one of the following forms:

- Onsite training for the duration of the contract, under supervision of a senior worker / tutor.
- Training in a certified organisation, with a minimum duration of 50 hours, and preferentially taken place during work hours.

EXPERIENCE #2

The project takes place in the "Centre for Experimentation and Social Innovation - CEIS". It is a multifunctional environment where specific and integrated support activities take place, with the purpose of stimulating, accelerating and disseminating ideas, projects and innovative companies with social value.

The CEIS is a meeting point between technicians, researchers, artists, entrepreneurs, companies, public organisations and non-profit organisations, gathered to jointly analyse, debate and develop products, services and innovative solutions to social challenges and problems. The space has the following set of functionalities:

- Co-work spaces and business incubation
- Co-creation lab.
- Debate and leisure spaces
- Observatory for the identification of opportunities
- Exhibition and dissemination spaces.

NEEDS OR MOTIVATIONS THAT LED TO THE DEVELOPMENT OF THE PROGRAM

	Type of problems identified	Diagnostic methods used	Main conclusions
EXPERIENCE #1	<p>As a result of the economic crisis, national unemployment rate was predicted to exceed 18% in 2013 and 2014, the highest ever in Portugal. Moreover, the unemployment rate had the following inner characteristics:</p> <ul style="list-style-type: none"> – 14% of the employed people worked partial times only. – The number of job seekers is 260 thousand. – The unemployment affected about 923 thousand people, of which 36% where job seekers for more than two years. – Most unemployed people has the lowest level of education (4 years) and is more than 45 years old. – Most employed have a no term contract, mostly on the services sector. – Most workers is 5 to 9 years in the same job. <p>The employment numbers should remain bleak as a result of a noticeable reduction of public jobs and a contraction in the economic activity, and thus in private job offers. As a result, the number of requests for job placement</p>	<p>(1) Statistical information – national statistical institute and Eurostat’s Workforce Survey.</p> <p>(2) IEFP in field experience.</p>	<p>The unemployment rate forecasts for the coming years, notwithstanding a de-acceleration in recent months, recommend a new generation of “active policies for employment and professional training”, which reinforce on the one hand higher levels of qualification among the unemployed and, on the other hand, in job creation. Concerning employment, such measures should be directed towards providing higher support for companies, whether by way of simplifying access to credit, either by reducing labour costs associated with creating and maintaining jobs. In parallel, it is necessary to facilitate the employability of young and senior citizens in the labour market, either by providing support to their (re-)integration, or by improving their qualifications. And</p>

	<p>in IEFP offices has increased 11,3% in 2013, representing 835 thousand people.</p> <p>Notwithstanding a particular grim perspective in the economic and social areas, the government has increasing pressure to reduce spending in the face of large cuts in public finance</p>		<p>additional priority should also be to back a higher number of job offers in specific, underprivileged target groups, which by their own characteristics, and lesser qualifications, are particularly affected by unemployment.</p> <p>The narrowing of the gap between the cost associated with a work contract supported by the employer and the wages by the employee should increase efficiency in the labour market, and decrease the number of jobseekers.</p>
<p>EXPERIENCE #2</p>	<p>In spite of a slight overturn in the unemployment rate in 2013, the numbers are still considered extremely high, especially in young people. Furthermore, there is a noticeable increase in the number of couples where both persons are unemployed, in net migration, on long term unemployment, and on short term, low qualification, and low income job offers.</p> <p>The poverty risk rate has remained stable in the last years. However certain social groups have also seen their situation worsen: unemployed, couples with children; have a higher than average rate.</p>	<p>Analysis of statistical information (inc. Activity Plan).</p>	<p>The current national social and economic situation demands new initiatives to promote innovation with social goals, and a connection with entrepreneurship.</p>

	<p>Notwithstanding a particular grim perspective in the economic and social areas, the government has increasing pressure to reduce spending in the face of large cuts in public finance.</p>		
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ACTION'S FEATURES

Stakeholders involved

	Enterprises	Private bodies	Trade unions	Public services / authorities	Employer's federation / association	Other
EXPERIENCE #1	x					x
EXPERIENCE #2	x			x		x

Short description about the methodologies used in the different programmes/experiences

<p>EXPERIENCE #1</p> <p>Step 1 The host organisation presents a job offer through registration in the NetEmprego website (www.netemprego.gov.pt). An identification of a desired employee is also possible.</p> <p>Step 2 The Employment and Professional Training Institute (IEFP) validates the job need and checks against the eligibility of the beneficiary. In his absence IEFP presents the unemployed who fit the criteria.</p> <p>Step 3 Once the employer selects the desired employee, a decision is made on the application and the employer is notified within 30 days after the application has entered the system.</p> <p>Step 4 The employer is required to celebrate a work contract with the employee after the approval notification.</p> <p>Step 5 The employer is required to send all its IEFP supported contracts within 15 days of the decision notification.</p> <p>EXPERIENCE #2</p> <p>Step 1</p>
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An open sharing and collaboration platform is launched where citizens are invited to identify needs, and discuss solutions in the areas of social support, health and culture. The Forum is hosted in uaw.unitedatwork.eu website and Facebook page.

Step 2

A creative tool and methodology (entitled "Ideas factory") that helps citizens elaborate and improve on their initial solutions is made available on the website. The creativity toolbox is composed by 5 steps: research, interpretation, co-creation, experimentation and conclusion. The end ideas go to an "Ideas Pool" available online. The methodology is available to all registered users.

Step 3

"Application process": confident of their business ideas, young and senior citizens register in the Project website. The selection follows the fulfilment of a pre-set of requisites by the applicants and not of the projects.

Step 4

The accepted applicants follow a streamline of capacity building, consultancy and other specialised services.

Additionally, the sustainability of the project is underpinned by the BIS fund. This fund supports the most promising companies coming out of the process.

Step 5

Dissemination of the company or business model that underpins an innovative response to social needs or problems in national and international networks.

Techniques and technologies used

	Procedures (Techniques)	Procedures (Technologies)
EXPERIENCE #1	Onsite training / coaching provided by the employer	website (www.netemprego.gov.pt).
EXPERIENCE #2	Online idea toolbox – support software for the phases of research, interpretation, co-creation, experimentation and conclusion. Workshops (training): social design, Brainstorming, team building & Marketing in social media	Online platform (website & Facebook)

Target group characteristics

	Age	Gender	Educative level	Socioeconomic background	Disabilities	Other
EXPERIENCE #1	Over 45 years old	No distinction	No distinction	No distinction		- Registered in an employment

						centre for at least 6 consecutive months. - Inactive people (i.e. jobless but not registered in any employment centre) for at least 12 months).
EXPERIENCE #2	(teams) young people under the age of 35 and senior citizens between 55 and 64 years old that "approach the end of their active life and, in spite their professional expertise are unable to join the labour market.	No distinction	Diploma of higher education (young people only) More than 15 years of professional experience (seniors only)	No distinction		Unemployed

Resources needed

	Time	Materials	Equipment	Costs
EXPERIENCE #1	Information not given	Information not given	Information not given	Information not given
EXPERIENCE #2	Information not given	Information not given	Information not given	1061.000 euros (859.000 euros (ESF))

Human resources involved

	Direction	Managemen	Technical	Bureaucratic	Other
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		t	tasks		
EXPERIENC E #1	1 Integrated in the Department for Employment Promotion of IEFP	Integrated in the Department for Employment Promotion of IEFP	16 Integrated in the Department for Employment Promotion of IEFP	2 Integrated in the Department for Employment Promotion of IEFP	
EXPERIENC E #2	1	0	3 (including 1 stagier)	3 (shared with other departments).	6 (shared with other departments).

Evaluation of the experience

	Monitoring methods	Assessment methods
EXPERIENCE #1	Institutional evaluation system – QUAR: Performance is measured by a set of metrics.	Institutional evaluation system – QUAR. Evaluation by immediate superiors – qualitative and quantitative.
EXPERIENCE #2	Satisfaction questionnaire – per activity. Collection of implementation data. 3 Monitoring meetings	Assessment of project results. The results will also be discussed in international conferences and workshops in the field of entrepreneurship and intergeneration based business creation. The evaluation phase starts April 2015.

OUTCOMES

Level of compliance with the specific objectives expected (showed in percentages)

	Obj. #1	Obj. #2	Obj. #3	Obj. #4	Obj. N
EXPERIENCE #1	75%	120%			
EXPERIENCE #2	Not measured as yet	Not measured as yet			

Action's results

	Real results based on the original purpose of the action	Impact in the territory / institutions
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<p>EXPERIENCE #1</p>	<p>Thanks to the studied measure, together with others within the aforementioned Strategic Plan, the number of unemployed has slightly decreased. There is though widespread worry that the decrease is artificially produced by the government, and the numbers will return to the previous figures once the measures are terminated.</p>	<p>As the companies have access to cheap, subsidised labour, the cost of labour has generally decreased. This also accrues a significant impact on the buying power of the population, with an effect on internal demand.</p>
<p>EXPERIENCE #2</p>	<p>21 companies were selected to receive arranged support (out of 35 entries). The target was 200 individuals, but these would be ultimately organised in intergenerational groups.</p>	<p>A very innovative pilot project, which has received notable dissemination in media. As delivery is halfway full impact is still to be measured.</p>

JOINT CONCLUSIONS

FEATURES IDENTIFIED

Four experiences have been identified in Portugal. However, only two responses were collected/authorised. Both are national level initiatives, even though Experience #2 is promoted by a regional institution, the results of the project have had a nationwide impact. It also is a private initiative, although not-for-profit. Experience #1 is a nationwide initiative, created by the public administration.

NEEDS OR MOTIVATIONS THAT LED TO THE DEVELOPMENT OF THE PROGRAM

Both programmes were the result of economic crisis responses that have had a considerable toll on the unemployment rate.

However, even though there is a clear perception that there should be public intervention as a result of labour market inefficiencies, there is also increasing pressure to reduce public spending in face of large difficulties in public finances, which represent added complexity for the design of measures for amelioration.

The studied programmes address this complexity in two radically different approaches, which stem from their different responsibilities and scope of intervention:

- (1) To elicit a new generation of state intervention that privileges incentive to the private sector, instead of directly intervening in society with potential undesirable effects (case #1). This is one of the measures adopted by the state agency for employment.
- (2) To stimulate the entrepreneurial spirit of the population, providing the tools and capacities to elicit successful enterprises, and thus enable job creation in an indirect way, with fewer state funds. This is a measure undertaken by the non-governmental organisation (case #2).

The state intervention is the result of a new generation of “active policies for employment and professional training”, aiming to reinforce, on the one hand, higher

levels of qualification among the unemployed and, on the other hand, increase company creation and growth.

Concerning employment, the measure is directed towards providing greater support for companies to create and maintain maintaining jobs, by reducing labour costs. The measure targets senior citizens in the labour market, by providing financial benefits to companies that hire them, and improve their qualifications. Similar measures are employed to target other underprivileged groups, which by their own characteristics, such as lower qualifications, are particularly affected by unemployment. Other measures are streamlined across the unemployed population – such as the Stimulus 2013 measure which does not make any distinction age-wise.

The state measure is also underpinned by the conviction that the narrowing of the gap between the cost associated with a work contract supported by the employer, and the wages, should increase efficiency in the labour market, and decrease the number of jobseekers.

As far as the example of private sector intervention is concerned, it is also connected with a desire to streamline new initiatives to promote innovation with social goals, and a promote entrepreneurship, in order to overcome the current national social and economic situation.

The project of Santa Casa is a clearly integrated albeit experimental approach. It is an acceleration and incubation programme for the development of companies co-created by teams of intergenerational entrepreneurs. The programme provides a pipeline for idea and company development, together with specialised services and working spaces, as well as support during market uptake. In a preliminary phase the programme supports mutual meetings between individual participants and the constitution of intergenerational teams, which should include at least one youth and one senior.

A distinct feature of this project is however the demand for applicants with a higher education diploma, which does not include a significant part of the population. It is thus expected, in the event of a successful evaluation, the scaling-up of the project.

ACTION'S FEATURES

Both case studies follow a linear process. However both initiatives have a very different approach and nature.

Experience #1 goal is solely the promotion of new admissions, by reducing associated costs. There is also a component of onsite training, but it is clearly complementary for the main goal.

The action is directed to the employer, as he is the sole beneficiary. The process to receive the reimbursement is a simple bureaucratic pipeline:

- The host organisation presents a job offer.
- The offer is validated for its eligibility
- A range of candidates is listed.
- The company chooses a candidate.
- The job agency validates the process and reimburses the employer.

In contrast Experience #2 is a more complex process, which involves a plethora of sub-initiatives and associate organisations. Also, the steps are not only used for the specific case of the United at Work project, but in a wider context and in a community-based context.

The process follows a business idea improvement pathway:

- An open sharing and collaboration platform is launched where citizens are invited to identify needs, and discuss solutions.
- Support tools and business methodologies are made available to help fine-tune the business idea from research phase till the experimentation phase.
- An “Ideas Pool” is placed online.
- There is a “matching” process between young and senior entrepreneurs, so that the programme formula (and criteria) is reached: 1 youth and 1 senior.
- Once the matching is complete, the business idea is presented and selection is based in a set of criteria.
- The accepted applicants follow a stream of capacity building, consultancy and other specialised services, which allows them to improve their business model. The supporting consortium has also a role to play in the dissemination of the company across the business sector.
- The sustainability of the project is underpinned by the BIS fund. This fund supports the most promising companies coming out of the process.

There is a small pecuniary compensation (12.000€) but this is only provided for the best-in-class cases. The bulk of the support programme is delivered through the mentioned "in-kind" contributions, provided mainly by project's partners.

OUTCOMES

Both experiences have had positive results. UAW is a very innovative pilot project, which has received notable dissemination in the media. The results have been positive but full impact is still to be assessed.

IEFP's initiative has had a stake in the reversal of the unemployment numbers in Portugal. However there is widespread concern that the decrease in unemployment figures is artificially produced by the government via measures such as the aforementioned, and the numbers will return to previous figures once the measures are terminated. Also, there has been an undesirable effect on the economy itself. As the companies have access to cheap subsidised labour, and as such the workforce is not able to demand higher salaries, the cost of labour has generally decreased. This accrues a significant impact on the buying power of the population, and internal demand.

EXPERIENCE #1: "Support to the the hiring of Unemployed People Over the Age of 45" (Apoio à Contratação de Desempregados com idade igual ou superior a 45 anos).

A) INFORMAÇÃO BÁSICA SOBRE A AÇÃO / EXPERIÊNCIA

A1) Nome do projeto: Apoio à Contratação de Desempregados com idade igual ou superior a 45 anos.

A2) Período de execução: De 04/01/2013 a _03_/09_/2014_ (2nd generation)

A3) Código (Se aplicável (ex. Projeto Europeu) []

A4) Tipo de ação:

<input type="checkbox"/>	Excecional	<input type="checkbox"/>	Com regularidade	<input checked="" type="checkbox"/>	Contínua
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A5) âmbito territorial

<input type="checkbox"/>	De bairro	<input type="checkbox"/>	Local	<input type="checkbox"/>	Regional
<input checked="" type="checkbox"/>	Nacional	<input type="checkbox"/>	Europeu	<input type="checkbox"/>	Internacional

A6) Informações de contacto

Pessoa de contacto Alexandre Oliveira
 Organização IEFP
 Cargo Diretor de Departamento
 Número de telefone / Fax 00 351 218 614 100
 E-Mail

B) Descrição da Ação

B1) Pequena descrição da ação / serviço.

Support measure to organisations that hire unemployed people over the age of 45 years old, through reimbursement of Social Security contributions under the employer's responsibility.

The contribution is dependent on the celebration of a work contract, partial or full time, with an unemployed over the age of 45 years old and registered in a Work Centre.

The payment is performed thusly:

- The first instalment corresponds to 20% and is payable after one month since the decision notification.
- The second instalment corresponds to 20% and is payable after a third of the contract.
- The third instalment corresponds to 30% and is payable after a two thirds of the contract.
- The remainder of the instalments and is payable after the end of the contract.

The monthly reimbursement cannot exceed 200€.

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B2) As ações incluem: (Por favor, escolha as opções que se adequam à sua ação):

	Aconselhamento		Orientação		Assessoria
x	Formação		Intermediação	x	Outra, por favor descreva qual na caixa em baixo.

Reimbursement of a percentage of the Social Security contributions to employers who celebrate a contract with:

- Unemployed over 45 years old registered in an employment centre for at least 6 consecutive months.
- Inactive people (i.e. jobless but not registered in any employment centre) for at least 12 months).

The programme is combined with the programme Stimulus 2013, which does not target any age group. This programme demands that the employer supports work related and relevant training to the employee, in one of the following forms:

- Onsite training for the duration of the contract, under supervision of a senior worker / tutor.
- Training in a certified organisation, with a minimum duration of 50 hours, and preferentially taken place during work hours.

C) SITUAÇÃO QUE ESTÁ NA BASE DA AÇÃO

<p>C1) Diagnóstico do problema</p>	<p>As a result of the economic crisis, national unemployment rate was predicted to exceed 18% in 2013 and 2014, the highest ever in Portugal. Moreover, the unemployment rate had the following inner characteristics:</p> <ul style="list-style-type: none"> - 14% of the employed people worked partial times only. - The number of job seekers is 260 thousand. - The unemployment affected about 923 thousand people, of which 36% where job seekers for more than two years. - Most unemployed people has the lowest level of education (4 years) and is more than 45 years old. - Most employed have a no term contract, mostly on the services sector. - Most workers is 5 to 9 years in the same job. <p>The employment numbers should remain bleak as a result of a noticeable reduction of public jobs and a contraction in the economic activity, and thus in private job offers.</p>
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	<p>As a result, the number of requests for job placement in IEFP offices has increased 11,3% in 2013, representing 835 thousand people.</p> <p>Notwithstanding a particular grim perspective in the economic and social areas, the government has increasing pressure to reduce spending in the face of large cuts in public finance.</p>
C2) Metodologia utilizada para o identificar	<p>Statistical information – national statistical institute and Eurostat's Workforce Survey.</p> <p>IEFP in field experience.</p>
C3) Conclusões do diagnóstico	<p>The unemployment rate forecasts for the coming years, notwithstanding a de-acceleration in recent months, recommend a new generation of "active policies for employment and professional training", which reinforce on the one hand higher levels of qualification among the unemployed and, on the other hand, in job creation.</p> <p>Concerning employment, such measures should be directed towards providing higher support for companies, whether by way of simplifying access to credit, either by reducing labour costs associated with creating and maintaining jobs.</p> <p>In parallel, it is necessary to facilitate the employability of young and senior citizens in the labour market, either by providing support to their (re-)integration, or by improving their qualifications. And additional priority should also be to back a higher number of job offers in specific, underprivileged target groups, which by their own characteristics, and lesser qualifications, are particularly affected by unemployment.</p> <p>The narrowing of the gap between the cost associated with a work contract supported by the employer and the wages by the employee should increase efficiency in the labour market, and decrease the number of jobseekers.</p>

D) CARACTERÍSTICAS DA AÇÃO

D1) Objetivo geral	Fight unemployment in age groups particularly exposed to the current economic crisis.
D2) Objetivos específicos (acrescente linhas se necessário)	1- Increase the number of work placements
	2- Extend the number of people in professional training

D3) Partes interessadas envolvidas no programa (escolha por favor as opções necessárias que identificar)

X	Empresas		Atores privados		Sindicatos
	Associações de patrões		Serviços ou administração pública	X	Outro. Descreva por favor na caixa em baixo.

Employment and Professional Training Institute (IEFP).

D4) Metodologia (acrescente as linhas necessárias)	Passo 1 The host organisation presents a job offer through registration in the NetEmprego website (www.netemprego.gov.pt). An identification of the prospected employee is also possible.
	Passo 2 The Employment and Professional Training Institute (IEFP) validates the job need and checks against the eligibility of the beneficiary. In his absence IEFP presents the unemployed who fit the criteria.
	Passo 3 Once the employer selects the desired employee, a decision is made regarding the application and the employer is notified within 30 days after the application has entered the system.
	Passo 4 The employer is required to celebrate a work contract with the employee after the approval notification.
	Passo 5 The employer is required to send all IEFP supported contracts within 15 days of the decision notification.

D5) Procedimentos (acrescente as linhas necessárias)		
	TÉCNICAS	TECNOLOGIAS
1	Onsite training / coaching provided by the employer	website (www.netemprego.gov.pt).
2		
3		
4		
n		

D6) Características do grupo alvo (acrescente as linhas necessárias)	Idade Over 45 years old
	Género Male and female
	Nível de qualificações No distinction
	Contexto socioeconómico No distinction
	Incapacidades
	Outras características
	- Unemployed over 45 years old registered in an

	employment centre for at least 6 consecutive months. - Inactive people (i.e. jobless but not registered in any employment centre) for at least 12 months).

D7) Recursos	Tempo	N/A
	Materiais	N/A
	Equipamento	N/A
	Custos	3 696 242€
D8) Recursos Humanos	Direção	1 Integrated in the Department for Employment Promotion of IEFP
	Gestão	1 Integrated in the Department for Employment Promotion of IEFP
	Tarefas técnicas	16 Integrated in the Department for Employment Promotion of IEFP
	Burocráticos	2 Integrated in the Department for Employment Promotion of IEFP
	Outros cargos	
D9) Métodos de monitorização	Institutional evaluation system – QUAR: Performance is measured by a set of metrics.	
D10) Métodos de avaliação	Institutional evaluation system – QUAR. Evaluation by immediate superiors – qualitative and quantitative.	

E) OUTCOMES

E1) NÍVEL DE CUMPRIMENTO DOS OBJETIVOS ESPECÍFICOS (esta questão refere-se a D2. (acrescente as linhas necessárias).	Objetivo específico 1	75%
	Objetivo específico 2	120%
E2) Resultados reais alcançados tendo em vista o propósito original da ação	Thanks to the studied measure, together with others within the aforementioned Strategic Plan, the number of unemployed has slightly decreased. There is though widespread worry that the decrease is artificially produced by the government, and the numbers will return to the previous figures once the measures are	

	terminated.
E3) Impacto no território / nas instituições	As the companies have access to cheap subsidised labour, the cost of labour has generally decreased. That is, non-subsidised employees are generally receiving less than previously. This accrues a significant impact on the buying power of the population.

EXPERIENCE #2: "Intergenerational Entrepreneurship Programme" - UAW-United at Work Project.

A) INFORMAÇÃO BÁSICA SOBRE A AÇÃO / EXPERIÊNCIA

A1) Nome do projeto: Intergenerational Entrepreneurship Programme - UAW-United at Work Project.

A2) Período de execução: De 30/10/2013 a 30/10/2015

A3) Código (Se aplicável (ex. Projeto Europeu) []

A4) Tipo de ação:

<input checked="" type="checkbox"/>	Excecional	<input type="checkbox"/>	Com regularidade	<input type="checkbox"/>	Contínua
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A5) âmbito territorial

<input type="checkbox"/>	De bairro	<input type="checkbox"/>	Local	<input type="checkbox"/>	Regional
<input checked="" type="checkbox"/>	Nacional	<input type="checkbox"/>	Europeu	<input type="checkbox"/>	Internacional

A6) Informações de contacto

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B) Descrição da Ação

B1) Pequena descrição da ação / serviço.

An acceleration and incubation programme for the development of companies co-created by teams of intergenerational entrepreneurs (less than 35 years old and more than 55 years old). The programme provides a pipeline for idea and company development, together with specialised services and working spaces, as well as support during market uptake. In a preliminary phase the programme supports mutual meeting between individual participants and the constitution of intergenerational teams, which should include at least one youth and one senior.
 Pilot project co-financed by PROGRESS PROGRAMME, and developed as a result of social experimentation within the Social Innovation Bank - an initiative of Santa Casa da Misericórdia (a national level, non-profit, social support organisation).

B2) As ações incluem: (Por favor, escolha as opções que se adequam à sua ação):

x	Aconselhamento	x	Orientação	x	Assessoria
x	Formação		Intermediação	x	Outra, por favor descreva qual na caixa em baixo.

The project takes place in the "Centre for Experimentation and Social Innovation - CEIS". It is a multifunctional environment where specific and integrated support activities take place, with the purpose of stimulating, accelerating and disseminating ideas, projects and innovative companies with social value.

The CEIS is a meeting point between technicians, researchers, artists, entrepreneurs, companies, public organisations and non-profit organisations, gathered to jointly analyse, debate and develop products, services and innovative solutions to social challenges and problems. The space has the following set of functionalities:

- Co-work spaces and business incubation
- Co-creation lab.
- Debate and leisure spaces
- Observatory for the identification of opportunities
- Exhibition and dissemination spaces.

C) SITUAÇÃO QUE ESTÁ NA BASE DA AÇÃO

C1) Diagnóstico do problema	In spite of a slight overturn in the unemployment rate in 2013, the numbers are still considered extremely high, especially in young people. Furthermore, there is a noticeable increase in the number of couples where both persons are unemployed, in net migration, on long term unemployment, and on short term, low qualification, and low income job offers. The poverty risk rate has remained stable in the last years. However certain social groups have also seen their situation worsen: unemployed, couples with children; have a higher than average rate. Notwithstanding a particular grim perspective in the economic and social areas, the government has increasing pressure to reduce spending in the face of large cuts in public finance.
C2) Metodologia utilizada para o identificar	Statistical information analysis (Activity Plan).
C3) Conclusões do diagnóstico	The current national social and economic situation demands new initiatives to promote innovation with social goals, and a connection with entrepreneurship.

D) CARACTERÍSTICAS DA AÇÃO

D1) Objetivo geral	Contribute to the expansion of active employment
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	measures that allow the joint integration of young and senior citizens in active life, and promote more jobs and new companies.
D2) Objetivos específicos (acrescente linhas se necessário)	Stimulate citizens to identify and discuss needs and solution for problems in the social, health and culture areas.
	Stimulate citizens to develop their own ideas and projects
	Share good practices through the organisation of international conferences and workshops and the production of a documentary on the Project.

D3) Partes interessadas envolvidas no programa (escolha por favor as opções necessárias que identificar)

<input checked="" type="checkbox"/>	Empresas	<input checked="" type="checkbox"/>	Atores privados	<input type="checkbox"/>	Sindicatos
<input type="checkbox"/>	Associações de patrões	<input checked="" type="checkbox"/>	Serviços ou administração pública	<input checked="" type="checkbox"/>	Outro. Descreva por favor na caixa em baixo.

Universities / research centres.
Non-profit organisations.

D4) Metodologia (acrescente as linhas necessárias)	Passo 1 An open sharing and collaboration platform is launched where citizens are invited to identify needs, and discuss solutions in the areas of social support, health and culture. The Debate Forum is held via uaw.unitedatwork.eu website and Facebook page.
	Passo 2 A creative tool and methodology (entitled “Ideas factory”) that helps citizens elaborate and improve on their initial solutions is made available on the website. The creativity toolbox is composed by 5 steps: research, interpretation, co-creation, experimentation and conclusion. The end ideas go to an “Ideas Pool” available online. The methodology is available to all registered users.
	Passo 3 “Application process”: confident of their business ideas, young and senior citizens register in the Project website. The selection follows the fulfilment of a pre-set of requisites by the applicants and not of the projects.
	Passo 4 The accepted applicants follow a streamline of capacity building, consultancy and other specialised services.

	<p>Additionally, the sustainability of the project is underpinned by the BIS fund. This fund supports the most promising companies coming out of the process.</p> <p>Passo 5 Dissemination of the company or business model that underpins an innovative response to social needs or problems in national and international networks.</p>
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D5) Procedimentos (acrescente as linhas necessárias)		
	TÉCNICAS	TECNOLOGIAS
1	Online idea toolbox – research, interpretation, co-creation, experimentation and conclusion.	Online debate fora (in Facebook)
2	Social design workshops	
3	Brainstorming workshops	
4	Team building	
5	Marketing in social media	
n		

D6) Características do grupo alvo (acrescente as linhas necessárias)	Idade Teams composed of young people under the age of 35 and senior citizens between 55 and 64 years old that “approach the end of their active life and, in spite their professional expertise are unable to join the labour market.
	Género Male and female
	Nível de qualificações Diploma of higher education (young people only) More than 15 years of professional experience (seniors only)
	Contexto socioeconómico No distinction
	Incapacidades
	Outras características - Unemployed

D7) Recursos	Tempo	N/A
	Materiais	N/A

	Equipamento	N/A
	Custos	1061.000 euros (859.000 euros (ESF))
D8) Recursos Humanos	Direção	1
	Gestão	0
	Tarefas técnicas	3 (including 1 stagier)
	Burocráticos	3 (shared with other departments).
	Outros cargos	6 (shared with other departments).
D9) Métodos de monitorização	Satisfaction questionnaire – per activity. Collection of implementation data. 3 Monitoring meetings	
D10) Métodos de avaliação	Assessment of project results. The results will also be discussed in international conferences and workshops in the field of entrepreneurship and intergeneration based business creation. The evaluation phase starts April 2015.	

E) OUTCOMES

E1) NÍVEL DE CUMPRIMENTO DOS OBJETIVOS ESPECÍFICOS (esta questão refere-se a D2. (acrescente as linhas necessárias).	Objetivo específico 1	Not measured as yet
	Objetivo específico 2	Not measured as yet
E2) Resultados reais alcançados tendo em vista o propósito original da ação	21 companies were selected to receive arranged support (out of 35 entries). The target was 200 individuals, but these would be ultimately organised in intergenerational groups.	
E3) Impacto no território / nas instituições	A very innovative pilot project, which has received notable dissemination in media. As delivery is halfway full impact is still to be measured.	