

QualiPro**AIR**



4th day

Inter-mediate market organizations (SHOs) as a working environment



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Introduction

- **A short preview of last day**
- **3rd sector and inter-mediate markets - concepts**
- **Inter-mediate organizations (SHO) in Finland**
- **SHOs and immigrants**
- **Future prospects**
- **A summary of the day**

3rd sector and inter-mediate markets - concepts

- Conceptual division between different sectors of the society (markets and corporations, state and public sector, 3rd sector, associations, volunteer citizen activities, 4th sector – families, households) is based on thought, in which sectors represent relatively independent areas of social reality and each one of them operates by own special logic. Concept 3rd sector refers most commonly societal citizenship organizations, Id Est associations and foundations. (source: <http://kans.jyu.fi/sanasto/sanat-kansio/kolmas-sektori>).
- Inter-mediate markets refer area, which remains between open labor markets and unemployment field, from which are being aimed to reach to employ back to open labor market. They are meant basically to people, who has difficulties to employ him-/herself into a open market. Inter-mediate markets can offer both social support and partly extra income compared with total unemployment. 3rd sector like associations, are mainly the major actors in inter-mediate markets. (source: <https://fi.wikipedia.org/wiki/V%C3%A4lity%C3%B6markkinat>).



Discussion: Have participants experience about 3rd sector and inter-mediate activities? Have you ever thought differences between them?

Inter-mediate organizations, SHOs in Finland

- **Inter-mediate markets were created in 90's to ease long-period unemployment ja they still play important role as a part of the system for disabled work applicants.**
- **An aim of the Inter-mediate markets is to improve situation of long-period unemployed people, young adults and partly disabled people. Means and tools are mainly rehabilitating work activity, work experiences, carrier guidance, labor training, oppisopimus, professional training and salary supported work.**
- **Inter-mediate market actors have remarkable knowledge and experience about whole service chain of employment and multi-sectoral cooperation. Inter-mediate markets offer participation to working life, transfer services to open labor markets and different kind of subsidized work opportunities. For this reason, municipalities and provinces must be sure that this experience is still at disposal after major renewals at hand.**
- **Cooperation between municipalities and SHOs is many-sided:**
 - 1) **Municipalities are many times part of Inter-mediate markets when they e.g. offer rehabilitating work activities united with recycling activities.**
 - 2) **Municipalities often purchase employment services e.g. from employment units managed by foundations.**
 - 3) **Municipalities can help SHOs' economic situation by purchasing other services from them; e.g. catering services, products manufactured in workshops.**

SHOs in Finland

- Labor administration took concept inter-mediate markets in use in recent years. It entails a thought, that with common arrangements for people with difficulties to employ him/herself can be adapted a entirety of different kind of supporting services, which enables him/her to find optimal job – part of them from open labor markets part from other activating services.
- Within coming years can be seen, how remarkable role inter-mediate markets can form related to open labor markets and in which content they play role as transition markets from social services to open labor markets.
- Basically a concept inter-mediate markets has already been divided in two: 1) inter-mediate markets for shorter working periods; 2) supporting inter-mediate markets, which are more permanent in nature, but they fulfill demand of social activation and preventing of isolation.

Challenges for inter-mediate markets in 2020

- **Macro-level challenges:**
 - 2008-2016 recession (international and national levels)
 - Financial cuts in funding of employment and municipal budgets
 - Too slow proceeding big renewals: local level actors in the field don't have any kind of idea how these renewals will effect on employment activities in practice → actions needed are standing still.
- **Micro-level Challenges:**
 - Too stagnated operating and organizational cultures
 - Incapable administration → lacking of strategic thinking → slow pre-reacting into macro-level challenges
 - Even though there are a lot immigrants within subsidized labor, multi-cultural work environment don't get much attention in SHOs.

Challenges - figure

Macro-level international challenges: a) digitalization; b) finance crises; c) political tensions; d) environmental issues; e) immigrants and refugees flows; f) protectionism.

Macro-level national challenges in Finland : a) same than above; b) bad care taking relation; c) compete ability challenges 2010-2017; d) big and remaining problem of structural unemployment / a hard core of unemployment

Macro-level actions, state: a) Social and Health Care renewal; b) regional administration renewal; c) Education reform; d) growth pole center renewals; e) vast budget-cuttings in public outcome structures between 2014-2018

Consequences in regions (SHO angle), e.g. South-West Finland: a) Stakeholders of SHOs (regional unemployment administration, municipalities) incapability in decision making concerning new innovative projects, ending of incoming flows of subsidized workers; b) budget-cuts in developing projects; c) stabilization of hard core of unemployment (incl. immigrants)!

Consequences for SHOs: a) näivettyminen; b) ending of activities; c) financial and operative crises

SHOs and immigrants

- Immigrants have a lot founded associations of their own E.g. in South-West Finland their top-association is Sondip ry. Its member associations are: ABC Nuorisotoiminta ry, Albaaniyhdistys Bashkimi ry, Bosnialaisten Kulttuurikeskus Suomessa ry, Bosnialaisten vankileiriyhdistys, Kynnys ry, Monikulttuurinen päivähoido, koulu ja koti ry (MPKK ry), Ocean in a Drop – Developing Together / Pesarassa Valtameri-Kehitytään yhdessä ry (Oid ry), Turun Kurdiyhdistys ry, Suomen Irakilainen seura ry, Suomen Rauhanpuolustajain Turun piirijärjestö ry, Turun Afganistanilainen Nuorisokulttuuriseura ry, Turun Naiskeskus ry, Turun Nigeria Yhdistys ry, Turun Venäläinen Klubi ry, Turun vietnamilaisten kulttuurikerho ry, Turun YK-yhdistys ry, Umu'IGBO Finland ry, Varsinais-Suomen Afganilaisten Kulttuuriseura ry , Varsinais-Suomen Virokeskus ry and Yhdessä-yhdistys ry.
- Common features for them are: a) they basically operate from ethnic bases; b) they are often specialized in common peace promoting and taking care of consequences and casualties of wars c) promoting common multi-cultural living; d) small-scale activities for group and individual guidance activities; e) arranging leisure time and hobby activities and due that preventing of loneliness and isolation.
- Beside the immigrants association operate SHOs, which are a) more specialized in arranging work-orientated support periods; b) recycling activities; c) Subsidized employees working in these support periods are not only immigrants but also more comprehensively long-period unemployed persons.

Immigrants in SHOs

- Condecisions for Immigrants in supported work periods with same agreements than native Finnish: pt, kuty, and tyko.
- Ikäjakaumaltaan he painottuvat enemmän yli 30-vuotiaisiin.
- Keskimäärin aktiivivissa toimenpiteissä on hieman enemmän miehiä kuin naisia; tähän vaikuttavat mm. kulttuuriset syyt, eli kulttuureissa, joissa naiset eivät työskentele aktiivisesti, vaan ovat enemmän kotiäiteinä, eivät myöskään ole tukityöllistämisen ensimmäisten joukoissa.
- Tukityöllistettävistä maahanmuuttajista vain murto-osalla on peruskoulutusoaa pidemmän tason koulutus (tai sitä ei ole lainkaan), heillä on erittäin harvoin todeksi osoittavaa dokumentointia koulutuksestaan.
- Heillä on harvoin osoittaa dokumentteja aiemmasta työkokemuksestaan ja osaamisestaan.
- Heillä on erittäin puutteellinen suomenkielen taito kotouttamiskoulutuksesta ja mahdollisista lisäkursseista huolimatta, eivätkä he myöskään puhu englantia kovinkaan hyvin.
- Tämä vaikeuttaa heidän a) työsosiaalisten suhteiden muodostumista kantasuomalaisten työkavereiden kanssa tukijakson aikana; b työllistymiseen / koulutukseen tähtäävien jatkopolkujen luomisessa.

Immigrants in SHOs

- According to experiences immigrants are extremely good at handy work based activities (skills that are little by little vanishing from Finnish young adults).
- They are hard workers, kind and possessing good customer service and entrepreneur spirit.
- They have very rarely alcohol or drug problems and therefore basic rules of working life (keeping up with working hours) are clear for them, they have only few sickness leaves etc.
- In most cases they have a good motivation to get a real job, go in to professional training or start a business of his/her own.



Discussion: what kind of experiments participants have immigrants at work, their possible experiences from subsidized work-periods in SHOs, working tasks done in SHOs etc.?

SHOs – future prospects

- There are, despite the hard recession years 2010-2017 for SHOs and big challenges are yet to come, a demand for operations done by SHOs.
- Backgrounds for this demand are: a) they have many years of experience of arranging subsidized work periods; b) they have many years of experience of arranging guidance and training programs for target group; c) nearly every recession, also in future, will be structural recession, which will leave behind a large amount of people, who won't find a new job on next positive economic fluctuation; d) immigrant flows to EU won't stop, so there'll be a demand for actors, which are specialized in immigrants issues.
- SHOs have to face e.g. following challenges: a) securing own basic economic funding by finding new cash flows activities; b) directing their activities to serve needs of big renewals in Finland; c) developing own training and quality system; d) promoting their professionalism, skills, etc. to old stakeholders and new potential customers.

Conclusion / final discussion

- **Did you have aims, contents and structure clear?**
- **What sub-areas presented today you'd like to be emphasized in further days?**
- **What would you like to brought up more (e.g. group works, discussions, exercises)?**

