

Practice Group Feedback Report

Italy



Project acronym & number	FARMWELL
Project title	Improving farmers' wellbeing through social innovation
Project coordinator	E40 Group
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1. Context of the Practice Group meeting

Basic information

Date of meeting:	11/02/22
Place of meeting:	Online – Zoom Platform

1.1 Background

The identification of the key challenge to cover through social innovations within *Farmwell* is the result of a process started with an in-depth analysis of the literature, later validated through several experts' interviews and finalized during the first multi-actor practice group. The end point of this workflow was the mapping of the most relevant challenges that farmers in Italy are confronted with and the determination of our key challenge. Among the ones identified, pertaining to economic, social, environmental spheres, we decided to deepen on the phenomenon of irregular employment in agriculture.

In line with existing literature and latest data, our overall analysis within *Farmwell* indeed confirmed that this reality is a huge plague throughout the country, affecting the wellbeing of farmers and farm workers, socially, mentally, physically and economically. Both farm businessmen and workers perceive themselves as victims of the same problem. Although not always directly or personally affected from irregularities in the market, as actors of the food system, farmers are likely to be impacted from its socio-economic distortions (unfair competition above all).

Once we identified the social challenge, we then focused on the identification of those social innovations born to face irregular employment in the Italian agricultural sector, its root causes and consequences. In this sense, farmers are crucial stakeholders as well as valid potential practitioners of the social innovations we identified.

Therefore, irregular work and related good practices are the topics that our second practice group was dedicated to.

To give continuity to the previous PG meeting and membership, we invited the same stakeholders that attended the first PG, therefore farmers that had been reached out through farmers' organization as *Coldiretti* and *Unipi's* direct contacts. For this event, we also invited the two social innovations' owners, that are *Humus Job* and *Ghetto Out-Casa Sankara*, that we chose as case study for the SROI application. One representative from each social innovation attended the meeting. They both illustrated their own realities, explaining how their practices have been designed to improve farmers' and farm workers' wellbeing. This way farmers were able to directly take inspirations from innovators.

Additionally, an activist fighting to give visibility to the struggles of farm laborers in Italy, and a journalist, that is also member of Slow Food Youth Network (SFYN is a worldwide network of young people aiming to create a better future through food) attended the meeting. Given their advanced understanding about the social challenge, its root causes, and existing attempts to face it, they provided useful feedback and opinion on the overall phenomenon. In particular, their contribution was relevant during the group exercise on the Journey of Change (JoC), due to their different background from the other participants. Having a more multifaceted vision, they proposed outcomes that had not been considered either by our group or by the owner of *Casa Sankara*. Moreover, they proposed links between the outcomes of *Casa Sankara* and their integration within a territory that includes not only the local community but also the institutions, the Region and the national structure.





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Ahead of the meeting, along with an invitation email to the practice group, we provided participants with a short booklet that we purposely wrote with the aim to illustrate the challenge of irregular work in agriculture and some of the most relevant social innovations we have identified so far. The brochure was also meant to help farmers get an overview of the existing social challenges in the Italian agricultural panorama and acquaint with the workflow undertaken within Farmwell and its key elements (e.g., mapping effort run by Italy and other partners, what a social innovation is etc).

As we know, within the framework of irregular work in agriculture, on one side we have farm businessmen finding a way to cut their costs and make ends meet in relying on irregular employment; on the other side, farm workers (migrants most of all, due to their vulnerable and blackmailable status) consider irregular work as a condition to survive and sustain themselves. Against this backdrop, *Humus job* and *Casa Sankara* contribute to offer solution to this social challenge by adopting two different approaches and addressing two different main target groups; farms and farmers are the main, but not exclusively, recipients of Humus Job, while vulnerable workers (migrants mainly) are the main recipients of *Ghetto Out-Casa Sankara*.

More in detail, about the two social innovations,

1) *Ghetto Out-Casa Sankara* is a voluntary organization established in Puglia in 2016, with the goal to continue the work that was already started in 2012, in an informal way, by a group of African migrants who decided to commit themselves to the creation of an alternative reality to the *ghetto* (informal/unofficial settlement), where they were previously forced to live.

Their aim was to start planning a legal and decent economic and social integration path, to provide themselves with the opportunity of a regular employment, thus better living conditions. Among others, the organization mainly aims to:

- promote integration and social inclusion, through the development of solidarity networks pursuing the self-production of 0 miles and fair-trade products, and food self-sufficiency.
- to increase awareness on citizenship and workers' rights through the support of trade union and social protection activities, with the necessary institutional connections, to fight against all forms of exploitation and rights violation.

2) *Humus Job* is a social enterprise owned by three people: an educator and agricultural entrepreneur in charge of customer management; a psychologist, responsible for communication; an anthropologist involved in territorial projects development. *Humus Job* is the first agricultural job-sharing platform that allows small companies to share labour through territorial network contracts. It was born in 2018, when a network of farms in Piemonte, Northern Italy, met *Humus Job*, at the time a spin-off of a non-profit organization working in the field of migration and social inclusion, to start planning a way to give migrants that were hosted in the newborn reception center a possibility to get an employment in some local companies. Although born to support migrants, the enterprise is targeted to farms and workers.

The main goal of *Humus Job* is to promote and boost ethical and sustainable work in agriculture in Italy, by intersecting job supply and job demand between workers and farms, and by providing other services to farms. To do that, through a protocol on sustainable work in agriculture, *Humus Job* sets out a series of reference values of the network contract that must be shared and signed by companies wishing to





join its network. By issuing the “100% ethical brand”, *Humus Job* promotes sustainable companies on its social networks, on its website and through fair marketing channels.

1.2 Participants at the 2nd PG meeting

Number of participants:	19
Out of which farmers' representatives:	10
Out of which female farmers:	5
Out of which young farmers (e.g. under the age of 35)	3
Out of which older farmers (e.g. 65+)	-
Out of which social innovation presenters	2

1.3 Purpose & focus

The main purpose of the second practice group was to raise awareness about social innovation in agriculture and discuss together with the participants the two we identified – *Humus Job* and *Ghetto Out-Casa Sankara* - by analyzing their aims, short, medium, long-term impacts, target groups, barriers and enablers.

Ghetto Out-Casa Sankara and *Humus Job* noticeably address the problems that the challenge of irregular work entails, intercepting both farmers' and farm workers' needs.

Although rough and volatile, according to latest data provided in 2018 ([Openpolis](#)), it is estimated that 24,2% of employees in agriculture work with irregular contracts. This inevitably leads to unfair competition with farmers and native workers.

With the testimony of the owner of *Casa Sankara*, we wanted to give the attendees the evidence that creating a sustainable reality outside the *ghetto* is possible. As we have already illustrated above, *Casa Sankara* has a long-term experience in accommodating and supporting migrants in Puglia. However, before being able to provide housing on self-managed basis for 500 people, the owners themselves worked as vegetable pickers in exploitative working conditions in the same Region. In this sense, we think their experience is praiseworthy, robust, and scalable.

Their self-determination has brought to light a voluntary association that is now able to contribute to migrants' and farm workers' freedom and well-being. Thanks to their presence it was possible to share how such a result was achieved, without using irregular labor or corporals as intermediaries.

Also, farmers complain about an unbearable bureaucratic burden, that has even increased during the pandemic. A survey conducted by *Coldiretti* in 2021 revealed that the bureaucratic burden was considered the greatest obstacle in the agricultural business by 39.6% of responding farmers. It was precisely in this regard that the social innovation of *Humus Job* was invited to join our meeting. Among its services, indeed, it also provides a social network contract as a tool for farmers to share equipment and costs for production, labor force, transformation etc.

Both social innovations have been even useful in providing examples of networking and collaboration through which social isolation can be effectively reduced.





Building a drop-in center and networking turned out to be two excellent examples of how the social wellbeing of actors at different levels in rural areas can be sharply improved.

As a final goal, we wanted to shed light on those who are called “invisible workers”, that are for the most part migrant workers, whose vulnerable position and, often, their illegal status, make them subject to gross exploitation and violence.

2. Methodology

The second Italian practice group was held online on Zoom, continued with the same themes identified and discussed during the first practice group, namely irregular work in agriculture, its causes, and possible solutions.

The participants had in part already attended the first practice group, while some were newcomers.

As already mentioned, before the PG, a booklet has been sent to participants to re-introduce them to the overall discussion and facilitate their active participation. The booklet provides a synthesis of the project, an overview of the mapped social challenges, and a focus on irregular work as our key challenge, its causes and consequences, finally some examples of existing social innovation solutions we identified so far.

Thus, the PG started with a brief presentation of the work agenda and then moved to an explanation of the project and its workflow: the establishment of the multi-actor groups (with farmers, agricultural workers, people belonging to associations, journalists, and academics), the mapping and validation of challenges and the identification of social innovations. Finally, a mention of the expected work on the calculation of the social impact that these innovations has been done.

To explain the methodological approach used in *Farmwell*, we illustrated the problem and solution tree process. The diagram indeed helped us explain to the attendees how to move from social challenges to possible solutions, thus reversing the problem tree by identifying means-end relationships as opposed to cause-effects. This introduced a general picture of the range of projects or interventions that need to occur to solve the core problem.

After a brief overview of the challenges faced in the other partner countries, we analyzed the problem tree in relation to the challenge of irregular work in Italy, explaining its root causes and effects.

Before presenting the social innovations, we explained what we should mean by social innovation, what it entails, and we gave an example.

Then, the owners of the two social innovations outlined their own realities and assets. The participation of the tenants allowed to enrich the general knowledge about possible solutions to combat irregular work.

Both *Casa Sankara* and *Humus Job* described their own activities and each, in their way, brought an example of how it is possible to act against a phenomenon that is deeply rooted throughout the Italian territory.

Specifically, *Humus Job* displayed how the creation of an ethical network with the signing of a network contract can optimize costs and increase competitiveness and social sustainability in the long run.

Casa Sankara has instead brought its own experience of reception, describing how people exploited in a *ghetto* can organize themselves and create an environment free from illegality, by providing housing,





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work, social and health support to its inhabitants and workers. After a short break and a game to engage participants, we gave an example of how a JoC is supposed to be structured to prepare participants for the next exercise, that was the Journey of Change itself on the two social innovations.

Finally, random groups were formed, and the discussions took place in two parallel rooms. The exercise was particularly interactive and successfully carried out. In this section, indeed, farmers were able to share their opinions and doubts, ask questions to the social innovations' owners and learn specifically about the good practices, analysing the various stakeholders, outcomes, barriers, enablers. A facilitator guided the debate in each group.

To simplify and speed the data collection and stimulate people to interact and take the floor, four questions were prepared for the brainstorming.

- 1) What is the goal of social innovation? What problem does it want to address?
- 2) Who are the stakeholders affected by the innovation?
- 3) What are the outcomes of the innovation? (both positive and negative ones)
- 4) What are the barriers and enablers?

Notes were taken on an online whiteboard (Miro) to allow everyone to follow the discussion.

The presentation of social innovations and the construction of the JoCs allowed farmers to reflect on the problems of irregular work in agriculture and the possible solutions that can be adopted.

The shared discussion allowed to identify interconnections and similarities between the outcomes identified within the two good practices, in relation to impacts both for farmers and farm workers. We left the attendees to the vision of the short movie produced by New Heroes for the project. At the end of the vision, we proposed a very short questionnaire and we collected feedback by the participants to better understand their perception about the film.

After a brief restitution and some insights on future perspectives, the meeting ended.





3. Outcomes

3.1 Main findings on social innovations

We believe this practice group was significant and precious both for farmers and the innovators. In fact, it gave them the opportunity to meet each other and interact within the same space, dedicated to informally discussing urgent matters that personally or indirectly affect any farmers in Italy, while exploring existing innovations born to tackle those matters.

It is noteworthy to acknowledge that the attending farmers, regardless of their geographical location, were familiar with the phenomenon of irregular work and its various cases (e.g., labour exploitation, *caporalato*). Besides being informed, they showed their personal interest and sensitivity to this problem, as well as to its most affected actors (workers). This second meeting confirmed that farmers seem to bear in mind the scope that the challenge of irregular work in agriculture entails, thus the chain of events that can make a set of distortions lead to another set, and the resulting negative impacts on local stakeholders, all leading to a variety of stress factors.

Crucially, participants had the opportunity to learn about good practices directly from the owners. As above mentioned, *Humus Job* and *Casa Sankara* contribute to offer solution to the challenge of irregular work in agriculture in Italy by adopting two different approaches and addressing two distinct main target groups. In this sense, it is worth stressing the added value that the simultaneous presence of these two diverse innovative solutions gave to the attendees and the research team.

As we know, indeed, irregular employment and its worst-case drifts (e.g., labour exploitation) are particularly strong and evident in southern Italy, because of cultural, economic, and structural dimensions that concur to its radicalization.

However, *Humus Job* is a sharing platform born in northern Italy, where the phenomenon of labour exploitation is less evident, although present. We believe it was helpful for farmers to get acquainted with its mission and vision, to understand how and why *Humus Job* was born and how it became a network able to reach out farms located in the south of the country too. In this sense, we believe this was eye-opening evidence of how the challenge affects the whole country and involves many different stakeholders. Moreover, being the founder of *Casa Sankara* an African migrant that was victim of the system of *caporalato*, participants were given the opportunity to hear his testimony both as a former exploited worker and as an innovator. By founding *Ghetto Out* together with other migrants and colleagues, indeed, he was able to break free from the subduing dynamics he was subjected to, while also contributing to partially reverse the overall illegal system of illicit agriculture.

Above all, the Journey of Change allowed farmers to understand and learn about social innovations' outcomes, how these outcomes might relate to each other and lead to another, thus how stakeholders might be impacted and over what time frame the outcomes might play out. Researchers, on the other hand, were allowed to gather precious information that help them understand social innovations' perspectives, short-term and long-term outcomes, specific target groups, any enablers, and barriers.

Just as much as our experts' interviews and the first practice group revealed, irregular work in agriculture is a well-known phenomenon plaguing throughout the Italian territory whose socio-economic distortions tarnish supply chains and the agricultural community nationally. Nevertheless, notwithstanding data and research, it is still perceived as a distant problem among some actors of the farming community. Moreover, it might be difficult to outline root causes and consequences of this huge reality, due to its complexity and wicked dynamics underneath. Effectively, our main concern at the beginning of this work within *Farmwell*, even before the first practice group, was to draw the





attention of farmers and other actors on the challenge. We were aware that to favor a discussion around this topic and motivate farmers to act, it was important to connect the theory to something tangible, like evidence of unfair market competition and distortions in labour market, but also to those social innovations born in response to that challenge. We thereby believe that the presentation provided by the two social innovations' owners sharply contributed to give that tangibility to farmers.

During the Journey of Change and in the final session of the meeting in particular, farmers proved to have a comprehensive understanding of how and why change is expected to happen in relation to irregular work in agriculture in Italy.

We did not explicitly verify the interest of participants to pilot any specific solutions, as the meeting was already demanding in terms of feedback requests. We mainly focused on engaging farmers to make them able to understand which social, physical, and mental benefit they could identify in the innovative social solutions we proposed. From the discussion conducted during the parallel sessions interesting results emerged.

With reference to *Humus Job*, for example, farmers pointed out that it can help them overcome feelings of isolation and loneliness, as it boosts farmers to share and cooperate; it reduces farmers' mental pressure that is often due to high labour costs; it makes farmers feel more serene when using a worker that is already known to other farmers, thus also avoiding mental stress related to lack of workforce.

With reference to *Casa Sankara*, among the social benefits pointed out, apart from the obvious contribution to better farm workers' living and working conditions, thus to their overall wellbeing, we should mention the effective support provided to the socio-cultural integration thus to the reduction of social conflicts.

Based on these preliminary feedbacks, we suppose that a certain interest in joining a piloting experience will be shown by the participants.

Our next step will be the designation of the different forms through which the piloting can take place and be developed (based on the Grant Agreement), engaging farmers to implement it.

3.2 Main lessons from the process & next steps

3.2.1 Main lessons

Overall, the second practice group run smoothly and was fruitful.

In the early part of the meeting there was no interaction between researchers and participants. Understandably, at the beginning researchers took the floor to introduce the meeting's structure and its purposes, they provided an overview of *Farmwell* and its work strands, a recap of what they have been doing over the last months, an illustration of the main social challenge (problems tree) and how relevant social innovations were identified (solutions tree).

As said, many of the participants of this second practice group had already attended the first meeting, thus they were familiar with the context and the theme. Likely, there was no need to clarify any issues or grey areas. In any case, farmers could ask questions and share doubts as often as they liked. There were 3 newcomers, but they all have expertise in the sector; two of them were the owners of the social innovations we identified, the other one was an activist. This somehow contributed to make the atmosphere more relaxed and comfortable.

However open discussions in specific time slots, where effectively participants were expected to





broadly debate, had been planned. It was during the group exercise on the Journey of Change and the final restitution that we found a great participation by farmers and the other attendees as well.

As for the next meeting, maybe we could consider creating a space where participants have the chance to share curiosities, doubts, questions, before the meeting is held. We do not know yet how we might arrange this interchange, but this should occur right before the meeting (e.g., by email, through questionnaires, brief discussion right at the beginning of the meeting after collecting survey responses etc).

The number of participants in the second practice group was less than expected, nevertheless the attendees seemed very interested and committed. Generally, we think farmers especially, besides other actors like associations and institutions, appreciate the idea to be involved in a European project that deals with everyday farming challenges and that specifically deals with a challenge of key importance and that calls for being urgently addressed. Based on the commitment showed by the attendees and on the continuity with the first practice group, we believe that both farmers as well as the other participants (innovators, journalist, and activist) will join future PG meetings too with a good chance.

3.2.2 Next steps

While waiting for the next practice group, we intend to keep participants posted on our progress and next steps.

First of all, we will provide all the attendees with an overall restitution on the meeting and with a fair copy of the Journey of Change we worked on during the parallel group sessions (for both social innovations then).

Additionally, as regards to the piloting of specific solutions, although we have not gathered any clear interest so far among the farmers who attended the practice group, we will try to directly engage them by furtherly illustrate the social innovations that have been pinpointed, proposing them different ways they can pilot the solution, and engaging them in implementing any of them.

Also, the farmers are aware that a mapping work was carried out in the other five partner countries too, with the aim to detect social challenges and relevant social innovations nationally. Being Farmwell designed to bring together lessons from different contexts, our intention is to make our participants able to explore the diveristy of challenges identified across the countries. Thus, besides being outlined during the practice group, farmers have also been provided with the link to the mapping reports from each country.

In the coming months, and ahead of the next Farmwell appointment, we will systematize our findings and contemporarily we will identify potential actors and stakeholders that could be invited to the next practice group. Among these actors, it would be desirable to bring together farmers, farm workers, associations, institutions, cooperatives, market'representatives (wholesalers, large distribution) and consumers.

Also, from a SROI (costs-benefit) perspective, we will work at the economic and environmental and social outcomes that can be outlined in relation to the social innovations we have identified and, simultaneously, how those outcomes contribute to the wellbeing of farmers and farm workers.

Moreover, we considered the possibility to start a synergy with an initiative that similarly deals with irregular work in agriculture and that is implemented within the framework of another H2020 project.





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This refers to a hackathon initiative, selected in the open call system of the project SmartAgriHubs, aimed at identifying and discussing scalable solutions to face the problem of labor exploitation in agriculture. One of the two social innovations that we identified and discussed during our PG (*Humus Job*) was also presented as a virtuous reality during that hackathon meeting. We have already invited their organizers to join the *Farmwell* European Network meeting. Accordingly, we are going to share the booklet prepared for the second PG with them too.





ANNEX I: AGENDA OF THE MEETING

09.00 - 09.45 From challenges to social innovations.

09.45 - 10.20 From theory to practice: Humus Job and Casa Sankara

10.15 - 10.25 Coffee break

10.25 - 10.45 Let's prepare for group work: who, what, how?

10.45 - 11.35 Group work

11.35 - 12.15 Sharing and future perspectives

12.15 - 12.30 Conclusions



4. ANNEX II: JOURNEY OF CHANGE



Please attach completed 'Journey of Change' templates for at least 2 specific solutions.

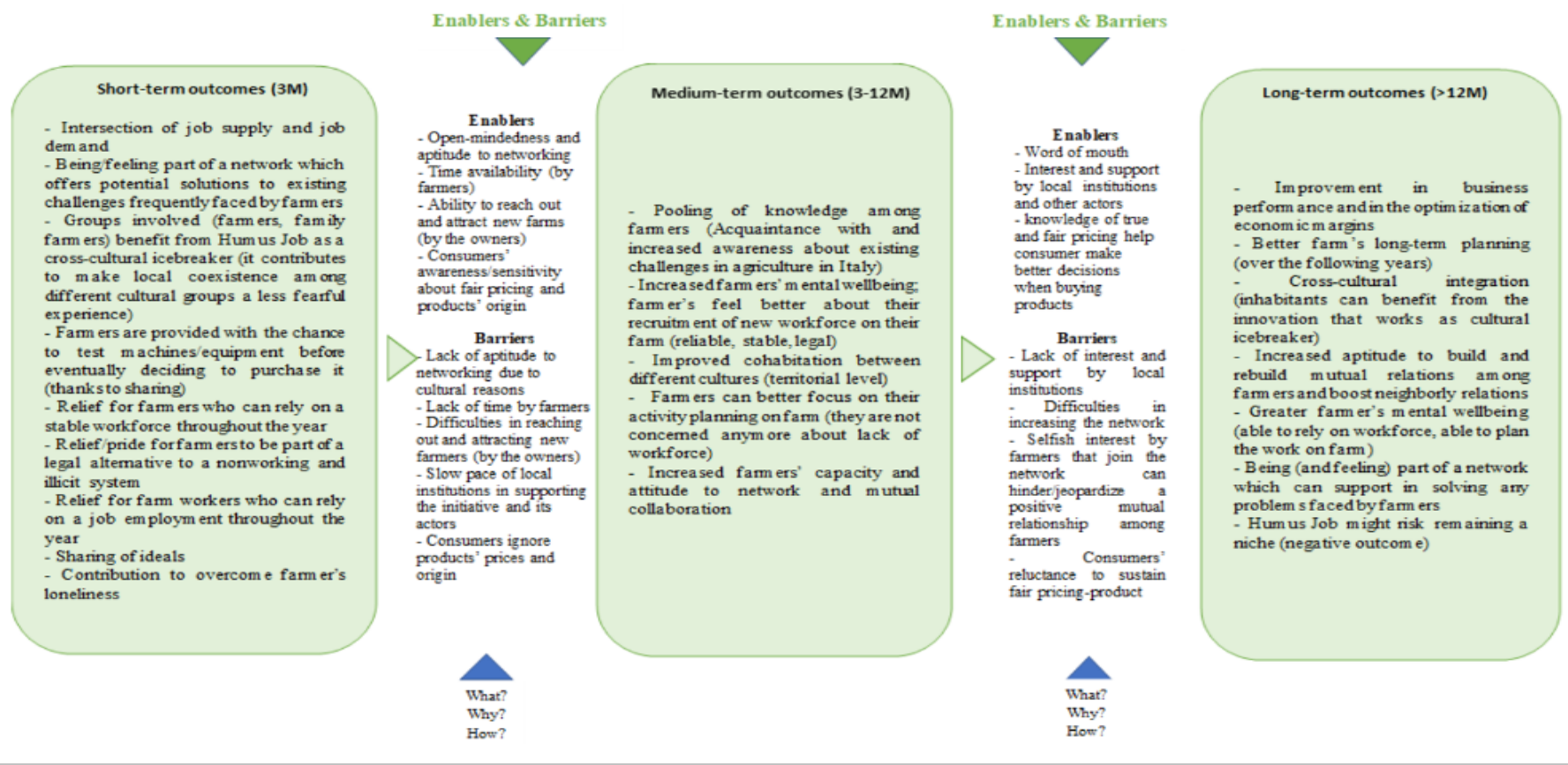




Humus Job – Journey of Change

Challenge:
To promote and boost ethical and sustainable work in agriculture in Italy by fighting against illicit intermediation and labor exploitation

Objective:
To create job placements under fair conditions both for agricultural workers and farmers, by intersecting job demand and job supply and building a network among farms able to collaborate and share inputs and costs.

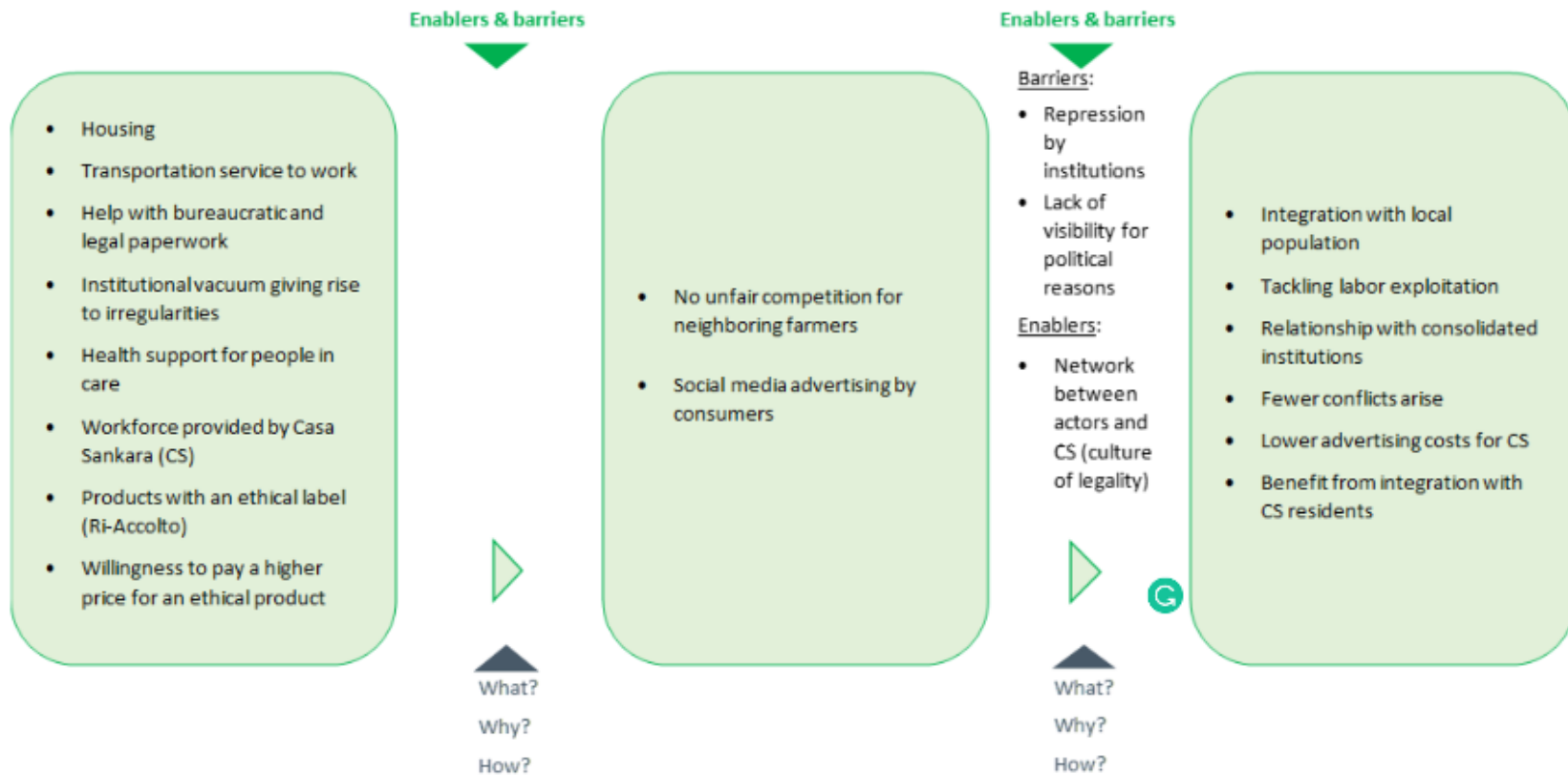




Journey of Change Ghetto Out-Casa Sankara

Challenge: The main challenge faced by this social innovation is to bring people out of the ghetto and rescue them from conditions of labor and social degradation. In addition, this group of people has created together with COOP Italy a brand to certify that their products are socially sustainable.

Objective: The goal of social innovation is to provide for regular housing and work for migrants. This volunteer organization is also committed to providing stable and regular employment for each person by providing organizational, bureaucratic, legal and medical support.





5. ANNEX II: SOCIAL INNOVATIONS

II.1: SROI MAPPING OF THE OUTCOMES (WP4)

Solution 1 Title: Casa Sankara

Stakeholder group*	Interim outcomes	Medium-longer term outcomes**
People of the structure	Accommodation, work transport service	Integration with local population, fight against labour exploitation
Associations involved in CS (Coldiretti, CGIL)	Help with bureaucratic and legal paperwork	
Institutions (Puglia Region, Ministry of Interior)	Institutional vacuum that gives rise to irregularities	Relationship with established institutions
Health Association	Health support for people in care	
Other nearby companies	Workforce provided by CS	Less conflict, no unfair competition
Large-scale Retail Trade	Products with an ethical label (<i>Ri-Accolto</i>)	
Consumers	Willingness to pay a higher price for an ethical product, they advertise to CS via social networks.	Lower advertising costs for CS
Local community		Benefit from integration with CS residents.

* Farmers need to be one of the 'material stakeholders' / stakeholder groups. However, if you target specific group of farmers (e.g. women farmers, farm workers), please indicate these as separate stakeholder groups in separate lines.

** "Facilitators may find it useful – or more straightforward – to combine the short, medium and longer terms timeframes to simplify the mapping of outcomes – perhaps distinguishing short-medium term from medium-longer term, etc. There are no strict rules, and this should only be undertaken providing that no important information is lost or downplayed. The most important thing is that the UoG research team can intuitively identify the final measurable outcomes, which are usually found towards the right of the table." (SROI Guide).

Solution 2 Title: Humus Job

Stakeholder group*	Interim outcomes	Medium-longer term outcomes**
Farm workers	Relief for farm workers who can rely on a job employment throughout the year	
	Intersection of job supply and job demand	
Farm businessmen	Being (and feeling) part of a network which offers potential solutions to existing challenges frequently faced by farmers	Pooling of knowledge among farmers (Acquaintance with and increased awareness about existing challenges in agriculture in Italy)





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	Farmers are provided with the chance to test machines/equipment before eventually deciding to purchase it (thanks to sharing)	Increased farmers' mental wellbeing --> farmer's feel better about their recruitment of new workforce on their farm (reliable, stable, legal)
	- Relief for farmers who can rely on a stable workforce throughout the year	Farmers can better focus on their activity planning on farm (they are not concerned anymore about lack of workforce)
	- Relief/pride for farmers to be part of a legal alternative to a nonworking and illicit system	Increased farmers' capacity and attitude to network and mutual collaboration
	Contribution to overcome farmer's loneliness	Improvement in business performance and in the optimization of economic margins
		Better farm's long-term planning (over the following years)
		Being (and feeling) part of a network which can support in solving any problems faced by farmers
Local community	Groups involved (farmers, family farmers) benefit from Humus Job as a cross-cultural icebreaker (it contributes to make local coexistence among different cultural groups a less fearful experience)	Improved cohabitation between different cultures (territorial level)
	Sharing of ideals	Cross-cultural integration (inhabitants can benefit from the innovation that works as cultural icebreaker)
		Increased aptitude to build and rebuild mutual relations among farmers and boost neighbourly relations
		Humus Job might risk remaining a niche (negative outcome)

* As above.

** As above.





II.2: INITIAL ELABORATION OF SOCIAL INNOVATIONS FOR THE SOCIAL INNOVATION DATABASE (WP3)

Title	Humus Job
Country	Italy
Summary	<p>Humus Job is a social enterprise owned by three people: an educator and agricultural entrepreneur in charge of customer management; a psychologist, responsible for communication, an anthropologist involved in territorial projects development. Humus Job is the first Agricultural Job Sharing platform that allows small companies to share labour through territorial network contracts.</p> <p>The main goal of Humus Job is to promote and boost ethical and sustainable work in agriculture in Italy, by intersecting job supply and job demand between workers and farms, and by selling its services to farms.</p>
Activities	<p>Promoting the use of a network contract, this SI stimulates the cooperation farmers-to-farmers, that allow them to share the means of production, included the workforce.</p> <p>At farm workers level, the SI offers them long-lasting regular contracts, which help them to have a dignified life</p>
Outcomes at farm businessman level	<p>It reduces the stress of farmers looking for workers, as it offers the access a platform which facilitate the match between job supply and demand</p> <p>It reduces farmers isolation and loneliness as boosts farmers to share their means of production, included the workforce and makes them feel as part of a network</p> <p>It improves farmers revenues as reduces some of the farm management costs, offers the opportunity to gives visibility to their ethical job, and to exploit the market channels of Humus Job.</p>
Outcomes at farm workers level	<p>It improves workers physical and social wellbeing as allows them to have a regular contract, fair wage, and to be more easily integrated in the local community</p>
Outcomes at community level	<p>It supports the social acceptance of workers, above all if migrants, and promotes integration.</p>

Title of social innovation 4	Ghetto out - Casa Sankara
Country	Italy
Summary	<p>Ghetto Out-Casa Sankara is a voluntary organization established in Puglia in 2016, with the goal to continue the work that was already started in 2012, in an informal way, by a group of African migrants who decided to commit themselves to the creation of an alternative reality to the ghetto (informal/unofficial settlement), where they were previously forced to live.</p> <p>Their aim was to start planning a legal and decent economic and social integration path, to provide themselves with the opportunity of a regular employment, thus better living conditions.</p>





	<p>The organization mainly aims to:</p> <ul style="list-style-type: none"> - promote integration and social inclusion, through the development of solidarity networks pursuing the self-production of 0 miles and fair-trade products, and food self-sufficiency. - to increase awareness on citizenship and workers' rights through the support of trade union and social protection activities, with the necessary institutional connections, to fight against all forms of exploitation and rights violation.
Activities	<p>This SI offers migrant workers housing (its lack is among the reasons why migrants are victims of exploitation by irregular intermediaries), regular job opportunities, bureaucratic, administrative legal support. It also organizes activities to increase the awareness of the exploitation problem within the community and to facilitate integration.</p> <p>Through its action, the SI improve workers living conditions and their social acceptance within the local community.</p>
Outcomes at farm workers level	<p>It improves migrants and vulnerable workers physical, social, and mental wellbeing of agricultural workers giving them the freedom to decide for themselves, improving their self-esteem, giving them sufficient resources to live respectably, improve their relationship with local people.</p> <p>It also creates job opportunities in their agricultural activity for young disadvantage people (mainly with the Asperger's syndrome)</p>
Outcomes at community level	<p>The SI increases awareness among the community on migration, social inclusion, healthy lifestyles through the development of solidarity initiatives and territorial cooperation projects (also by involving schools)</p>

