

Description of the social enterprise – information sheet

Ekebohuset Economic Association



A. Identification data	
1. Name of the enterprise	Ekebohuset
2. Location/Address of the enterprise	Varavägen 22, Stora Levene, Vara, Sweden
3. Website of the enterprise	www.ekebohuset.se and Facebook page .
4. Legal organisational form	Economic association
B. Good practice of the social enterprise	
Aspects that recommend the social enterprise as a good practice in the particular sector.	Ekebohuset believes that one of its success factors is its ability to manage individual development while having a mindset about business acumen. A clear vision translated into goals. Training the employees and having a clear development strategy for both the business and employees in form of staircase. Small financial opportunities had forced Ekebohuset to think about the consequences before investment.
C. Context:	
1. Year of Founding	2012
2. Context of start-up – problem that the enterprise was set up to solve, economic social rationale	Vara municipality had problems with unemployment and finding suitable employment for those persons who had been unemployed for a long time. The main object for Ekebohuset is to create jobs for marginalised people. We want people to grow and feel good so they can become an active part of society again.
3. What are the Main Activities of the entity?	Ekebohuset operates a cafe and also has its own manufacturing development on a small scale.
4. Who are the Main stakeholders (i.e. members, clients, producers, etc.)?	The main stakeholders of the organisation are its members.
5. Geographic coverage with respect to: i) to production of services and/or goods and ii) market/consumers or beneficiaries, clients, etc.	Ekebohuset operates a local business, both in regard to production and market/consumers.
D. Ownership Structure	
1. What is the ownership structure of the entity: i.e., does the entity have shareholders, owners/members, donors, trustees, investors, etc.?	Ekebohuset is a cooperative enterprise owned and run by its members / employees. There are no shareholders, trustees or external investors.

2. If membership, is membership open or closed? Is exclusivity required?	Open membership, but it is possible to apply for membership after having been part of the company's operations for at least 6 months. Membership application is made to the Board.
3. Is a capital contribution required? If so, how much? Is equity capital unallocated or individualised?	A capital contribution of 100SEK is required for each person.
4. Describe in a few words the voting distribution (e.g. one member-one vote; proportional to equity contribution; proportional to use, etc.).	Simple voting distribution: one member - one vote.
5. Describe in a few words the main benefits for members or owners.	One of the major benefits for members is that there are individuals who have reached a development from a long time without work to a work that not only implies a salary but also the power to be involved in determining how the work should be designed.
6. Indicate any <u>main changes</u> in ownership over the lifetime of the entity.	The company was started up by 3 persons and has developed gradually so that they have become more members / owners. With a slow and careful development, they now have 8 members.
1. Governance	
1. Describe the governance structure of the entity (board, management, committees, etc.), number of members and method of selection (appointed or elected and by whom).	The enterprise is run by a Board of 6 members.
2. Is there an entity or process for oversight of the board?	The General Assembly, accountants and the Tax Agency oversees the Board.
3. Are there external independent board members?	No
4. Are there term limits for board members?	No
5. What is the gender composition of the board?	1 man and 5 women
6. Describe management and board salary/ compensation policies and how they are decided/determined?	There is no salary for the board members, but 2 of the board members are employed by the cooperative and they receive salary for their work. The General Assembly decides the compensation for the Board.

2. Profit/ benefits/ surplus distribution policies	
1. Describe briefly the distribution policies and procedures for profits / benefits / surplus	All profits are reinvested in the company. No liabilities for the members.
2. Are members/owners liable for losses of entity? Describe how liability is shared.	
3. Strategy: highlight approaches adopted to address the identified challenges	
1. Describe briefly the business strategy looking at aspects like: main products/services, market niche, market share, quality and pricing/costs and <u>main changes</u> occurred in time.	The main product/services are handicraft and café products. They also run different project to develop there cooperative enterprise.
2. Describe briefly the relation between the business strategy and the social mission of the enterprise.	The relationship between business strategy and social mission becomes a paradox: when we become better at helping the individual to a job, the company's finances gets worse because we are dependent on the public financial support from each individual.
3. Please describe briefly the strategic partners or alliances that the enterprise has.	Strategic partners that the company has today involves primarily Swedish AF, private companies and educational associations. These partners are not on the board or have no position to decide on the future of the company, they are only partners. They contribute to earnings but with very small portion. This is not sufficient for economic stability and therefore need Ekebohuset develop a strategic partnership with the town and hopefully can Ekebohuset also get helped financially by them. We also discuss about having an advisory group to provide advice to the Board.
4. Please describe briefly the methods and practices of communication/relationships with Stakeholders (members, community, donors, NGOs, etc.).	Transparency and participation are very important for the company. In virtually every day there is the first meeting with the employees, supervisors to post the day's work together and to plan ahead. After supervisors meeting, it is meeting with all participants where we openly discuss day's work , different approach and what will happen in the future. The individual has also a great opportunity when it comes to discussing privately with some of the leaders. Regarding the Board and their work, there is a direct connection while employees also sit on the board.
5. Innovation and key performance factors	Creating more jobs for more people.
6. Human resources - personnel	
- No. of employees	4
- No. of volunteers	3+10
- No. of members	8

<p>6.1. For Work Integration social enterprise - vulnerable employees if the case (i.e.), work integration plan/programmed used and management structure</p>	<p>Our goal is to create more jobs for more people. We want to help people see the opportunities and overcome obstacles.</p>								
<p>4. Outcomes: results achieved and lessons learned</p>									
<ul style="list-style-type: none"> - Yearly social and economic results – every 5 years since start-up, and/or the last 3 years - Assets (raw numbers) - Capital (raw numbers) - Production - Turnover /sales - Profit/loss - Social benefits - describe the benefit to members (membership), indicators used to evaluate the enterprise. 	<p>Ekebohuset’s best result is the social human capital. Since we started in October 2012 has 48% of all people who have undergone Ekebohuset’s program found employment in any organization / company. This despite the fact that they have been without work for very long. We have also gone from 0-4 employees since start. We have a number of activities and expanding all the time based on the opportunities that participants offer with their knowledge. Autumn 2012 we only had a range of different types of manufacturing; in the autumn of 2013 we got the shop and vaffelcafé, during 2014 expanded with trips, laundry for companies, tent rental, sewing room and activities for the public.</p> <p>Our worst result is economical and it depends on our best social outcomes. Contributions from participants are our largest part of income. AF has difficult to meet the need of participants at the same pace as our participants come into work. This also involves a problem in productivity and personnel perspective then it becomes difficult to maintain production when the person ends. We are constantly increasing our sales, but not at the pace we need. At the end of the year 2014 we were at a deficit of 90 000 SEK.</p>								
<p>Contact info</p> <table border="0"> <tr> <td style="padding-right: 20px;">Address</td> <td>Ekebohuset ek för, varavägen 22, 534 73 Stora Levene</td> </tr> <tr> <td>Email</td> <td>info@ekebohuset.se</td> </tr> <tr> <td>Webpage</td> <td>www.ekebohuset.se</td> </tr> <tr> <td>Contact person</td> <td>Cecilia Lindström</td> </tr> </table>		Address	Ekebohuset ek för, varavägen 22, 534 73 Stora Levene	Email	info@ekebohuset.se	Webpage	www.ekebohuset.se	Contact person	Cecilia Lindström
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