



Atlantic Social Lab

Cooperation for the promotion of Social Innovation

ATLANTIC SOCIAL LAB STUDY VISIT REPORT - STUDY VISITS HELD IN SANTIAGO DE COMPOSTELA

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A. GENERAL INFORMATION	
Date	31-10-2018
Location:	Santiago de Compostela
Name	COREGAL
Legal Status	Private Company
Contact Details	Responsible: Ramón García Fianjo Email: coregal@coregal.es Phone no.: (034) 981 571 241 Website: https://www.coregal.es

B. SHORT DESCRIPTION	
Objectives <i>(identify the main goals of the project and target groups addressed)</i>	COREGAL ¹ is a private company dedicated to the management of the environment. The company's activity focused on the collection of paper ² , cardboards, plastics, glass, household appliances, waste containers, textile materials, wood and waste from institutions, mainly official bodies and private companies. The current process is to select the material and send it to the paper mills and other intermediaries to recycle. In addition to the environmental issue that COREGAL addresses, there is also the issue of social responsibility of the private sector, that is, COREGAL employs people with various types of disability (auditory, motor, visual, among others). Thus, COREGAL has two main objectives: first, it aims to promote a green economy and a sustainable environment; secondly, to employ people with disabilities in order to integrate them into the labour market, in that way the company is able to help them feel useful in society and achieve their own livelihoods.
Methodology <i>(identify the methodological principles, mode of operation and level of intervention)</i>	Based on an economically profitable activity that promotes the preservation of the environment, COREGAL seeks to create jobs, consolidating itself as a company capable of offering social and labour integration for people with disabilities in the region of Galicia (94% of its employees have some type of disability). From a participatory methodology and constant training COREGAL gives the opportunity to individuals with fewer capacities to integrate the company, receiving continuous training in the area where they will work, that allows the competitive development and quality of the services that the competitive market demands. Thus, COREGAL mission is to achieve the full inclusion of persons with disabilities in all areas of society, from the integration in the job market.

C. MAIN FINDINGS	
Social Needs <i>(identify the social needs the organisation intends to fill)</i>	COREGAL intends to meet and fulfil the following social needs: <ul style="list-style-type: none"> • Need for increase vocational, training and employment opportunities for people with disabilities; • Need to promote social inclusion and integration for people with disabilities; • Need to support the lives of people with disabilities; • Need to relieve a cost from the state to people with disabilities (employment instead of subsidies);

¹ Photograph 1 - Entrance of the COREGAL facilities in Santiago de Compostela.

² Photograph 2 - COREGAL installations (separate paper)

	<ul style="list-style-type: none"> • Need to create awareness and corporate social responsibility for environmental issues and people with disabilities. <p>It is observable that the main social need that this company wants to achieve is the inclusion, socialization and integration of individuals with disabilities in the society and in the labour market. COREGAL manages to be competitive in the waste management market, while helping people with disabilities to improve their standard of living and becoming independents.</p>
<p>Social Innovative Practices (<i>identify the main social innovative practices developed and the extent to which the work developed responds to those needs</i>)</p>	<p>The practice of social innovation that will be highlighted in this project is the company - COREGAL, as a whole. The whole COREGAL³ is embedded and rooted in a web of socialization, inclusion, integration, training and formation of individuals with disabilities. There are several activities that promote learning, qualification, socialization and inclusion of these individuals.</p> <p>There is a web of social innovation that starts right from the beginning, that is, first the business practice of the company tries to promote a green and circular economy and second promotes this green economy from the work of individuals with disabilities, giving continuous training and quality to its employees. The COREGAL training program is adapted to the needs and capacities of disabled people, so they can acquire the skills that enable them to develop their personal, social and labour skills.</p>
<p>Collaboration and Networks (<i>identify the main connections of the organisation</i>)</p>	<p>Its collaborative network has as agents, the Santiago de Compostela City Council, Waste Management Companies, Employment and Training Service of the Federation of Associations (FADEMGA), Private companies, and COGAMI.</p>

<p>D. MAIN CONSTRAINTS TO SUCCESS</p>	
<p>Challenges and Barriers (<i>identify the main problems that the organisation faces: financial resources, human resources, networks, innovative environment...</i>)</p>	<p>The biggest barrier mentioned was the fact that having the policy of hiring people with disabilities, sometimes their price competition in the market is low. As COREGAL has the priority of hiring people with disabilities, sometimes its technological and machinery level is lower (if they buy more machines and technology they will need fewer people), leading to a difficulty in competing with their competitors (prices). Beyond this difficulty, it was also mentioned the fact that the market oscillation is high and this can lead to problems and barriers in the company's success.</p>

<p>E. CONCLUSIONS</p>	
<p>Key Concluding Lines</p>	<p>In conclusion, the Company - COREGAL and their projects, mentioned throughout the report, intends to "give" a better quality and perspective of life for individuals with disabilities. Therefore, the "key ingredient" is their integration, inclusion, socialisation, training and qualification in the "business areas" of COREGAL and in the improvement and learning of</p>

³ Photograph 3 - ASL partnership receiving a guided tour of COREGAL's facilities

	<p>new skills. Thus, COREGAL tries to teach individuals with disabilities the soft and hard skills necessary to enter the job market. By doing so, they contribute not only to social inclusion but also to waste reduction and therefore to a cleaner and greener society.</p>
Other information considered relevant	<p>Nothing relevant to add.</p>

Study Visit Photos



Figure 1 - Entrance of the COREGAL facilities in Santiago de Compostela



Figure 2 - COREGAL installations (separate paper)



Figure 3 - ASL partnership receiving a guided tour of COREGAL's facilities

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