

WELFARE  
COMMUNITY  
EDUCATION  
CARE  
HEALTH  
NEIGHBOURHOOD  
ENVIRONMENT  
SUSTAINABILITY  
ABILITY  
PEOPLE  
INNOVATION  
EQUALITY  
GENDER

**CADIAI**

Welfare, the common good



We are a cooperative that places profound importance on: **taking care of people and generating value for the entire community.**

Our approach to welfare is guided by the principles of work and community.

We were created to recognise and honour the dignity of care work.

Over time, our organisation and the services we provide have grown and today we serve as a reference point for well-being and social cohesion. **Our story is one of relationships, responsibility and daily commitment.**

# Participatory welfare

Ours is a "type A" social cooperative, duly registered in the register of non-profit organisations.

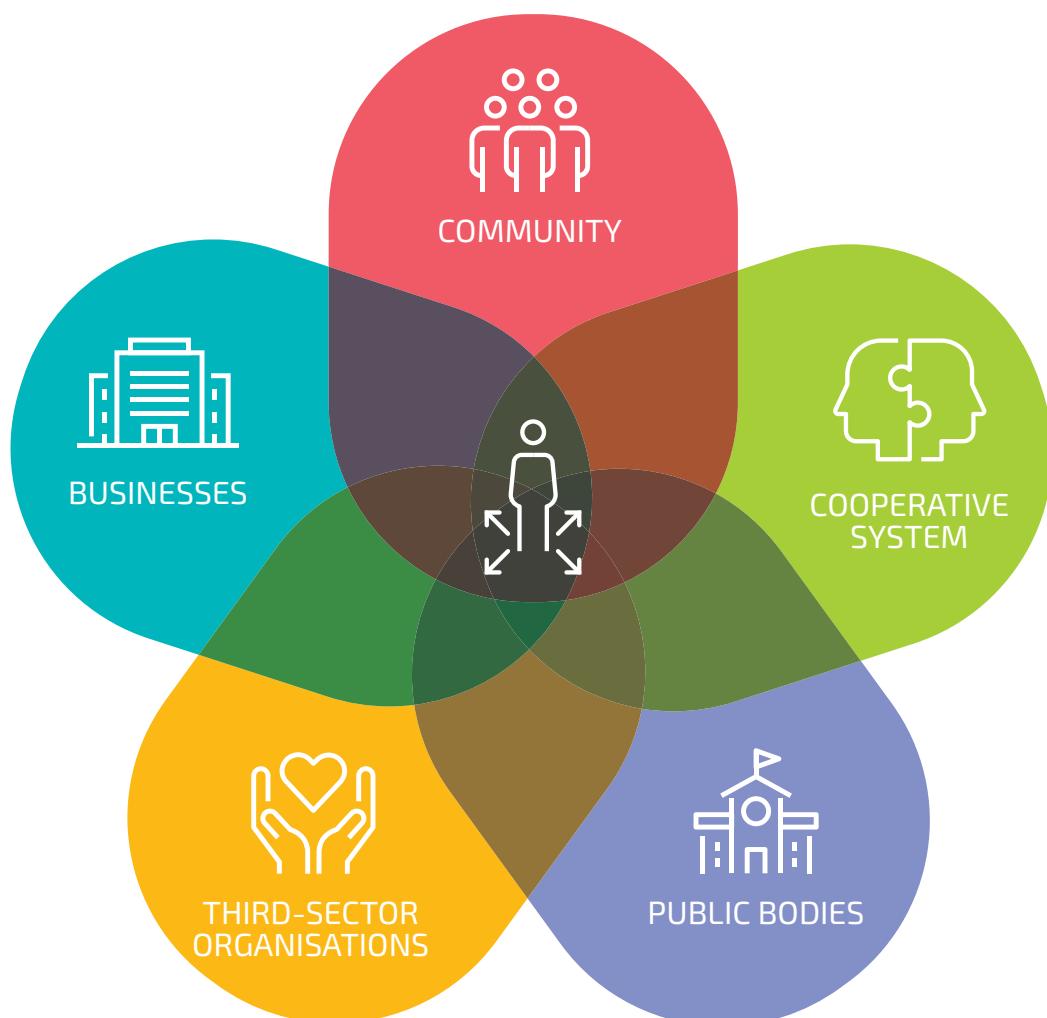
Founded in Bologna in 1974, our primary focus is on the local area, where we can add value to the links we have built with various communities. We are an active part of the cooperative movement with which we share common values and projects.

From the beginning, we have consistently promoted social innovation and contributed to the advancement of welfare. Currently, we are working on the further development of this model by leveraging our experience, skills and values.

**Together with our stakeholders, we aim to address current challenges with an innovative and inclusive approach.**

## Our goals

- INTEGRATE SOCIAL, HEALTH AND EDUCATIONAL SERVICES
- PROVIDE PERSONALISED SERVICES IN THE AREAS IN WHICH WE OPERATE
- ENSURE CONTINUOUS AND PROFESSIONAL RESPONSES TO THE NEEDS OF THE COMMUNITY
- PROMOTE WORK-LIFE BALANCE





## Cooperation, the world we live in

We actively participate in the co-operative system. As a member of Legacoop (national association of cooperative enterprises), Cadiai contributes to the development of the movement and shares knowledge and expertise on national economic and political trends.

We are also active in the Generations network, a space for the growth of younger cooperators.

Numerous partnerships with other cooperative companies, along with participation in networks and consortia, enhance the movement's economic presence and embed the

values of the social economy. As a large cooperative, we can support the development of smaller companies and those located in complex and outlying areas. We are committed to promoting the growth of other cooperatives by sharing skills and organisational models, thereby creating value for the entire system.

# Our story speaks to the future

On 30 September, the **Cooperative was founded** by 24 women and 3 men who had experienced precarious employment while caring for children and the elderly.

1974

We signed our **first contracts with local authorities and socio-health consortia** to provide home care support for the elderly and people with disabilities.

1979

We began **staffing residential facilities for the elderly** and participated in a project aimed at providing an alternative approach to managing patients at the public psychiatric hospital.

The **Sant'Isaia group housing facility**, managed directly by Cadiai, opened.

An agreement was established with the then USL 28 for the management of the **"Provvidone" service, which is the first public therapeutic community for drug addicts.**

1980

We acquired the overall management of several **care homes** in Bologna. In 1989, the **Health Services Sector was created** aimed at occupational health and safety for companies.

The  
80s/90s

Our cooperative has been a pioneer in the carework sector, promoting historically significant projects such as the housing facility in via S.Isaia set up in the early nineties following the closure of the Roncati Psychiatric Hospital. Towards the end of the same decade, we became part of the Gersa company, the first public-private joint venture to be established in Emilia-Romagna in the social and health services sector.

Today, we are faced with new vulnerabilities such as the significant issue of mental health among adolescents, the ageing of the population, educational poverty, and gender violence.

1996

We participated in **Gersa**, the first joint public-private provider of social and health services.

In collaboration with other cooperatives, we launched our first service for children, "**Progetto 1-6**", an educational project designed to facilitate transition from nursery to infant school.

1999

The **consortium of Inrete cooperatives** was established for the development of personal services. The **Aldebaran consortium** was formed to provide local services for elderly individuals who are not self-sufficient.

2003

With regard to project financing, we secured the concession for the **construction and management of two nurseries** through the Karabak consortium.

2005

The **Scu.Ter** Local School consortia for the well-being of minors, adolescents and families were created, along with **Tecla** for selection and training in home care.

2011

The **Kedos Consortium** was set up to manage residential services for the elderly.

The **Servizio educativo territoriale - Set (Local Educational Service)** was launched to address social inclusion issues and promote the independence and self-determination of adults with disabilities.

2012

We inaugurated the **Parco del Navile** and the **Parco della Graziosa**, which are accredited private residential facilities for the elderly. We established the **ComeTe** service, a national corporate welfare network of family support services.

2018

2020

The **Fiber** consortium was formed to promote private corporate welfare initiatives.

# The key data

The reliability of our Cooperative is also confirmed by the key data. How many people work with us? How many do we support?

How much does training matter to us? We regularly update this information on the webpage dedicated to our commitment to sustainability. At a glance, the level of our commitment and the potential of our company is clear to see.



**1,926**  
People employed



**85.9%**  
Women



**14.1%**  
Men



**1,040**  
Partners



**16,732**  
People supported



**1,318**  
Vulnerable adults



**5,746**  
Elderly people assisted at home, in residential facilities and day centres



**1,012**  
People with disabilities assisted in residential facilities, day centres and local educational services



**8,656**  
Children and minors supported by the Educational Division



**19,042**  
Total hours of training and updating



**14.6**  
Hours per capita of training and updating

# Services in dialogue with communities

Improving the services we offer is a key objective. The work we do is always based on the real needs of people, which we identify through daily contact with people and their families. Working alongside local bodies and our active participation in the cooperative movement network provide us with **ideas and tools to design solutions that meet the challenges and expectations of communities.**

## Our main activities

- ELDERLY PEOPLE
- CHILD DEVELOPMENT
- PEOPLE WITH DISABILITIES
- VULNERABLE PEOPLE

## Other activities

- TRAINING
- PROJECTS
- RESEARCH WITH EDUCATIONAL AND UNIVERSITY INSTITUTIONS
- SERVICES FOR COMPANIES

## Professional development

The professionals working in Cadiai form a community of experts across health, social, and educational disciplines. The Cooperative promotes a culture of lifelong learning to cultivate a cutting-edge and motivated professional environment.





## Elderly people

Assisted living, day care, home care



## Child development

Nurseries and kindergartens, school inclusion, autism and child neuropsychiatry, community education services



## People with disabilities

Residential and day centres, home care, group housing for independent living and local educational services



## **Vulnerable people**

Female empowerment,  
combatting addiction,  
supporting people  
with socio-economic  
difficulties

# More opportunities in an inclusive environment



In December 2023 Cadiai obtained the UNI/PdR 125:2022 gender equality certification, which recognises the Cooperative's commitment to implementing concrete policies that promote gender equality, work-life balance, and the protection of individuals, particularly concerning the prevention of all forms of violence and harassment in the workplace.

It has been a long journey, rooted in cooperative values and a deep respect for work, especially in the care sector, which is predominantly carried out by women.

To strengthen its commitment, Cadiai has established an Equal Opportunities Committee with a mandate that goes beyond just the gender dimension. Its goal is to encourage the entire organisation to embrace a genuinely inclusive culture. The Strategic Plan, defined and monitored by the Committee, outlines objectives, actions, and responsibilities related to training, career access, organisational well-being, and work-life balance. Individuals can contact the Committee to report incidents of discrimination or lack of inclusion and to propose improvement actions. The Cooperative manages any situations of violence or harassment with a strong focus on prevention.

This approach contributes to the development of an increasingly open, respectful, and collaborative work environment where everyone can freely express their value.



84.2%

Women in the medium/  
high salary range



91.8%

Rate at which contracts  
change from temporary  
to permanent for  
women



Approval of the alias  
protocol allowing people  
to choose a provisional  
gender identity in the  
workplace

# Stories of social innovation

In these times of great change and transition, we must be able to analyse and respond quickly. We implement social innovation projects that address the new and emerging needs of our complex reality. Our research, studies, and relationships with local authorities and international interlocutors enable us to test new practices through specific projects. These experiences serve as an inexhaustible source of knowledge and skills that can be transferred across all our activities, allowing us to implement continuous innovation processes.

## • SPORT AND SOCIAL INCLUSION

Cadai recognises the importance of sport as a tool for inclusion. Through the Servizio educativo territoriale - Set (Local Educational Service) of the Municipality of Bologna, the cooperative promotes initiatives for individuals with cognitive disabilities and/or mild motor difficulties to enhance interpersonal skills and combat social isolation. It emphasises the importance of active participation and socialisation through sport to foster personal independence and support an active, healthy lifestyle.

## • EDUCATIONAL COMMUNITY - ZENOBLIA

Through multidisciplinary teams in neighbourhood contexts and informal spaces, we organise educational interventions that foster opportunities for dialogue and growth. Our emphasis is on building an inclusive community network and involving local stakeholders. The goal is to create environments where children and parents can discover and pursue their ambitions, develop new skills, and strengthen their sense of belonging to the community. The educational community empowers families to transform their lives and escape conditions of social and cultural marginalisation.

## • SPAZIO DONNA WEWORLD BOLOGNA

Spazio Donna Bologna is aimed at women in vulnerable situations who are at risk of violence or facing social, economic, or relational hardships. The project also welcomes their children, providing a safe and stimulating environment for their development. It is a space that fosters connection, growth, and support, offering a professional welcome, opportunities for socialising, and guidance on local services.

## • CULTURE OF LEGALITY

The project proposes a residential training course at the Libera Terra cooperatives for individuals with cognitive disabilities and mild motor disorders. The aim is to offer an immersive experience within a context marked by a strong social commitment and the promotion of a culture of legality. During their stay, participants engage in educational and practical activities on land confiscated from organised crime, which promote personal growth and autonomy.

## • NATIONAL MUSEUMS OF BOLOGNA FOR PEOPLE WITH ALZHEIMER'S

An agreement between our Cooperative and the National Museums of Bologna has resulted in a project dedicated to people with dementia and their carers. Immersed in works of art, participants experience a sense of well-being and socialisation, feeling like protagonists of their own stories while recalling memories. This multidisciplinary approach combines art, psychology, and pedagogy to prevent and address the psychological and social challenges that often accompany dementia.

## • THE SNOEZELEN METHOD

In the context of providing various services to individuals, we have set up a Snoezelen Room. This decision arises from the need to create a safe and structured space designed to help individuals develop relationship skills and learn about the outside world through a multisensory, playful, and reassuring approach. The Snoezelen Room is accessible to all. For individuals with disabilities and/or autism, this modular environment fosters inner well-being, stimulates sensory perception, and facilitates social interactions.



# International projects, thinking beyond borders

For several years, we have been engaged in international projects in collaboration with public bodies, academic institutions, and third-sector organisations at the European level and beyond. What sets us apart is our participation in initiatives primarily funded by the Erasmus+ and CERV programmes of the European Commission. Through these initiatives, we develop training projects, exchange best practices, and foster innovation in social services.

We are a member of ARFIE (Association for Research and Training on Integration in Europe), a well-established European network that unites social service providers, training institutions, and professionals in the sector. This network aims to promote research and educational projects for social inclusion and to enhance the quality of life for people with disabilities.

We are also part of Haliéus, Legacoop's structural framework for international development cooperation. Haliéus advances sustainable development worldwide by promoting the cooperative business model as a means of empowering individuals and communities. Through these international projects, Cadiai can experiment with new approaches, develop innovative skills and methodologies, and measure itself against similar organisations in various European contexts.

Learn more about the projects we are involved in:



# Networks and initiatives for innovative management approaches



Cadiai actively participates in various consortia and co-operative networks, which are essential for developing activities in a structured and stable manner that aligns with the needs of the community and clients. Through these consortia—whether management, special purpose, or other type—we collaborate with other cooperatives that share our political vision of services and foundational values. Depending on the complexity of the projects and services, consortia can involve a varying number of organisations, creating robust alliances capable of addressing complex challenges in the social, educational, and health sectors. Consortium networks facilitate the integration of skills and expertise, optimise resources, and provide quality services that are more responsive to the needs of individuals and communities. The resulting collaboration is based on shared goals, mutual trust and a commitment to generating shared values. For us, participating in a consortium not only enhances operational capacity but also strengthens ties with the local community.

## Some examples:

- **Karabak** involves the construction and management of nursery schools through project financing
- **Kedos Consortium** manages residential services for the elderly
- **ComeTe network, Fiber** consortium and **Tecla** consortium aim to develop integrated activities in various communities for private individuals and companies
- **Scu.Ter Consortium** provides services to minors and adolescents in close collaboration with public bodies and foundations

## Learn about Cadiai's networks and consortia



# Certifications, quality assurance, equity and responsibility



Cadiai has always been dedicated to providing excellent services in the social, health, and educational sectors. The certifications we have obtained formally recognise our ongoing commitment to quality, equity, and social responsibility.

## • UNI EN ISO 9001 CERTIFICATION

ISO 9001 certification attests that our Quality Management System complies with international standards. This means that our processes are designed and controlled to ensure efficiency, transparency, and continuous improvement, aiming to meet the needs of users and stakeholders.

## • UNI 11034 CERTIFICATION

This certification is specific to children's services and guarantees that our nurseries and educational services meet defined quality criteria, including pedagogical design, activity management, and family involvement. It is a recognition of our commitment to inclusive and quality education.

## • UNI 10881 CERTIFICATION

Our residential facilities for the elderly are certified according to the UNI 10881 standard, which outlines the criteria for residential services for seniors. This ensures that we offer a safe, welcoming environment that is attentive to the individual needs of users.

## • SA8000 CERTIFICATION

The SA8000 certification demonstrates our commitment to social responsibility by ensuring ethical working conditions, respecting workers' rights, and promoting a safe and inclusive work environment.

## • GENDER EQUALITY CERTIFICATION (UNI PDR 125:2022)

In 2024, CADIAI obtained certification for gender equality, reflecting our dedication to promoting gender equality through inclusive policies, equal pay, protection of parenthood, and support for work-life balance. This achievement reflects our commitment to creating a fair and respectful work environment for all.

In addition to formal recognition, these certifications also represent our daily commitment to providing high-quality services, promoting equity, and acting with social responsibility.

# Personal growth with corporate welfare

Cadai participates in the Fiber Consortium, a national network that unites some of Italy's most important social cooperatives dedicated to the care and well-being of individuals. Fiber has developed **Welfare ComeTe**, which provides corporate welfare solutions with a significant social impact. Welfare ComeTe supports companies in the co-design of personalised welfare plans that promote the well-being of workers and their families. The services offered emphasise care, work-life balance, support for carers, and a focus on local communities.

National coordination ensures a cohesive vision, while the extensive presence of member cooperatives – including Cadai – guarantees proximity, flexibility, and quality in service delivery. In this way, corporate welfare combines with public welfare, helping to create a stronger, fairer, and more cohesive support network for individuals.





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