# gad PLUS AG

**The entrepreneurial and market-led social enterprise**

# Our starting point

- Changes in the world of work led to the current situation that a person's mere manpower does not suffice to participate in the labour market, even if the motivation is high.

- For some time now not only persons with low professional qualifications or reduced performance capability are concerned.

- Gad PLUS AG fills this gap.

- As an entrepreneurial and market-led social enterprise gad PLUS AG is committed to social as well as economic objectives, as it has to cover its operating costs on its own.

- Gad PLUS AG was founded 2012 as a subsidiary company of FONDATION gad STIFTUNG. In April 2013 it was approved as a pilot project by the social welfare office of the Kanton (SOA) and could then start operations.

# gadPLUS AG is:

- an entrepreneurial and market-led social enterprise social enterprise that provides business-oriented jobs for unemployed/recipients of social benefits with the overall goal of reintegrating its employees into the first labour market.

- an independent, non-profit and tax-exempt enterprise of the FONDATION gad STIFTUNG, who owns 100% of the share capital.

- Can provide 100-130 jobs.

EINE SOZIALFIRMA DER
UNE ENTREPRISE SOCIALE DE LA
FONDATION gad STIFTUNG

# gadPLUS AG

➢ Does not receive subsidies, operating costs or fees for assistance/care from the public administration, and does not receive donations.

➢ The operating costs are financed by the value added. Some start-up funding was provided by the social welfare department of the Kanton of Bern jointly with the FONDATION gad STIFTUNG.

➢ Salaries are refinanced by the social welfare department of the Kanton. This salary refunding scheme partially replaces the individual social welfare benefits. That way, persons depending on social benefits become employees/wage earners.

➢ The employees have a work normal contract based on Swiss law, with all related rights and obligations – for both sides.

➢ Social security benefits are refinanced by the social welfare department of the Kanton, as well as the allowable income deduction. These are the only additional costs to the Kanton caused by the running operations.

# Die gadPLUS AG

Target group are persons:

> older than 25 years,

> with a performance capability of at least 30%,

> willing to work at least 50% on a regular basis,

> with basic motivation for work,

> who spent at least one year in an employment programme,

> with few to no prospects to enter the first labour market (e.g. age 50+),

> foreign nationals (including temporarily admitted foreigners living in Switzerland since more than seven years, and recognised refugees).

# Our services

- Mailings

- Filling display units

- Deburring

- Assembling

- Repacking

- New packaging

- Labelling

- Pre-assembly (manual labour)

- Final assembly (manual labour)

- Partial production
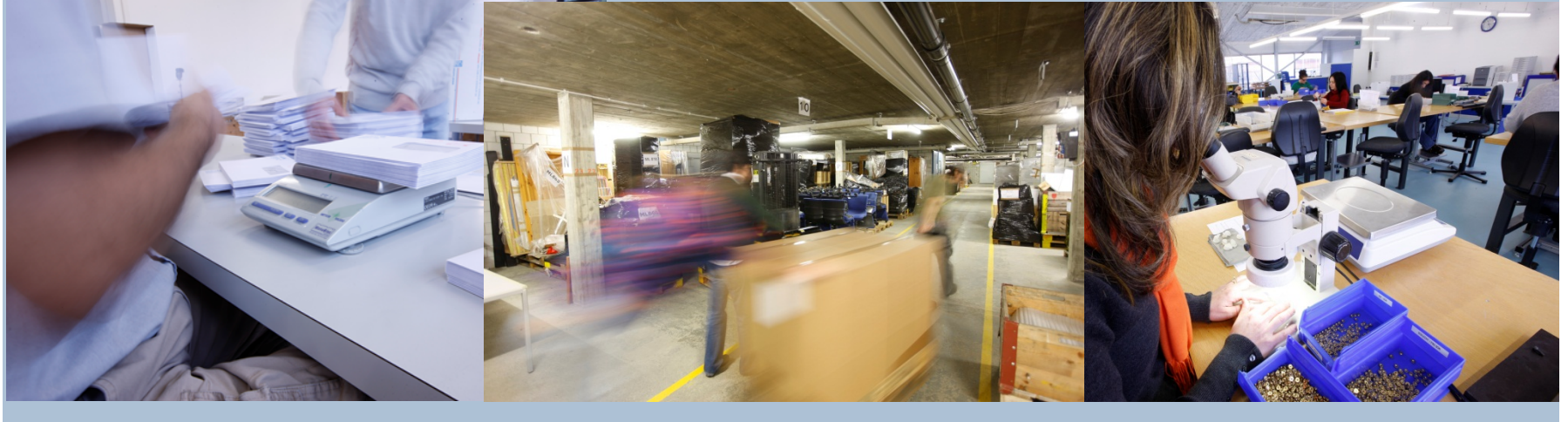
This list is not exhaustive.

**We are your extended workbench.**
**Swiss quality – just in time and reliable.**
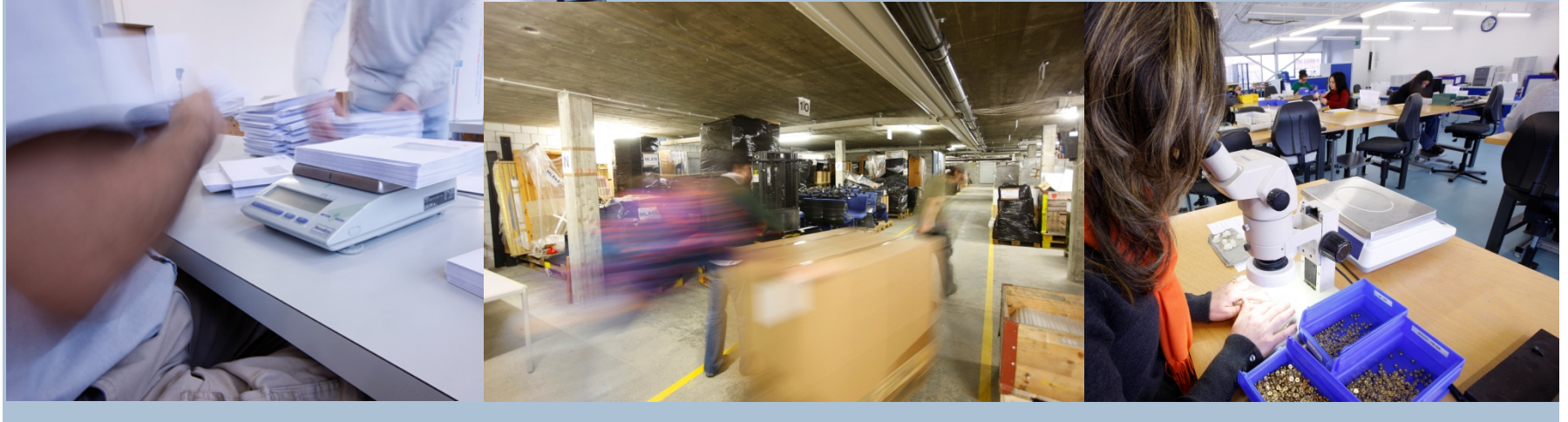
# Customer benefits

- Flexible manpower / no vacation close down

- Cost level of a **low-cost country (sourcing)**

- Quality and punctuality

- Same language and culture

- Many locations in Switzerland – short distances – with our cooperation partner Dock AG

- Long-time experience in many sectors

- Genuine partnership

- Flexible resources

- Transparent pricing

- Warehouse location, logistics, shipping

# gad PLUS AG

# Statistics per 01.01. - 31.03.15

| Perimeter | Seeland Lyss | Bern | Biel und Umgebung | Ittigen und Region | Flüchtlinge | Berner Oberland | Langenthal | Köniz | Berner Jura | Thun | Emmental | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Kontingent | 5 | 13 | 16 | 12 | 10 | 6 | 8 | 9 | 5 | 9 | 7 | 100 |
| Anmeldungen | 41 | 8 | 121 | 26 | 10 | 1 | 13 | 38 | 40 | 15 | 2 | 315 |
| besetzte AP | 25 | 3 | 48 | 9 | 2 | 0 | 5 | 8 | 7 | 5 | 0 | 112 |
| Absagen | 3 | 2 | 17 | 8 | 2 | 1 | 5 | 8 | 15 | 5 | 1 | 67 |
| Rückweisungen | | | 1 | | | | | 1 | | 1 | | 3 |
| Kündigungen | 11 | 2 | 24 | 1 | 2 | | 3 | 6 | 6 | 4 | 1 | 60 |
| Pendent | 2 | 1 | 31 | 8 | 4 | 0 | 1 | 15 | 12 | 0 | 0 | 74 |

# gad PLUS AG

- We would be pleased to assist you.
- Thank you for your attention.

**gad** PLUS AG



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**See also:**

- Fondation gad Stiftung: www.gad.ch

- FUGS (Fachverband unternehmerisch geführter Sozialfirmen): http://www.sozialfirmen.ch/index.php/english

- CEFEC (Social firms Europe): http://socialfirmseurope.org

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