



prestatieladder
socialer
ondernemen

Facsheet

Performance ladder More Social PSO

Social and inclusive entrepreneurship

Corporate Social Entrepreneurship has three aspects: People, Planet and Profit.

In the Netherlands social entrepreneurship, also called inclusive entrepreneurship, has grown in recent years into an important part of the People pillar. Organizations are more aware of providing opportunities for people with a distance to the labor market. To stimulate social entrepreneurship, TNO, together with PSO Nederland and stakeholders, have developed a measuring instrument: the Social Entrepreneurship Performance Platform (PSO).

The purpose of the PSO is to solve a social problem by stimulating social (inclusive) entrepreneurship: offer sustainable and qualitative jobs to people with a distance to the labor market at regular organizations. Social purchasing also contributes to this. Organizations with visible social entrepreneurship in a structural way can now be certified.

Measuring instrument and nationally recognized quality mark

The performance ladder More Social Entrepreneurship of TNO is more than a non-binding instrument, it is also the national quality mark that objectively indicates the extent of social (inclusive) entrepreneurship. The performance ladder measures the extent to which organizations show visible employment for vulnerable groups in the labor market and compares this result with other organizations with similar size (benchmark)

The following points will be measured:

1. The direct contribution: the number of persons employed with a distance to the labor market in relation to the total number of staff. It also measures the quality of this contribution
2. The indirect contribution: To what extent do organizations purchase from other PSO-certified organizations and social working companies.

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The direct and indirect social contributions are added together to a total score and compared with the PSO-standards. These standards are based on TNO's National Employers Survey Labor (WEA) and are updated every two years.

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The performance ladder: 4 levels

The PSO Performance Ladder is low-threshold and practical in use for any organization. The instrument measures what an organization actually does and provides insight. The PSO has four levels: the Aspirant status and PSO step 1, 2 or 3. The PSO-certificate is valid for two years.

De PSO in een schema	Resultaten (per grootteklasse)	Kwalitatieve aspecten			
Trede 3 	> norm Trede 3 Indirect Direct	Passend werk	Integratie	Functioneren en ontwikkelen	Begeleiding
Trede 2 	> norm Trede 2 Indirect Direct	Passend werk	Integratie	Functioneren en ontwikkelen	Begeleiding
Trede 1 	> norm Trede 1 Indirect Direct	Passend werk	Integratie	Functioneren en ontwikkelen	Begeleiding
Aspirant-status 	Inzicht Indirect Direct	Plan van aanpak			
		Doelstelling	Creëren draagvlak	Aanpassen werving & selectie	Functies beschikbaar

Why a PSO-certificate?

- The PSO has become a national norm for social entrepreneurship. PSO-certified organizations explain why their entrepreneurship becomes more social: They contribute to a better society. This is increasingly appreciated by customers, stakeholders, clients, trade unions, employees and investors.
- More and more municipalities and other public clients accept a valid PSO certificate as part of the social return commitment. Increasingly, private clients also request the PSO certificate. They rise on the PSO Performance Ladder if they buy from a PSO-certified organization.
- The PSO promotes transparency in social entrepreneurship by objectively measuring what an organization actually does in relation to other organizations of the same size.
- The PSO logo, for example on products and in external communications, contributes to the distinctiveness of an organization.
- As a measuring instrument PSO shows an organization how and handles to meet to the Participation Law and the Employment Agreement.

PSO Manual

Complete information on what the PSO accurately measures and certifies is found in the PSO Manual at www.pso-nederland.nl (only available in Dutch)

The Social Performance Ladder is continuously developed due to and in close cooperation with the market developments and updated and adjusted to economic conditions.

PSO 30+ (Abw) readout and certification

The new procurement act allows public organizations to reserve assignments for companies, sheltered workplaces or programs, "provided that at least 30% of employees of these sheltered workplaces, companies or programs are disabled or employees with a distance to the labor market" (Article 2.82 Procurement Act). Organizations that meet these (legal) criteria are also called 30+ (Abw) organizations. Since April 1st 2017, it is possible to request a separate 30+ (Abw) certificate if a PSO applicant qualifies for PSO Step 3.

Benefits of the 30+ ABW certificate are:

1. Municipalities and public clients may reserve assignments to organizations that are PSO 30+ certified.
2. Organizations stimulate inclusiveness by purchasing from 30+ organizations.