



## Project: RESMYLE

Eco-incubators: the existing models



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## I. Context and objectives of this document

The WP5 of RESMYLE project is planning to create a Mediterranean network of eco-incubators of microenterprises led by young people based on a common method and mutualized tutoring/training offers. The incubator must be set up in France (Southern region), in Italy (Liguria), in Jordania, in Lebanon (South Lebanon) and in Tunisia (2 incubators, in Tunis and in Nabeul-Hammamet).

In order to support this process of creating eco-incubators, we are providing an analysis document allowing the partners to get a better understanding of the different concepts discussed (incubator, nursery...) and illustrate the different types of incubator that can be created, from different existing experiences at a French, European and Mediterranean level.

## II. Market analysis

### A. SWOT analysis

The summary document below summarizes the strategic position of our incubators in the context of RESMYLE project according to what already exists.

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>- Partnership with thematic experts in the territories</li> <li>- Contact/Network, especially thanks to similar previous European projects</li> <li>- Innovative project with the objective to rethink the employment and social integration of young Mediterranean people through sustainable development</li> <li>- Participation of associated partners</li> </ul>	<ul style="list-style-type: none"> <li>- Possible lack of awareness among young people regarding sustainable development in the territories and lack of knowledge regarding the opportunities to create activities in this field</li> <li>- The knowledge of business creation opportunities in the territories by RESMYLE partners is still partial</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>- Sustainable development is a booming sector</li> <li>- Possibility to provide online support services, especially since the coronavirus</li> <li>- Employment creation and social integration of young Mediterranean people through sustainable development</li> <li>- Interdependencies between WP3, 4 and 5 of RESMYLE allowing to strengthen the efficiency of eco-incubators</li> </ul>	<ul style="list-style-type: none"> <li>- Competition between the incubators and other similar services proposed</li> <li>- Implementation deadlines to respect</li> </ul>

## B. Potential target

The potential target of RESMYLE project are the following :

- Young dropouts (NEETS) in the region of the project partners
- Young graduated people seeking for a job within the environment field (except NEETS)
- Social-educational actors responsible of the NEETS integration (associations, social centres)
- Mediterranean communities and NGOs mobilized locally on environmental issues

For the implementation of eco-incubators (WP5), the project also needs to target some partners who are able to strengthen the integration of incubators in their environment and support young entrepreneurs:

- Training establishments
- Actors of professional integration for young people (Pôle emploi, employment agencies...)
- Local authorities
- Thematic experts
- Socio-economic actors (other companies, local associations...)

## III. Competitive analysis and existing models

We have identified below some organizational models that could inspire the creation of RESMYLE eco-incubators and illustrate their implementation. These examples, which for some of them are linked to the French legal context, cannot be « copied », but the operating models can provide some work ideas.

### A. Activity and employment cooperative (France)

- Definition

The activity and employment cooperatives support project leaders for the launch of their activity, by proposing an “entrepreneur-employee” status: the project leader acts autonomously to find his clients and perform his services, but he is bound by an employment contract with the cooperative. The turnover is collected by the cooperative and is paid to the entrepreneur in the form of a salary, less social charges and "management fees".

This status is close to that of wage portage, but it goes further by offering a real support to the project leader. It is an alternative to set up a business or create a self-employed business.

Activity cooperatives have their status clarified by the law of July 31, 2014 on the Social and Solidarity Economy. The activity cooperatives are SCOPs (cooperative and participatory society), that is to say they are managed in a participatory manner.

Activity and employment cooperatives host service activities, commercial activities, craft-related activities and artistic activities<sup>1</sup>.

<sup>1</sup> To know more about the principle and operation of an employment and activity cooperative, see appendix A.

Please note: regulated activities, those requiring significant investments, or those requiring a commercial lease, are not accepted.

- How to integrate an activity cooperative?

Most often, the project leader is first invited to participate in an information meeting organized by the cooperative. The course continues with an individual interview, before possibly signing a support agreement (CAPE). Finally, if both parties come to an agreement, an employment contract is drawn up.

- The CAPE contract:

The Business Project Support Contract (CAPE) is a private law contract signed between the incubator company and the project leader. It is signed for a maximum initial period of 12 months and renewable twice (maximum 36 months). Its purpose is to govern the relationship between the 2 parties<sup>2</sup>.

- Existing models of activity and employment cooperatives:

1. Petra Patrimonia

Website : <http://cde-petrapatrimonia.com/>

Please note : The website is currently in reconstruction.

Petra Patrimonia is an activity and employment cooperative specialized in four sectors: heritage, engineering, maritime and agricultural sectors. The objective is to allow entrepreneurs to test their project of business creation without registering thanks to the CAPE contract, to be legally hosted, to develop their own clientele and to maintain their unemployment benefits and minimum social benefits during the period of the CAPE contract.

Thus, the entrepreneurs benefit from the administrative and accounting management of their activity, a professionalization course with training workshops and a network of entrepreneurs. After 3 years, the project leaders decide either to join the cooperative or to leave it. By staying with Petra, entrepreneurs obtain a status named “employee-entrepreneur”.

## B. Business nest

- Definition

The business nest is a solution that makes it possible to test a life-size business creation project during a determined period during which the entrepreneurs begin in a real way and within a legal framework to invoice, prospect, buy, manage, while being accompanied and preserving their previous status and rights.

The business nest offers :

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<sup>2</sup> To know more about the CAPE contract, see appendix B.

- A legal, fiscal and social framework to test the market on a real scale
- An individual follow-up to develop its capacities and its personal motivations
- A support to manage its activity and to implement its commercial strategy and communication
- Collective trainings in order to share the necessary knowledge for the development and management of its company.

Therefore, as a trial entrepreneur, we benefit from legal accommodation while maintain a social status and income.

During its time in the nest, the entrepreneur invoices its services or products with the SIRET number of the incubator, without registering.

- Advantages and disadvantages of the business nest

The nest allows people to practice the profession of a business manager. Management tools are set up, transferable to the future business. The entrepreneurs are advised on a daily basis to develop their activity and become competitive.

Confronted with the reality of the market, the entrepreneur has to concretely assess the viability of its project or, if not, become aware of the difficulties of creating its own job.

The passage in nest lasts on average 18 months. At the beginning of the test, the nest sets up reinforced support to help start its activity in the best conditions. At the same time as the activity ramps up, we are becoming more independent. When you leave, you benefit from a readability of your activity, you know the figures for your activity and you approach creation in a more calm and thoughtful way.

- To whom is the business nest for?

The company nest can be an alternative solution for any natural person with a project, not employed full time and not prohibited from management.

It is aimed among others at project leaders:

- Having a marketable know-how (or concept),
- Having a need and a request for support in the entrepreneurial profession,
- Having an atypical and innovative project requiring verification of its economic viability.

It is particularly aimed at project leaders :

- Compensated job seekers,
  - Beneficiaries of social minima (RSA, ASS, etc.),
  - Part-time employees.
- Which projects are more suitable to join a business nest?

The projects to which join a company nest is the best fit are as follows:

- Consulting professions (management, organizational, legal watch, training, security, technical, etc.)
- Communication professions (organization/event, website creation, video, computer graphics, graphics, communication agency, etc.)



- Sustainable development professions (landscape architect, water purification, etc.)
- Certain trades and sales (lingery, flowers, jewellery, etc.)
- IT professions (software creation, assistance, troubleshooting, etc.)
- Fashion professions (clothing creation, stylist, alterations, etc.)
- Business services trades (remote secretarial, secretarial, translation, cleaning, etc.)
- Personal services professions (DIY, cleaning, maintenance, home cooking, coaching, etc.)
- Well-being professions (hairdressers, alternative medicine, aesthetics, relaxation, naturopathy,, etc.)
- Handicrafts (crafts, craft workshops, handcrafted products, etc.)
- Artistic and cultural professions.

The projects that cannot be accommodated in the company incubator are regulated activities: lawyer, accountant, doctors, nurses, pharmacists, taxi, etc.

- The CAPE : the only legal contract to test its activity

The integration in the nest is based on the establishment of a CAPE contract with the trial contractor. To know more regarding the CAPE contract, see the previous § “The employment and activity cooperative”.

Within the nest, we can establish these documents and in particular invoice with the name that we have chosen, its header and its graphic charter. We must respect the regulations in force and in particular the usual mandatory information.

Client payments can be made in cash, by check payable to the nest or by bank transfer..

### When is the moment to charge?

The nest gives the possibility of invoicing from the 1st day of its entry and this throughout the duration of its CAPE contract.

- Models of business nests

#### 1. Crescendo

Website : <https://crescendo-tarbes.com/>

BIC Crescendo is an association that has developed an entrepreneurial ecosystem promoting the creation and development of innovative and sustainable businesses in the Tarbes Lourdes Pyrénées territory.

This nest is a specific support system for setting up a business. It is a place of learning which allows a project leader to undertake on trial, to learn to undertake and to secure the development of his activity within a legal framework.

More specifically, the creator benefits from a Business Project Support Contract (CAPE) which allows him to use the Crescendo registration number and therefore to test his project in real size while benefiting from a real accompaniment.

At Crescendo, the entrepreneur benefits from legal accommodation, retains his social status and income, builds up a network of clients and partners, learns to set up the management tools for his future business and benefits from advice. on a daily basis to develop and become competitive.

## 2. The site éco : business nest Nuna

Nuna is a business nest allowing entrepreneurs to operate without registering, in a legal and secure environment. Entrepreneurs are helped, advised and supported by a team of professionals throughout their journey in order to test their project in real life.

The entrepreneur benefits from legal accommodation, he retains his social status and his income. During his time in the incubator, he invoices his services with the Siret number of the incubator, without registering.

In addition, the Nuna nest allows you to become a trainer. Since being datadocked as a training organization, Nuna has offered training courses to the trial entrepreneurs it hosts. These trainings can therefore be financed by funding organizations.

The site éco: <https://www.lesiteeco.com/programmes/couveuse/>

The business incubator Nuna : <https://couveusenuna.com/index.php/quest-ce-quune-couveuse/>

## C. Nursery

Definition : A nursery is a reception, accommodation and service structure for businesses in the creation phase or less than two years old.

- Role and missions of a nursery:

Nurseries were created to promote business creation by offering concrete solutions to project leaders and young businesses. The principle is that of networking, sharing and pooling of costs.

Many business incubators have been created at the initiative of the communities of municipalities or agglomeration since the 1990s. In fact, the business incubators fall under the economic competence of inter-municipal structures. The regions, for their part, are responsible for managing and animating networks of business incubators.

The services offered by nurseries are mainly the following:

- Information and guidance for creators (in partnership with organizations specializing in business creation),
- Legal and financial assistance,
- Putting in contact with experts or professionals,
- Training (management, marketing, trade, communication, export...),
- Provision of spaces, offices, meeting rooms or workshops, for a period often limited to 2 years,
- Individualized follow-up,
- Access to a connected computer network (internet, printer, scanner...),
- Telephone reception and shared secretariat.



- The advantages to join a nursery

Integrate a nursery can present several advantages:

- **The cost:** the rents offered are often lower than market prices,
  - **Ease:** nursery services simplify life (secretary, internet, access to a high-performance printer, etc.) and allow you to focus on the essentials,
  - **Visibility:** a nursery entrepreneur is often more visible and access to the public and to the media easier,
  - **Networking:** working in a business incubator makes it possible to break the isolation of the business manager by putting him in touch with other hosted professionals, but also with experts or institutions, which makes it possible to develop faster turnover.
- What is the difference between a business incubator, a business hotel, an incubator, a nursery, a shared workspace or an activity cooperative ?
  - The corporate hotel is a solution aimed at businesses created more than two years ago, and which can therefore no longer be housed in a nursery. The business hotel offers shared accommodation and services, often at lower rated than at a nursery.
  - The business incubator is aimed at project leaders (companies not yet created) who wish to benefit from reinforced and adapted support to launch their activity. It is not strictly speaking physical accommodation. A contract is signed between the business incubator and the project leader: the CAPE, the Business Project Support Contract, for a period of 12 months renewable twice.
  - The incubator is a solution aimed at project leaders with an idea with high potential (innovative, technological or very specialized companies), the aim being to offer them a working environment and optimal networking for growth fast. This type of structure can be found in research centers or technopoles, for example.
  - A shared workspace, or coworking space, is a space made available to individuals or self-employed workers which allows them to benefit from an adequate working environment and which promotes collaboration and the sharing of information.
  - An activity cooperative is a structure whose members are "entrepreneur-employee cooperators": they bring turnover to the cooperative and receive a salary in return. They also benefit from the accounting system or the insurance contract of the cooperative. The cooperative charges management fees. See our article on activity cooperatives.

Please note: some structures sometimes include very extensive services: recruitment, accounting, communication ... This is the case of incubators of French Chambers of Commerce abroad, which facilitate the creation of subsidiaries or establishments abroad.

- How to integrate a nursery ?

Integrate a nursery often involves several stages :

- Preliminary interview, questionnaire,
- Project analysis,
- Passage to committee and favourable or unfavourable decision regarding integration.

Some activities may be excluded, such as activities linked to well-being or alternative medicine.

- Models of nurseries:

1. West network nurseries (Pays de la Loire and Nantes)

Website : <http://www.pepinieresreseauouest.fr/>

Created 25 years ago on the initiative of its leaders, the regional P.R.O. Gradually grew. To date, it brings together 15 structures that contribute every day to local economic development by helping business creators and thereby promoting the creation of jobs in the Loire region..

A nursery is a structure for welcoming, hosting, accompanying and supporting project leaders and business creators. It makes it possible to strengthen the chances of success of its companies, from development to their integration into the local economic fabric, by offering:

- Adapted real estate (offices and workshops) at an attractive cost, flexibility in contracts
- Shared equipment and services to reduce costs and focus on the essentials
- Personalized support to help the creator manage his new activity
- Access to a network of partners (consular chambers, financing structures...)
- Integration into the local economic fabric
- An incubator can be "generalist", that is to say that all companies can be housed there (except retail trade with showcase), or "thematic", oriented towards particular sectors of activity. Within the P.R.O. network, only the Hub Creativ de Nantes and GreenTech des Herbiers are themed, and oriented respectively towards the digital sector and eco-design.

2. Chartrons eco-creative nursery (Bordeaux)

Website: <https://www.pepiniere-chartrons.fr/>

Bordeaux Chartrons eco-creative nursery is a place dedicated to entrepreneurs in the digital world and the creative economy. Created at the initiative of the city of Bordeaux and managed by the Maison de l'Emploi, the incubator supports and strengthens the chances of success for business creators in innovative sectors during their first years of activity..

Resources	Synergy	Innovation
The nursery supports entrepreneurs, puts them in a network with the ecosystem and offers them an environment favourable to their development.	Exchanges of ideas, complementarity of skills, experiments and new projects are at the heart of the nursery.	A place favourable to innovation and digital uses which combines web professions, technologies and entrepreneurship.

#### IV. Incubators and « Eco-incubators »

An incubator is a structure whose mission is to welcome, support and support the initiators of innovative business creation projects.

Incubators welcome finalized projects. Projects at the study stage are received upstream in business incubators. Projects already materialized in the form of a company can be taken over by nurseries.

Incubators pay particular attention to innovative projects. Start-ups are favoured when they offer a service or a product resulting from technological innovation.

- Incubator forms

In France, there are more than 200 incubators. They can take different forms.

- Public incubators

Public incubators report to the Ministry of Higher Education and Research. This mainly involves promoting the results of the laboratories of public research establishments, in order to promote the transfer of technology from the public to the private sector.

- Private incubators

Private incubators are most often backed by a large company or a large school. Private incubators can be generalist, that is to say cover all areas of activity. They can also be specialized in a single activity.

- Help provided by an incubator

- Provision of premises

The first help provided to a business creation project leader is the provision of premises. The incubator can also provide materials.

- Business creation procedures

The support takes the form of assistance provided in the creation of the company such as the business plan, market research or the financing plan.

- Training

The incubator provides specific training, particularly in business management, on legal obligations, accounting obligations or on filing a patent with the INPI.

- Finance research

Incubators also make it possible to be informed of all the financial aid to which a business creator can claim, such as NACRE, ACRE or exemptions for young innovative companies (JEI).

- Professional network

Finally, incubators allow project leaders to develop a professional network. The steps to benefit from the help of an incubator are as follows:

- Selection

Incubators set up selection processes to determine the projects they want to support. A first selection is made on files. Then, if the project is eligible, the promoter of this project must defend it in committee. A final decision is then made.

- Incubation time

The average incubation period for a company is 24 months. Typically, incubation lasts between 1 and 3 years. The project leader can legally create his company during his incubation period.

- Price

Incubation prices vary greatly from one establishment to another. Thus, private incubators that have a requirement for profitability are more expensive than public non-profit incubators. In addition, prices also depend on the services provided.

• Models of incubators

1. Paris&co (France)

<https://www.parisandco.paris/>

Paris&Co est is the economic development and innovation agency for Paris and the metropolis. It promotes the dissemination of innovation through the incubation of more than 500 French and foreign startups per year, the experimentation of innovative solutions, the organization of national and international events. It develops its activity in a dynamic of open innovation in close collaboration with more than 120 large companies and major institutions.

Paris & Co accelerates the development of young companies, facilitates urban experimentation, stimulates and disseminates innovation.

As an entrepreneur, it is possible to benefit from support adapted to their maturity internship, to test their innovative system in an urban environment and to multiply the opportunities for meetings with the innovation ecosystem.

Entrepreneurs also benefit from support adapted to their stage of maturity. They are incubated within a community of startups facing the same challenges, they are in direct contact with key corporates in the value chain, they experiment with their solution in the Ile-de-France region, they participate in events and meet business experts, and they are immersed in a dedicated place bringing together all the players in their sectoral ecosystem.

For a startup that is launching or is in the process of being created, it is possible to benefit from the "Seeding" offer over 1 year. If the startup is growing and the entrepreneur seeks to accelerate its development and conquer new markets, he can benefit from the "Takeoff" offer over 2 years.

2. Le-t-Incubateur (France)

Website : <https://incubateur-le-t.org/>

**The incubator :**

"Le T" supports committed entrepreneurs who want to create and develop their business in Burgundy, by placing people, ecology and the territory at the heart of their activity.

A complete incubation course over 9 months

- 3 months to secure the business plan of entrepreneurs
- 6 months to support them in the launch of their activity
- The T meets all the conditions to accelerate and secure the launch of the companies involved and to support them in maximizing their social, environmental and territorial impact!

I am an entrepreneur, what does the incubator bring me?

- Personalized follow-up adapted to my needs
- Works pace as close as possible to my location
- Time for collective seminars in rallying places, with training, workshops, testimonials, sharing of experiences
- Hours of specialized advice, through the mobilization of experts
- Support from mentors
- Integration into a community of entrepreneurs
- Connection with a network of partners and local experts
- Support in the search for funding

### 3. French eco companies – Green Tech

Website : <https://ecoentreprises-france.fr/pages-membres/incubateur-greentech-verte/>

GreenTech Verte :

The GreenTech Green initiative aims to support those who innovate in favor of ecological transition and the Climate Plan.

Through calls for projects and innovation competitions, the Ministry of Ecological and Inclusive Transition has selected more than a hundred projects.

These winners can, if they wish, benefit from support within one of the three GreenTech incubators (Ile-de-France, Orléans or Toulouse in partnership with Météo France).

The support offered is divided into 4 axes:

- An incubation offer: accommodation, event spaces made available, personalized coaching sessions, group training, access to online courses and referencing support ;
- A connection via the scientific and technical networks of the Ministry, the competitiveness clusters and the partners, access to the conferences of the Ministry and support missions by students;
- Communication: a "GreenTech Green" label, support on social networks, a participatory blog and the organization of an annual Meet'Up;
- Access to data: organization of data sessions and hackathons, a datavision contest, and regulatory support.

- Mediterranean/European incubators

#### 1. JUST (Jordania) :

Website : <https://www.just.edu.jo/Centers/ceip/Pages/default.aspx>

The Jordan University of Science and Technology (JUST) has developed a technology incubator, providing a workplace and basic office equipment (computer, internet connection) for the incubated projects. Entrepreneurs can thus benefit from incubation facilities to develop their project.

To benefit from these services, the project leader must demonstrate that his idea is innovative or that the proposed product is marketable. Then, the incubator is responsible for guaranteeing intellectual property rights. After approval of the contractor's request, the contractor must provide a detailed work plan for the required incubation period, which is 12 months maximum.



## 2. The eco-incubator (Greece)

Website : <https://www.theecoincubator.org/>

The eco incubator is a project whose goal is to build a space of community service. This space is built from recycled materials. The objective is to develop a learning community for acquiring knowledge in the field of the environment.

Once the facility is built, the intention is to continue this learning process and use the built space to allow people to initiate start-up projects. These projects can belong to the field of health, well-being and sustainable development.

## 3. GreenPAC iLab (Netherlands)

Website : <https://www.greenpac.eu/nl/ilab/>

GreenPAC iLab is an incubator that focuses on sustainable development. Located in Zwolle, the Netherlands, this incubator encourages young entrepreneurs to develop their business. This structure has notably received a European award: the Grand Jury Prize for the European Awards for the Promotion of Entrepreneurship.

GreenPAC iLab is a community and start-up incubator that helps entrepreneurs by giving them entrepreneurial knowledge or technical skills so that they can accelerate the development of their business. The main field is that of polymer products, or in similar sectors. Indeed, the purpose of this structure is to act in sustainable development and the circular economy.

## 4. European Marine Science Park (England)

Website : <http://www.europeanmarinesciencepark.co.uk/>

Since 2005, the European Marine Science Park has been dedicated to providing services to early-stage, intermediate and advanced marine science companies. The incubator is based in a remote highland region and provides access to ocean environments in England. It's also open to life science, energy and environmental companies.

The incubation program offers workspaces, laboratory spaces, direct park funding as well as mentoring coupled with legal and financial support. The program also enjoys important links with universities, research institutes and government policy makers, which is beneficial for any business.

By joining this incubator, entrepreneurs benefit from a marine scientific community and a network focused on innovation. Everything is conducive to enriching one's knowledge.

## 5. Bidaya (Marocco)

Website : <https://www.bidaya.io/>

Bidaya is the Social Green Tech incubator based in Casablanca, Morocco. Startups supported by Bidaya must have a social or environmental impact. In order to meet social and environmental challenges and build innovative economic models, Bidaya offers a general support program to start-up companies, a support program for the financing of companies that have validated their proof of concept, a promotion program entrepreneurship with a social or environmental impact, and a program for sharing and promoting Bidaya expertise.

During the first weeks at Bidaya, entrepreneurs develop strategic thinking for their business and follow training courses. This allows them to better study their project and have a clearer vision of the market, to define the development of their project and expand its network.



## 6. Lab'ess (Tunisia)

Webite : <https://www.labess.tn/>

Lab'ess is the Social and Solidarity Economy Laboratory aiming to sustainably develop actors in social innovation. This structure houses, trains, supports and promotes Tunisian social entrepreneurs through an inclusive incubation program.

This incubator is made up of an international network of incubators and therefore allows the connection between different entrepreneurs committed and concerned about the socio-economic needs of their country.

For six months, entrepreneurs benefit from a coworking space, personalized support and financing to develop their project.

To apply, the entrepreneur must be motivated, clearly define his problem and propose that meets one or more social / environmental needs, then propose an innovative and sustainable solution.

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## VI. Appendixes

- Appendix A : Principle and operation of an activities and employment cooperative

Several principles characterize the operation of activity cooperatives:

### The autonomy of the entrepreneur-employee

The salaried entrepreneur himself searches for his clients; he is autonomous to negotiate and to perform the services. He does not take the payments himself, but asks his customers to pay into the account and to the order of the cooperative.

### Salaried

When entering the cooperative, the entrepreneur normally signs a CAPE contract (Business Project Support Contract). He has social security coverage and professional insurance to start his activity.

When he starts invoicing, the CAPE contract turns into a CDI and the entrepreneur becomes an employee in the cooperative based on his own turnover. The salary is revised upwards depending on the development of the activity.

As the entrepreneur-employee cannot have a zero salary, his activity must allow a minimum and regular turnover to go into CDI.

The contract fixes the amount of the fixed part and the variable part of the remuneration of the salaried entrepreneur. Indeed, the salary of the entrepreneur-employee depends on the turnover he brings to the cooperative. The salary corresponds in practice to around 50/60% of the turnover contributed.

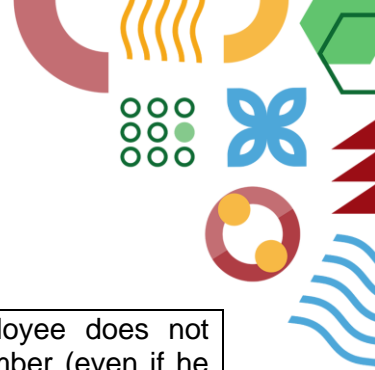
### Personalized support

The entrepreneur-employee benefits from at least 2 individual support interviews per year. The cooperative's project officers advise employees on all aspects of their project: management, marketing, communication, legal status, development, aid and funding, etc. Training can also be offered.

### The evolution towards the status of partner, or “employee-cooperator”

The entrepreneur must become a member of the activity cooperative within a maximum period of 3 years from his integration. As a partner, the employee-cooperator participates in the life and decisions of the cooperative.

The advantages of the entrepreneur-employee status in an activity cooperative	The disadvantages of the entrepreneur-employee status in an activity cooperative
<ul style="list-style-type: none"> <li>- This is an employee status,</li> <li>- It opens the right to unemployment benefits. In addition, it is possible to combine unemployment benefits with income from this status,</li> <li>- The salaried entrepreneur benefits from the insurance of the cooperative,</li> <li>- The salaried entrepreneur benefits from the general social security scheme (no</li> </ul>	<ul style="list-style-type: none"> <li>- This status is closed to regulated activities or requiring significant investments or the signing of a commercial lease,</li> <li>- This status is not suitable for activities with high potential: indeed, it is not possible to hire, sign certain contracts or respond to certain calls for tenders,</li> </ul>



<p>RSI!) as well as from a compulsory mutual,</p> <ul style="list-style-type: none"> <li>- The cooperative offers simplified administrative management, including bookkeeping, calculation and payment of salaries, processing of tax obligations...</li> <li>- The cooperative offers individual support for the development of the activity,</li> <li>- This status allows exchanges and a real sharing of experience with the network of other entrepreneur-employees: no isolation!</li> <li>- This status makes it possible not to have to pay the CFE (business property contribution), this tax which weighs on all businesses including auto-micro-businesses.</li> <li>- It is possible to have certain expenses borne by the cooperative (travel or accommodation costs for example): these costs will be deducted from the salary but this will save part of the social charges.</li> </ul>	<ul style="list-style-type: none"> <li>- The entrepreneur-employee does not have his own Siret number (even if he can use the cooperative's Siret number): his activity has no real identity,</li> <li>- This status is subject to competition from the self-employed (microenterprise), which is a status without surprise and at least as simple as that of entrepreneur-employee.</li> </ul>
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- Appendix B : The CAPE contract

The Business Project Support Contract (CAPE) is a private law contract signed between the incubator company and the project leader. It is signed for a maximum initial period of 12 months and renewable twice (maximum 36 months). Its purpose is to govern the relationship between the 2 parties.

The CAPE thus defines:

- Support measures: preparation program for the creation or resumption and management of an economic activity,
- The respective commitments of the parties,
- The nature and conditions of use of the means made available to the beneficiary by the incubator,
- The nature, maximum amount and conditions of the commitments made by the beneficiary towards third parties during the execution of the CAPE contract,
- After the start of the activity, the method of transferring the accounting and financial data from the beneficiary to the incubator,
- The remuneration paid by the project leader to the incubator in return for its services,
- Where applicable, payment of remuneration to the project leader,
- The terms of early termination of the CAPE contract.

This is not an employment contract but a service contract that does not imply any relationship of subordination.

When signing the contract, a single declaration of employment (DUE) type CAPE is also completed in order to declare the activity to URSSAF and to be able to pay social contributions. The incubator sends a copy of the contract and the DUE as well as any rider to URSSAF and to the social body on which the project leader depends.

It is the publicity of this contract and of the DUE that allows the project leader to use the SIRET number of the business incubator.

- Social protection during the CAPE

Throughout the duration of the CAPE and until registration, the creator benefits from social protection supported by the reception structure. It also benefits from the provisions of the labour code for hygiene, safety and health.

- Invoicing in a business incubator

The CAPE makes it possible to establish transaction documents (purchase order, estimate, service contract, delivery note, invoice, note).

- The CAPE, advantages disadvantages

Disadvantages	Advantages
- The CAPE contract is closed to full-time employees and regulated professions	- The CAPE contract allows savings compared to the registration of a

<ul style="list-style-type: none"> <li>- It is limited to 36 months maximum</li> <li>- It does not offer the possibility of signing a commercial lease</li> <li>- The structure that supports the entrepreneur takes a commission on the turnover collected, of about 10%</li> </ul>	<p>business on business creation costs (eg registration fees) and on the fixed costs of a legal structure (eg professional bank account, CFE tax, etc.).</p> <ul style="list-style-type: none"> <li>- It offers support from business creation professionals and experts in their field, specialized training in business creation and management and access to a network of entrepreneurs.</li> <li>- It is compatible with the status of a compensated jobseeker (eg cumulative with the Pôle Emploi benefits)</li> </ul>
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