



**Small Enterprises'
Institute of the Hellenic
Confederation of
Professionals, Craftsmen
and Merchants (IME
GSEVEE)**



**Labor Institute of the Greek General
Confederation of Workers (INE GSEE)**



**Hellenic Confederation of Commerce
and Entrepreneurship (ESEE)**



The Role of the ESF in Capacity Building of Social Partners



- Represents small and medium enterprises of the manufacturing and the services sector in Greece.
- Incorporates 90 federations, (59 local, 30 sectoral and 1 of pensioners)
- 1100 unions with 140.000 entrepreneurs registered

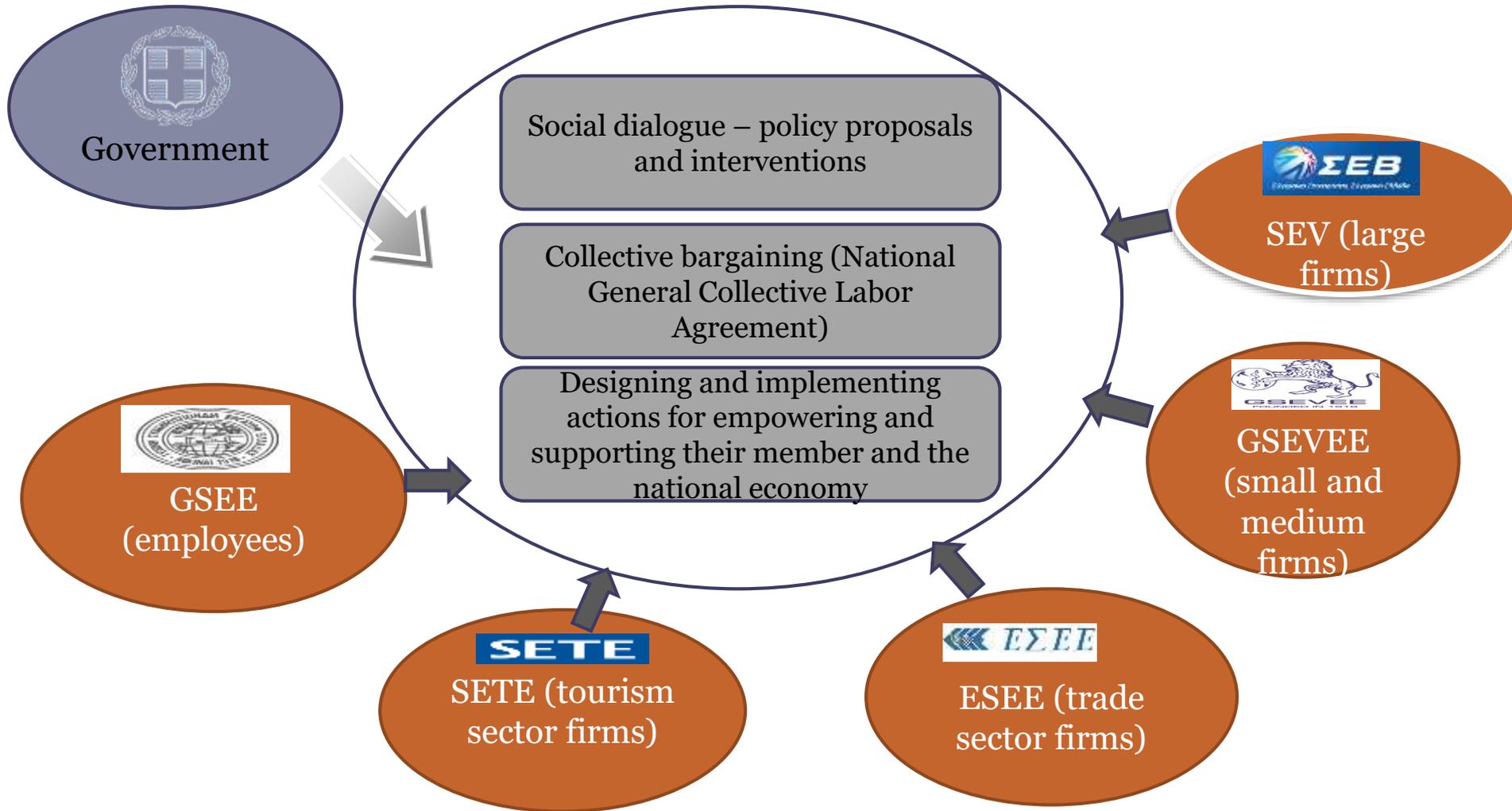


- Institute of GSEVEE
- carries out studies and surveys,
 - Implements national and EU funded Projects



- Centre for Continuing Vocational Training of GSEVEE
- certified educational, nationwide, centre
 - 6 branches over Greece

Social partners in Greece



Priorities of social partners actions in Greece

Social partners through their affiliate institutes and VET centers design and implement actions for empowering and supporting their members and the national economy. Such actions are usually funded by the ESF.

These actions have some common priorities:

- Conducting scientific research on social and economic issues.
- Providing support to their members (employees or firms) for the development of their operations, the improvement of their competitiveness and efficiency and also the maximization of their contribution in the national economy.
- Developing and submitting proposals for actions in the national and EU authorities in order to promote the interests and priorities of their members and also of the country's economy.
- Providing scientific and managerial support to the public authorities aiming at improving the environment in their respective fields of intervention.

Major social partners' actions co-funded by the ESF in Greece:2007-2013

- Actions of the Social partners for the restoration of trust and the enhancement of their effective participation in the social dialogue (joint action).
- Actions of the Social partners for the foresight of skills needs within the context of the National System of needs assessment in the labor market (joint action).

Major social partners' actions co-funded by the ESF in Greece:2014-2020

- Developing or evolving mechanisms for the observation of important policy fields (economy, labor market and unemployment, training and education etc).
- Mechanisms for the foresight of needs in professions and skills in local and sectoral level.
- Mechanisms that promote the adaptability of firms and employees.
- Improving the business environment, employees skills and quality of life.
- Support of the institutional, operational and scientific capability of the social partners.

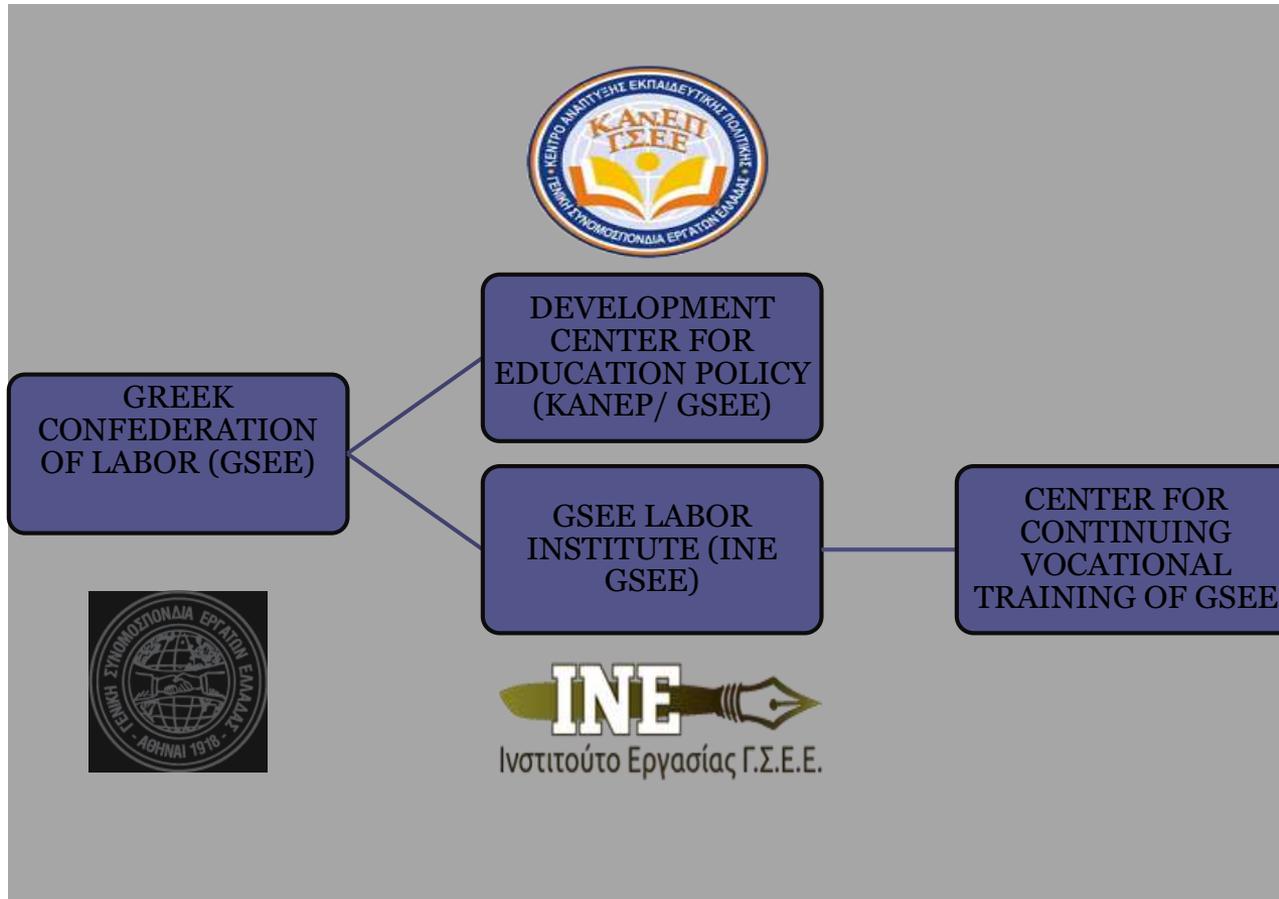
GSEVEE Actions co-funded by the ESF: 2007-2013

- Capacity building for carrying out studies and surveys
- Training of union members
- Empowering member-federations through specialized local and sectoral action plans
- Planning and implementation of national and European networking actions and exchange of experience and know-how
- Creation of a business support network for small businesses
- Planning and implementing actions to strengthen the role of innovation and forms of cooperation in small businesses
- Implementation of technical vocational training and certification actions
- Participation in joint actions with the other social partners

IME GSEVEE Actions co-funded by the ESF: 2014-2020

- Development of an observatory researching on SMEs environment.
- Systematic support of GSEVEE for meeting the needs of daily institutional and political presence and intervention
- Developing a system of upgraded communication and cooperation between the Federations - Associations and GSEVEE
- Actions of national and European networking and partnerships
- Training of federations' members and staff.

Greek General Confederation of Labor



Greek General Confederation of Labor (GSEE)

- Represents the workers of the private sector in Greece.
- Incorporates 76 federations and 85 unions.
- Has founded the following operators:
- **GSEE Labor Institute (INE/ GSEE):** carries out studies and surveys about social and economic issues, implements national and EU funded Projects.
- **Development center for education policy (KANEP/ GSEE):** was established to support and serve the policy across the spectrum of labor relations in education and scientific research.
- **Centre for Continuing Vocational Training of GSEE:** certified educational, nationwide centre 13 branches over Greece.

The role of the operators of GSEE

- **INE GSEE** and **KANEP GSEE** complement each other and strengthen the views of **GSEE** as they are scientific institutes which conduct studies and researches about the formal and non formal education and training system, the labor market, the economy and the production process.
- The findings of studies and researches become educational material.
- The **Centre for Continuing Vocational Training** uses this educational material for providing services and empowering the members of our unions and the work force in general. Those services are financed from the ESF.

INE GSEE actions co-funded by the ESF in Greece: 2007- 2013 & 2014-2020

INE GSEE has implemented three projects for the period of 2007-2013 NSRF. Those projects are financing for the period 2014- 2020 as well with some improvements.

- **The Observatory of Social and Economic Development:** the Observatory applies to workers, citizens, the academic community and policy makers. It conducts studies, policy papers and researches which are published about social and economic topics and are related to employment. The latest policy brief is about The Failure of Internal Devaluation and the Case of an Investment – led Strategy to Foster Competitiveness in Greece. The Observatory conducts well documented analyses about contemporary social and economic issues which are related with the interests of the labor workforce.

INE GSEE actions co-funded by the ESF in Greece: 2007- 2013 & 2014-2020

- **The Counseling Network of the workforce:** the network applies to both employed and unemployed individuals and provides many services such as useful information about occupational, educational, legal issues, social insurance and career counseling services. The goal is to empower employed people for remaining in the labor market and help unemployed people to get back by developing life skills such as flexibility and resilience (personal and occupational development). The network aims in a labor market without barriers. The services apply not only to our members but to the labor workforce in general. The network is cooperating with the local authorities.

INE GSEE actions co-funded by the ESF in Greece: 2007- 2013 & 2014-2020

- **Trade unions Training and empowerment of social skills:** the training aims at the upgrading of skills of trade unionists in order to reinsure working and career development and to the empowerment of participation in collective actions. The training applies to both elected members of boards and to members of unions. The training of the elected members is about occupational, social insurance and legal issues and the training for the members of unions is horizontal (such as communication, conflict management, work stress, reconciliation of personal life etc.).

New actions co-funded by the ESF: 2014-2020

- **Support for quality development of sectoral vocational training and interconnection with the qualification:** the actions of this project are aiming at the upgrade of the methodology of the job profiles and of educational programmes framework, the creation of 30 new cross sectoral job profiles, educational materials and the certification of skills (ISO/ IEC 17024).
- Many other projects are in procedure of evaluation.

Hellenic Confederation of Commerce and Entrepreneurship (ESEE) and its actions



- Represents Greek commerce and SMEs-entrepreneurs on national and international level.
- Participates as an equivalent stakeholder on signing the Greek National General Collective Labor Agreement and sectoral commerce agreements.
- Incorporates 14 Federations, 283 Commerce Associations and 5 Associations of Commercial Agents
- Member of the Greek Economic and Social Committee (ESC) and the European Economic and Social Committee (EESC)
- Member of the European Association of Craft, Small and Medium sized Enterprises (UEAPME)
- Member of the European Association for retail, wholesale and international trade (EuroCommerce)
- Participates in the International Labour Organization (ILO)



Institute of Commerce and Services
•carries out studies and surveys,
•Implements national and EU funded Projects



Centre for Continuing Vocational Training of ESEE
•certified educational, nationwide, centre
•4 branches over Greece



ESEE Actions co-funded by the ESF: 2007-2013

- Capacity building for carrying out studies and surveys
- Training of trade associations' functionaries and members on subjects of politics and government, law and institutions, international relations and european politics, political communication, economics and industrial relations
- Empowering member-federations through specialized Business Process Reengineering plans
- Support of green entrepreneurship and corporate social responsibility activities for commercial enterprises
- Small business support network: Business consulting services to support Greek SMEs to increase their competitiveness during the economic crisis
- Implementation of technical vocational training and certification actions
- Participation in joint actions with the other social partners

ESEE Actions co-funded by the ESF: 2014-2020

- Development and operation of a mechanism for the effective monitoring and implementation of social inclusion and protection policies. Main actions of the project:
 - ✓ Systematic support of ESEE for meeting the needs of daily institutional and political presence and intervention
 - ✓ Studies and surveys
 - ✓ Developing and supporting actions of national and European networking and partnerships
- Professional Training, Certification, Counseling Support of unemployed aged 18 to 24 years old in the Retail sector (Youth Guarantee)

Positive contribution of the ESF in the capacity building of the social partners in Greece

- Upgrading of the tripartite social dialogue (state, workers, employers) concerning basic issues of social and economic life through the mapping of the situation and the submission of proposals. Especially the mapping of the labor market , of the needs in skills, knowledge and competences has strengthened the capability to an effective social dialogue.
- The results of the researches strengthen our political views, so during the committees meetings we can support our views with evidence. Unionists have not only political but scientific speech as well.
- We provide very important services to our members/ unionists about qualification, training, counseling and certification which leads to the expansion of the base because many new members are registered to the trade unions. When you provide services to your members the unions become stronger. During the last years the institutional role of social partners has weakened due to the situation about the collective agreements. Those services help us regain the trust and strengthen the relations with our members.

Positive contribution of the ESF in the capacity building of the social partners in Greece

- Empowering and supporting social partners in policy advocacy actions.
- Crucial deliverables and events such as researches, political papers, study visits, workshops, training seminars which built the capacity for the designing and evaluation of social innovation programmes.
- Exchange of the know-how of the social partners.
- Networking and internationalization of the social partners.
- Restoration of confidence between the social partners. Each party can play its role more effectively. Preservation of social harmony.

Issues to be tackled - room for improvement

- Monitoring committees' meetings become customary.
- Social partners are expected just to validate the decisions already taken by the relevant governmental bodies.
- When social partners are submitting proposals and recommendations these are rarely taken into account.
- Actions related to capacity building of the Social Partners in Greece are limited to only one Operational Program (assigned for Ministries of Labor and Education) thus limiting the scope of the action to the Programme's thematic priorities.
- The amount allocated and especially the content of the capacity building actions for social partners is heavily influenced and pre-decided by the government.
- There has been a severe cut in the financial resources allocated for social partners' capacity building in Greece
- Bureaucratic issues: emergence of the state aid rule for social partners affiliate organizations.
- Services delivery actions even pilot ones are considered as market distorting by the authorities.

Thank you!

GSEVEE

<http://www.imegsevee.gr>
<http://www.gsevee.gr>



GSEE

<http://www.gsee.gr>
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