


# Project B3 - 4000



"Social responsibility of enterprises and immigration: a challenge for the future":  
The Greek Experience

2003



# Institute of Social Innovation

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- Research and Consulting Organisation
- One of the first social policy oriented consultancies in Greece
- Member of the Hellenic Corporate Social Responsibility Network



# Methodology

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- Contact with our Partners (Enterprises, NGOs, Trade Unions, Hellenic Network for Corporate Social Responsibility, Ministries) in order to inform them about the project
- Gathering and Analysis of collected information
- Identification of 5 partnerships
- Implementation of interviews with the organizations involved in these 5 partnerships
- Final Selection of 4 partnerships

# Types of partnership

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- Two partnerships involving Trade Unions and NGOs
- Two partnerships involving Enterprises and NGOs

# Partnerships

## Enterprises & NGOs

- Shell-Hellas and Foundation of Social Work
- Radio Filia (ERT S.A) and NGOs (Greek-Pakistan Cultural Association)

## Trade Unions & NGOs

- Institute of Labour of GSEE / ADEDY (Trade Unions) and NGOs (immigrants, minorities and refugees)
- GSEE and Network for the Support of Immigrants and Refugees

# 1. Shell-Hellas & Foundation of Social Work

## Shell-Hellas

- Subsidiary of Shell in Greece
- Tertiary sector
- Initiator of the partnership
- Vigorous Social Responsibility Policy

## Foundation of Social Work

- NGO providing services to refugees and immigrants
- Refugees Integration Centre
- Financed by the United Nations High Commissioner for Refugees (UNHCR)

# Scope and Results of the Partnership

- Selection and recruitment of refugees in Shell's oil stations
- Role of the Foundation of Social Work:
  - contact and selection of candidates
  - support and training (basic skills) of candidates
  - Propose candidates to Shell's Human Resources Department
- Innovative initiative for both organisations

## 2. Network for the Support of Immigrants and Refugees & GSEE

### *NETWORK*

- NGO
- Social and Labour Market Integration of Immigrants and Refugees
- Participation in decision making processes concerning economic, legal, cultural and social matters of immigrants and refugees

### *GSEE*

- General Confederation of Greek Workers (Trade Unions)



# Scope and Results of the Partnership

- Non-formal partnership
- Collaboration concerning the creation of a bureau for the social and economic integration of immigrants and refugees
- Collaboration aiming at influencing decisions on the design and application of immigration policies.

# 3. Institute of Labour of GSEE & NGOs

## Institute of Labour

- Vigorous Social Responsibility Policy
- Has assumed its responsibilities and duties concerning the support of immigrants
- Strong commitment in the partnership as a mean to promote social and economic integration of immigrants

## NGOs

- Greek Council for Refugees
- ROM Network

# Scope and Results of the Partnership

- Enhancing immigrants participation in the operation of social and labour services provided by the state, municipal and regional authorities
- Boost social partners', local and regional authorities' participation in the fight against ethnic discrimination and in the promotion of social and economic integration
- Achieve impact on the policies concerning social and economic integration of the immigrants and the refugees

# 4. Radio *Filia* & Greek-Pakistan Cultural Association

## Radio *Filia*

- Radio Station – operational unit of ERT S.A. (Greek Radio & Television Broadcast)
- Vigorous Social Responsibility Policy
- ERT S.A. aims to develop as a socially responsible company

## Greek-Pakistan Cultural Association

- Pakistanis are the second largest community of immigrants in Greece
- New Association
- Promotes Pakistanis' social and economic Integration

# Scope and Results of the Partnership

- Provide access to the media to immigrant communities
- Aims at building links between Greek citizens and immigrants
- Enhances communication within each national community
- One hour weekly program for each national community
- Daily information programs in each national community language
- Partnership with Radio *Filia* provides credibility to immigrant organizations and empowers their role towards public authorities and the society

# Remarks concerning the interviews

- Limited number of partnerships in Greece concerning social and economic integration of immigrants
- No relevant partnerships between Enterprises and Trade Unions
- People interviewed were not able to answer all questions of the data sheet



# Conclusions



# Conclusions

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Formation of partnerships for the social and economic integration of immigrants is not a widespread practice in Greece



# Conclusions

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Main reason is that massive incoming immigration in Greece is a relatively recent phenomenon (it started in the beginning of 90's)

# Conclusions

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- Existing partnerships focus mostly on the social integration of refugees
- There is much more experience in the integration of refugees, since this has been an issue in the past as well
- Organisations involved with refugees begin to expand their activities to immigrants

# Conclusions

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- Interventions of public authorities for the integration of immigrants are quite poor compared to those targeting other socially excluded groups
- Legal and psychological constraints for the development of partnerships
- New opportunities for all interested organisations through the implementation of the new Operational Programme for the “Integration of Immigrants in Greece” promoted by the Ministry of Interior.

# Conclusions

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- Trade Unions have recently expand their field of activities in the area of social and economic integration of immigrants
- TUs have become conscious of their responsibilities towards immigrants
- Opportunity for raising their image and increase the level of participation

# Conclusions

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Only few initiatives concern Corporate Social Responsibility and Integration of Immigrants in Greece:

- Incoming immigration is a new phenomenon in Greece
- Corporate Social Responsibility has just recently started to grow among Greek enterprises

# Conclusions

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## **The combination of:**

- **the new operational program for immigrants**
- **the experience of organizations for refugees**
- **the political will of trade unions**
- **the rising importance of Corporate Social Responsibility among enterprises**

**should enhance the creation of partnerships during the current decade**