

# **European Social Partners' project on Circular Economy Cluster seminar Italy – Poland – Greece - France**

Impacts on employment volume and competitive position





### Who we are

**SEV – Hellenic Federation of Enterprises** has consistently fostered business development in Greece since 1907. It is the independent voice of businesses, representing a broad spectrum of the country's economic activity, including manufacturing and services.

- A transformation leader
- A key partner in the social dialogue
- A powerful representative of the Greek business community
- An effective networking actor
- A knowledge creator



# Why we do care about Circular Economy

- A new phenomenon we need to understand it
- Is combined with Digitalization and new business models
- Opportunity for European companies to gain global competitive advantage
- It is an issue for all and will impact almost every type of business
- We expect impact on employment we need to measure
- We foresee new professions to arise, enrichment of tasks for existing jobs, profound need for re-training
- Social partners must be part of this change
- Included in national collective agreement provisions -2018



# **State of play - Greece**

National Council on Circular Economy

(participation of SEV)

Interministerial Committee

#### Action Plan - Road Map

Public consultation completed on April 12

#### 5 main pillars

- 1. Sustainable production and industrial policy
- 2. Sustainable consumption
- 3. Less waste with higher value
- 4. Specific actions for basic products that need to be addressed as a matter of priority
- 5. Horizontal actions

#### 65 actions for the period 21-25

- a) 43 concern the basic aspects of the circular economy, production, consumption, waste and horizontal issues (such as governance, etc.).
- b) 22 concern basic products that must be addressed as a matter of priority.



# State of play -Observatory on Circular economy

## Private investments, jobs and gross value added

Recycling, repair and reuse and rental and leasing sectors (NACE 2)

Gross investment in tangible goods is defined as investment during the reference year in all tangible goods

Jobs are expressed in number of persons employed and as a percentage of total employment Value added at factor costs is the gross income from operating activities after adjusting for operating subsidies and indirect taxes.

SEV proposed to add specific HR indicators

Training (persons, hours, cost), Unemployment (jobs lost),

New professions, New certifications



# Master Plan de-lignification – employment



#### Career transition assessment – Western Macedonia

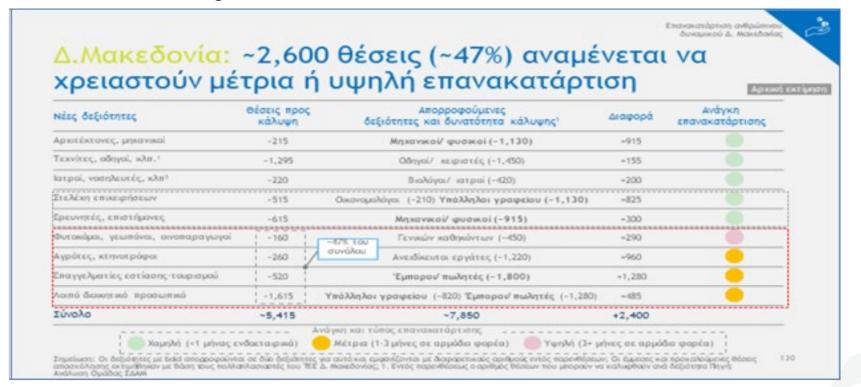




## Master Plan – Reskilling

## ΣΧΕΔΙΟ ΔΙΚΑΙΗΣ ΑΝΑΠΤΥΞΙΑΚΗΣ ΜΕΤΑΒΑΣΗΣ

#### Training needs assessment – Western Macedonia



#### **Indicative Training providers**

- Regional Universities
- Public Employment Services
- Private training providers
- In-house training

• Social partners not included



## Main areas to address

- 1. Sectors affected (negative, positive) National priorities
- 2. Persons affected gender, age, education, skills, regions
- 3. New professions change in content of existing ones
- 4. Assessment on working conditions (health & safety)
- 5. New training curricula adaptation of existing
- 6. Involvement of social partners
- 7. Implications in collective agreements (national, sectoral, etc)
- 8. Adequacy and suitability of data
- 9. Priority? Legislation approach or culture approach