

Please see below 4 case studies from Social Enterprises from Greece:

Case study #1

Exadas

<https://exadasedu.com/>

Exandas is a Social Cooperative Enterprise born out of the need to create the conditions that will allow working with dignity, imagination, and creativity, taking distances from any form of competition promoted by both the market and grading. educational system to create those conditions that will allow teachers to walk with students of all ages this difficult, but also beautiful, path in the field of knowledge and learning.

Realizing the difficulties that the modern school has to face, which is systematically devalued, with systems that are constantly changing, Exantas tries to support students in all stages of school life, from Primary to High School. Exandas focuses on the assistance of any child to overcome difficulties and disappointments, to fill gaps of previous years, to deepen the knowledge and to consolidate the material of each school year, moving confidently to the next.

Regarding the question “How do they involve people in their team” the answer we received was mostly focused on how they choose future colleagues. The primal request is to involve people with whom they share the same philosophy, educational process, and knowledge. They regularly organise meetings and seminars on educational subjects, and a cycle of people is created where they exchange ideas and opinions and keep in touch with this newly established network in case of any new positions that will occur. However, they also use the traditional way of hiring, receiving CVs and motivational letters.

“What is the social contribution as a social enterprise?”

Through the hard-living times that we all face, it is extremely important, as a social enterprise, to provide salaries that respond to everyone’s needs. They have also established a lending library where anyone could benefit from this service. Another action made by Exantas is the organization of workshops and seminars around educational and psychological aspects, open to all citizens and provision of participants in all actions from vulnerable groups. This social enterprise also actively engages in actions and festivals prepared by the Municipality of Larissa.

Case study #2

Impact Hub Athens

<https://athens.impacthub.net/>

Impact Hub Athens is a community and co-working space that supports social entrepreneurship and innovation. They provide a collaborative environment where individuals and organizations can connect, share knowledge, and develop sustainable solutions to social issues. Impact Hub Athens offers various programs, events, and workshops to foster social entrepreneurship and create a supportive ecosystem for changemakers in Greece.

Impact Hub Athens is part of an International Network of social driven professionals and a variety of high impact creative professionals that are dedicated into prototyping the future of business. From social inclusion and social integration to environment and fair trade, the Impact Hub Athens is engaging expertise from its worldwide presence and creating a net of intercultural, high impact community that acts locally and internationally.

The dynamic combination of innovation lab, business incubator and autonomous community offers members a unique ecosystem, staffed with resources, inspiration, and collaboration opportunities, and by joining the community of members and partners, they are automatically provided with opportunities to connect and grow their work.

what can we learn about this good practice?

Each Impact Hub has its own local flavor, responding to the needs of the impact makers locally. And each Impact Hub has its own look and feel. The global network, created thanks to the connection between the existing and future Hubs, has as a milestone the conviction "think globally, act locally".

In addition, the Impact Hub organises events and programmes which inspire creativity, provide valuable knowledge and support to business, as was the case, for example, with the open discussion organised by Impact Hub Athens and the street magazine 'Shedia', with the founder and pioneer of the global street magazine movement, Sir John Bird. He has succeeded in creating a powerful model of social and economic inclusion of homeless people, through the system of small shopkeepers (a similar project in Greece is offered by the street magazine 'Shedia'), providing employment for more than 200 homeless and unemployed people fellow citizens. This particular discussion concerned support practices for vulnerable groups of fellow citizens and their integration into the labour market, something that can continue and even upgrade by enhancing this good practice.

Case study #3

3S School Synergy Snacks

<https://schoolsynergysnacks.gr/>

It is a Social Cooperative Enterprise for the Integration of Vulnerable Social Groups that has been operating since 2019 with the vision of vocational rehabilitation and the maximum possible autonomy of young people with intellectual disabilities and other developmental disorders. Their products are "Energy Nut Bars", with high nutritional value and emphasis on the quality of raw materials, using Greek recipes with a social flavour.

“They envision a world in which people with disabilities have equal employment opportunities and equally claim their inclusion in society. They believe in extroversion and partnerships that will enhance their efforts and maximize their social footprint. They choose quality in their products and support local producers.”

The team consists of founders, employees, and volunteers.

“what can we learn about this good practice?”

Similar enterprises aiming at employing this target group can be developed, with products or services development that will address local or national audiences, who will also be trained and gain

awareness on how to interact with people with disabilities. Also, these enterprises can offer their products and/or services to schools, so that children and young people will be in contact with disabilities from a young age and in this way, they will develop even higher acceptance and achieve wider integration.

Case study #4

The power of a flower

<https://www.thepowerofaflower.gr/>

A special group of people who until yesterday were categorized as disabled. Today they are shedding that label. They focus on their abilities and their talents. Through their work they are emancipated, gaining autonomy and an active role in society.

The flower shop of "Power of a Flower" operates at the airport "Eleftherios Venizelos", at the arrivals. Ten young women work in the shop. There, at the counter, they weave bouquets of flowers from the enterprise's farm and present them to the travellers.

The plantations of the Power of a Flower's estates are located in Marathon and Spata.

It all started at the Marathon estate where the first flowers were grown and the idea of inclusion in the project began to take shape. It was there that the first young people were recruited and trained, who are now training the new team members.

On farms, exclusively organic farming methods are used. In this way, the plantations contribute to the sustainable management of the environment.

Seasonal Greek plants and flowers, such as lavender, carnation, hydrangea, mint, eucalyptus, chrysanthemum, gerbera, etc. are cultivated, produced and then distributed.

"Athens International Airport" (AIA) has recently granted the enterprise an estate in Spata. There a new cultivation is being set up, giving the opportunity to hire more workers with special needs and increase production.

The enterprise's goal is to change the old, outdated perception and make it clear to everyone that people with special needs can and should work and socialize. Also, they aspire to raise awareness, inspire, empower, spread their message, start a public dialogue, and build bridges, not walls.

Their work at "Power of a Flower" serves as a first passport for people working there. As valuable members of the team, they learn to work together, build relationships, set personal goals, conquer their autonomy and get paid.

They want to be part of the solution and their actions to have a strong footprint, to send the most positive message for a more just society where no person should feel marginalized, limited, or invisible.

The people who work at The Power of a Flower are occupied with floristry, flower arranging, all fields of work, delivering bouquets to our subscribers, communicating with them and selling the shop. The older members of the group teach and help the newer ones. The board consists of entrepreneurs, business consultants, agronomists, and psychologist-psychoanalytic therapists for children, adolescents and parents.

“what can we learn about this good practice?”

Synergies and collaborations can be achieved between Social Enterprises and public bodies and/or commercial organizations to support the activities and impact of social initiatives. In these cases, the profit can be bilateral and apart from financial revenues for both sides, more benefits might occur, such as publicity, positive societal and environmental impact, training opportunities and enhancement of employees' skills, trained staff from vulnerable or disadvantaged populations groups and/or groups of people with disabilities etc.