**Integrated strategy Initiative for Strengthening the supply of APPrenticeships in TEXtile sector**

**TEXAPP**

|  |  |
| --- | --- |
| **TASK** | **1.2 – National Report - GREECE** |

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# Chapter 1: General Characteristics

## Main characteristics of respondents

The Greek data comprises 33 responses mainly from well-established clothing companies. In particular, the following tables and diagrams present the main general characteristics of the respondents.

|  |  |  |  |
| --- | --- | --- | --- |
| **Years of operations** | | | |
| **0-1** | **1-10** | **10-30** | **30+** |
| 0 | 2 | 8 | 23 |
|  | 6,06% | 24,24% | 69,70% |

The overwhelming majority of the companies (70%) are quite well established, operating more than 30 years, 8 out of the 33 companies (24%) operate between 10 - 30 years, while only 2 companies (6%) operate between 1-10 years. Moreover, they are all SMEs with about 80% employing less than 50 people, most companies are Micro (30.30%) and Small (48.48%) while no large companies were represented in the Greek sample.

|  |  |  |  |
| --- | --- | --- | --- |
| **Size** | | | |
| **Micro  (1-9)** | **Small  (10-49)** | **Medium  (50-249)** | **Big  (250+)** |
| **10** | **16** | **7** |  |
| 30,30% | 48,48% | 21,21% | 0,00% |

The Greek sample is composed mainly of companies that belong to the clothing sector, 29 out of the 33 companies operate to the clothing sector, while only 4 companies operate to the textile sector.

|  |  |
| --- | --- |
| **Sector** | |
| **Textile** | **Clothing** |
| **4** | **29** |

## Financial information

For about half the respondents, the past 5 years resulted to significant reduction of their turnover, the turnover of 9 companies remained the same (stable), while only 8 companies mentioned some increase. Due to the severe financial crisis that is evident in Greece during the past 7 years, these results were expected.

|  |  |  |  |
| --- | --- | --- | --- |
| **Reduced** | **Stayed the same** | **Grown** | **TOTAL** |
| 16 | 9 | 8 | 33 |

Furthermore, the large majority of the respondents express their optimism regarding their expectations for the next 5 years, since they feel that the worst part of the crisis has almost passed and some growth is on the way, at least as far as turnover is concerned. More specific 22 out of 33 companies expect an increase in their turnover, 8 companies responded that their turnover will remain stable, while just 3 companies expect a reduction in their turnover. The following table and diagram demonstrate the respondents’ views about their expectations for the next 5 years:

|  |  |  |  |
| --- | --- | --- | --- |
| **Reduce** | **Stay the same** | **Grow** | **TOTAL** |
| 3 | 8 | 22 | 33 |

## Personnel

The following table illustrates the workforce’s evolution over the past years. The results reveal that most companies (45%) had a stable workforce, while 10 out of 33 companies had a slight (<5%) increase in their workforce. A noteworthy fact is that only 5 out of the 33 companies had a significant reduce in their workforce, while 2 companies slightly decreased their personnel.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| a. Decreased significantly (>5%) | b. Decreased slightly (<5%) | c. Stayed the same | d. Increased slightly (<5%) | e. Increased significantly (>5%) |
| 5 | 2 | 15 | 10 | 1 |

So we can support that for most respondents, there were no significant changes in the personnel, which is quite surprising since due to the crisis the expectation would be to have a much higher decrease. Perhaps this is also due to the overall small size of the companies, making it harder to make considerable reductions.

The following table presents the reported skills level of the workforce and their main work activities.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What proportion of the workforce is (%)** | | | | | |
| **Unskilled** | **Semi-skilled** | **Office staff** | **Middle management** | **Top management** | **Other** |
| 5,1% | 47,8% | 22,9% | 17,5% | 6,7% | 0,00% |
| **What proportion of the workforce is (average)** | | | | | |
| **Unskilled** | **Semi-skilled** | **Office staff** | **Middle management** | **Top management** | **Other** |
| 2,2 | 20,8 | 9,9 | 7,6 | 2,9 | 0,0 |

From all the tables and diagrams above, it is evident that the overwhelming majority of the workforce comprises semi-skilled personnel (about half of the employees), while 22.9% of employees work as office staff and 17.5%as middle management. The rest of companies’ workforce is almost evenly distributed between top managers and unskilled employees.

On the other hand, the large majority of the employees are high school graduates, as the following table and diagrams indicate.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What qualifications does the workforce hold (average)** | | | | | |
| **University degree** | **Tertiary education (non-university degree)** | **High school graduation** | **Vocational qualifications** | **Primary education** | **None** |
| 6,1 | 6,4 | 22,3 | 6,1 | 2,4 | 0,1 |

As we have already mentioned the majority (51.4%) of employees are high school graduates, while employees with a university degree, a higher education (tertiary education) and vocational qualifications have almost the same concentration rates, slightly above 14% each.

On the question “Do you plan to increase your headcount in the next year”, most respondents answered that they did not plan to increase their headcount. Although the number of those who plan to increase it is not negligible, as 14 out of 33 companies plan to increase their headcount.

|  |  |
| --- | --- |
| **Do you plan to increase your headcount in the next year?** | |
| YES | NO |
| 14 | 19 |
| 42% | 58% |

At the same time about two thirds of the companies mention that they have problems recruiting staff, while 11 out of 33 companies recruit staff with no difficulty.

|  |  |
| --- | --- |
| **Do you have problems recruiting staff?** | |
| YES | NO |
| 22 | 11 |
| 67% | 33% |

The following table presents the main sources that companies use for recruiting. The results reveal that the main recruiting source is job advertising, as 25 out of 33 companies use job advertising for their recruitment. Internal advertising is the second most popular source of recruitment, as 11 out of 33 companies prefer this source for their recruitment. It is also worth mentioning that very few companies (3.03%) seek external support such as from HR consultants, employment agencies, etc, while the ones reported ‘other’ sources rely mainly on personal contacts and the support of industrial associations.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **What sources do you use for recruiting?** | | | | | | |
| Job advertising | Local employment centres | Employment agencies | External service providers (HR consulting, head-hunter, etc.) | Cooperation with schools / colleges / universities | Internal advertising | Other |
| 25 | 9 | 3 | 1 | 4 | 11 | 5 |
| 75,76% | 27,27% | 9,09% | 3,03% | 12,12% | 33,33% | 15,15% |

# Chapter 2: Demographics about the company and HR

## HR strategy / standards

Most companies, mainly due to their small size, do not appear to have an HR strategy. More specific, 87% of the sample’s companies do not implement/apply any HR strategy, while only 13% of them have an HR strategy.

|  |  |  |
| --- | --- | --- |
| **Training/HR strategy** | | |
| **Yes** | **No** | **N/A** |
| 14 | 29 | 0 |

On the other hand, most companies have some Quality standards, since most are also exporters, so they have to follow specific standards. The following table illustrates that 18 out of 33 companies have Quality standards, while the rest lack of a Quality standard.

|  |  |
| --- | --- |
| **Does the company operate Quality standards?** | |
| **Yes** | **No** |
| 18 | 15 |

Moreover, the results reveal that most companies (27.3%) have ISO standards (ISO 9001:2008), a few (21.2%) claim that they follow internal standards, and only two respondents use the OEKO-TEX Standard 100. A noteworthy fact is that none of the respondents has a customer / sector standard.

|  |  |  |  |
| --- | --- | --- | --- |
| **Type of Quality standards** | | | |
| **ISO** | **Internal Standard** | **Customer/Sector Standard** | **Other** |
| 9 | 7 | 0 | 2 |
| 27,3% | 21,2% | 0,0% | 6,1% |

## Training

The majority of the Greek respondents, 25 out of 33, mentioned that they have internal training capacity. This might be their view due to the small size of the companies, which makes the respondents confident that training can be provided internally.

|  |  |
| --- | --- |
| **Usage of internal training capacity** | |
| **Yes** | **No** |
| 25 | 8 |

At the same time, two thirds (60.6%) of respondents, mention that the companies use external training providers. The rest companies, 13 out of 33, use no external training providers.

|  |  |
| --- | --- |
| **Usage of external training providers** | |
| **Yes** | **No** |
| 20 | 13 |

# Chapter 3: Apprenticeship characterization

As far as it concerns the knowledge about apprenticeship, half of the respondents and more specific 16 out of 33, did not know about apprenticeships, 36.36% responded that they know just little about apprenticeships, while only 5 indicated that they are quite aware of apprenticeships.

|  |  |  |
| --- | --- | --- |
| **Does your organisation know about apprenticeships?** | | |
| **Yes, a lot** | **Yes, a little** | **No** |
| 5 | 12 | 16 |

The survey continues with the examination of the main sources for receiving information on apprenticeships. The results reveal that the most common source is through training organisers as 27.27% of respondents use this source in order to be informed for apprenticeships, while governmental bodies and the Internet follow with 24.24%, respectively. At last the most unpopular source for receiving information on apprenticeships is through conferences and other types of information.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Sources of apprenticeships** | | | | | | |
| **Governmental source** | **Mass media** | **College** | **Training organiser** | **Internet** | **Conference** | **Other** |
| 8 | 6 | 4 | 9 | 8 | 1 | 1 |

Apart from the sources that provide knowledge / information about apprenticeship, the survey aims to highlight the proportion of companies that have experience in apprenticeships. According to the following table and diagram, 13 companies (39.4%) claimed that they had some experience with apprenticeship, while 20 companies (60.6%) had no experience with apprenticeships.

|  |  |  |
| --- | --- | --- |
| **Experience in apprenticeships** | | |
| **Yes** | **No** | **N/A** |
| 13 | 20 | 0 |

It is worth noting that the majority (24 out of 33 companies) mentioned that they are likely or very likely to recruit an apprentice over the next 2 years, which is somewhat a contradiction in relation to their view about increasing employment. This can be justified if they believe that they can substitute current employees with apprentices.

|  |  |  |  |
| --- | --- | --- | --- |
| **How likely are you to recruit an apprentice over the next 2 years** | | | |
| Likely | Unlikely | Very likely | Very unlikely |
| 15 | 8 | 9 | 1 |

The main areas where the respondents feel that they need apprentices are manufacturing with 48.5%, technical with 33.33% and customer service with 30.3%, as the following table indicates.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Which of the following areas might you recruit in an apprentice** | | | | | | |
| Business Administration | Technical | Customer service | Manufacturing | Marketing | Finance | Other |
| 5 | 11 | 10 | 16 | 8 | 3 | 2 |

The responses regarding to whether the companies have already participated in apprenticeship or plan to recruit one, are split right in half.

|  |  |
| --- | --- |
| **Have you already participated in apprenticeship or plan recruiting an apprentice** | |
| Yes | No |
| 16 | 15 |

The following table presents the main reasons for participating in apprenticeships for the Greek companies (responses from 17 companies), the results are presented in order of importance. The most important aspect according to the results is “finding a source for affordable labour” with a weighted score 3,71, followed by “difficulty finding employee with relevant skills and education”. Third in range is the aspect “train the company’s future workforce” with a 3,29 weighted score. The aspects with the lowest weighted score are the “replacement of retiring employees” (2,88) and “support provided by other agencies”(2,41).

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Reason for participation | **Very relevant** | **Relevant** | **Neutral** | **Irrelevant** | **Very irrelevant** | **Weighted score** |
| Finding a source for affordable labour | 6 | 3 | 5 | 3 | 0 | 3,71 |
| Difficulty finding employee with relevant skills and education | 3 | 6 | 4 | 3 | 1 | 3,41 |
| To train the company’s future workforce | 1 | 6 | 7 | 3 | 0 | 3,29 |
| To replace retiring employees | 2 | 4 | 3 | 6 | 2 | 2,88 |
| The support provided by other agencies | 0 | 1 | 7 | 7 | 2 | 2,41 |
| Other reasons | 0 | 0 | 10 | 3 | 4 | 2,35 |

The main challenges that are foreseen with apprenticeships are presented in the table below. The most important is to “find them suitable work to do” followed by “selecting / finding the right person”. On the other hand, the least important challenges are “cost” and “developing the training programme”.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **What are the main challenges that you foresee with apprenticeships?** | | | | | | | | | |
| Selecting / finding the right person | Managing the apprentice | Developing the training programme | Finding them suitable work to do | Right attitude for work (from the apprentice) | Poor starting knowledge (of the apprentice) | Cost | Other | No challenges | Will not be taking on an apprentice |
| 19 | 11 | 4 | 24 | 12 | 8 | 5 | 0 | 1 | 5 |
| 58% | 33% | 12% | 73% | 36% | 24% | 15% | 0% | 3% | 15% |

On the question “what help would be useful when recruiting an apprentice”, the most useful help according to respondents appears to be to “identify the person” followed by the “provision of links to schools”, while the most unpopular help appears to be “supporting administration” followed by the “advertising the vacancy”.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **What help would be useful when recruiting an apprentice?** | | | | | | | | |
| Advertising the vacancy | Identifying the person | Arranging interviews | Conducting interviews | Supporting development of the training programme | Providing links to schools | Supporting administration | Other | Will not be taking on an apprentice |
| 2 | 23 | 6 | 6 | 6 | 15 | 1 | 2 | 5 |
| 6% | 70% | 18% | 18% | 18% | 45% | 3% | 6% | 15% |

# Chapter 4: Familiarizing with Apprenticeship

This Chapter aims to detect who familiar are companies with the concept of apprenticeship, the results reveal that most Greek companies are not familiar with apprenticeships. From the 33 respondents, only 12 have past experience with apprentices, while only 6 are familiar with existing financial support schemes that exist. On the other hand, 27 companies are not familiar with the existing financial support schemes that exist and 21 have no past experience with apprentices. The lack of experience is attributed to the horizontal state policy in apprenticeship. Apprenticeships are only provided in private vocational training institutes (IEK). More specific IEK provide apprenticeships with speciality in fashion design, as a specialization of graphics, while there are no specialities related to production. The apprenticeship system in Greece requires reorganization, especially in a sectoral level and in particular it requires a reorganization in the industry of textile and clothing, as companies do not occupy apprentices because they are just few apprentices in that sector.

|  |  |  |
| --- | --- | --- |
|  | Are you familiar with the financing support you are eligible for when employing an apprentice? | Do you have past experience with apprentices? |
| YES | 6 | 12 |
| NO | 27 | 21 |

According to the following diagram the most important reason for a company to participate in an apprenticeship programme is “Finding a source for affordable labour” followed by the “Difficulty finding employee with relevant skills and education”.

Respondents from 12 companies that had past experience whit apprentices replied to the reasons that they decided NOT to recruit an apprentice. The list is presented in descending order from the most relevant to the least. It is clear that the two most important aspects were “lack of suitable applicants” and “lack of vocational training relevant for the company”, while the least important aspects were “lack for trainer capacity” and “lack of supervisor capacity”. The results stress out the aforementioned deficiency of apprentices due to the lack of apprenticeship programmes in the textile and clothing sector.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Main reasons for NOT recruiting** | **Very relevant** | **Relevant** | **Neutral** | **Irrelevant** | **Very irrelevant** | **Weighted score** |
| Lack of suitable young people / applicants | 2 | 5 | 5 | 0 | 0 | 3,75 |
| Lack of vocational training relevant for the company profile | 1 | 6 | 5 | 0 | 0 | 3,67 |
| Lack of work to be offered to apprentice | 1 | 2 | 5 | 3 | 1 | 2,92 |
| Attitude of the students to work is not supportive | 0 | 1 | 9 | 2 | 0 | 2,92 |
| Our experience with students are bad | 0 | 2 | 6 | 3 | 1 | 2,75 |
| The legislation background of apprenticeship is changing too often | 0 | 2 | 5 | 4 | 1 | 2,67 |
| The size of our company is too small for apprenticeship | 3 | 1 | 2 | 1 | 5 | 2,67 |
| Other | 0 | 0 | 10 | 0 | 2 | 2,67 |
| Lack of knowledge of how to deliver an apprenticeship programme | 0 | 3 | 4 | 2 | 3 | 2,58 |
| Too costly compared to the benefits it brings | 0 | 0 | 6 | 3 | 3 | 2,25 |
| Administration iscomplicated | 0 | 0 | 4 | 5 | 3 | 2,08 |
| The premises of our company are inappropriate for hosting training | 0 | 0 | 5 | 2 | 5 | 2,00 |
| Lack of financial means of the company | 0 | 1 | 4 | 1 | 6 | 2,00 |
| Lack of trainercapacity | 0 | 0 | 4 | 3 | 5 | 1,92 |
| Lack of supervisorcapacity | 0 | 0 | 4 | 2 | 6 | 1,83 |

|  |  |  |  |
| --- | --- | --- | --- |
|  | RELEVANT | IRRELEVANT | DELTA |
| Lack of suitable young people / applicants | 7 | 0 | 7 |
| Lack of vocational training relevant for the company profile | 7 | 0 | 7 |
| Lack of work to be offered to apprentice | 3 | 4 | -1 |
| Attitude of the students to work is not supportive | 1 | 2 | -1 |
| Our experience with students are bad | 2 | 4 | -2 |
| The legislation background of apprenticeship is changing too often | 2 | 5 | -3 |
| The size of our company is too small for apprenticeship | 4 | 6 | -2 |
| Other | 0 | 2 | -2 |
| Lack of knowledge of how to deliver an apprenticeship programme | 3 | 5 | -2 |
| Too costly compared to the benefits it brings | 0 | 6 | -6 |
| Administration is complicated | 0 | 8 | -8 |
| The premises of our company are inappropriate for hosting training | 0 | 7 | -7 |
| Lack of financial means of the company | 1 | 7 | -6 |
| Lack of trainer capacity | 0 | 8 | -8 |
| Lack of supervisor capacity | 0 | 8 | -8 |

About a third from the responses mentioned business skills (30%) and finance skills (27%) as the main areas where training appeared not to be found locally. In addition, they reported a list of other areas where there is a need for local support, including: Digital, Marketing, Design, Production, Sales, etc. Operations / process training, management skills and health and safety skills are considered secondary areas, with 18%, 6% and 0%, respectively.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Business skills** | **Operations / process training** | **Management skills** | **Health and Safety skills** | **Finance skills** | **Other** |
| 10 | 6 | 2 | 0 | 9 | 12 |
| 30% | 18% | 6% | 0% | 27% | 36% |

# Chapter 5: Apprenticeship in organization & impact of apprenticeship

As far as it concerns, the impact of apprenticeship to the organisation, the responses received on the percentage of people that successfully finished the apprenticeships, their employment rate within the same company, and the retention rate after one year, are presented below.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| What % of your apprentices have successfully finished the apprenticeship? | | | | |
| <50% | 50-80% | >80% | N/A | TOTAL |
|  | 4 | 6 | 23 | 33 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Out of those who finished apprenticeship, what % did you directly employ? | | | | |
| <50% | 50-80% | >80% | N/A | TOTAL |
|  | 2 | 3 | 28 | 33 |
|  |  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Out of those who your company hired following an apprenticeship, what % were working at your company after 1 year? | | | | |
| <50% | 50-80% | >80% | N/A | TOTAL |
|  | 3 | 1 | 29 | 33 |

For those who completed apprenticeship but were not hired by the company, the main reasons to reject apprentices are presented in the table below. The results reveal that the most popular reason is “Personal skills did not meet company’s standards” (45.5%), followed by the “No motivation or interest of the apprentice to work with the company” with a percentage of 36.4%.On the other hand, the most trivial reasons to reject an apprenticeship are “The level of skills acquired were enough for the exam but do not meet company’s standards” and “No motivation or interest of the apprentice to work with the company”, those two reasons had exactly the same number of responses (9.1%).

|  |  |  |  |
| --- | --- | --- | --- |
| The level of skills acquired were enough for the exam but do not meet company standards | No motivation or interest of the apprentice to work with us | No motivation or interest of the apprentice to work in the industry | Personal skills did not meeting company standards |
| **1** | **1** | **4** | **5** |
| 9,1% | 9,1% | 36,4% | 45,5% |

For those who have not completed the apprenticeship, the main reasons for non-completion are presented in the table below. “No suitable work could be offered” and “Apprentice quit” are the main reasons for non-completion of an apprenticeship (23.1%, respectively), while “Not enough time for the training” is the reason with the lowest concentration rate, 15.4%.

|  |  |  |  |
| --- | --- | --- | --- |
| Not enough time for the training | No suitable work could be offered | Apprentice quit | Other |
| **2** | **3** | **3** | **5** |
| 15,4% | 23,1% | 23,1% | 38,5% |

# Chapter 6: Follow-up

At last as far as it concerns the information about the project’s results, almost all respondents want to receive further information on the TEXAPP project and its results.

# Conclusions

The data presented in this country report was collected from 33 Greek companies, established in regions where there is still some production activity taking place. The majority of companies are more than 30-year-old clothing companies with less than 50 employees. Also, there is a mixture of their financial situation, but the overwhelming majority feels that there are better days ahead.

As far as their personnel capacity and training needs are concerned, again there is a mixed view. The main bulk of employees have simply graduated from high-school and have received limited, if any, vocational training. The respondents appear also reluctant to change their employees and they consider to have apprentices as new recruits mainly for reducing personnel costs. It still appears that finding the right person(s) and providing the appropriate training are two very important issues that Greek T&C companies are struggling with.

The respondents had overall quite limited knowledge regarding apprenticeships and any possible support programmes that exist in Greece. Their experience with actually participating (actual participation) in apprenticeship programmes seems also rather limited, and only very few individuals were employed by the specific sample of companies. At this point, we need to stress out the fact that fashion and textile apprenticeships are no longer provided by OAED, this kind of apprenticeships are only provided by private vocational training institutes (IEK). More specific IEK provide apprenticeships with speciality in fashion design, as a specialization of graphics. Moreover, there are no specialities related to production. So considering those facts, we can understand why the results reveal such a limited experience in apprenticeships related to the clothing and textile sector.

Moreover, the companies reported that they have training needs that cover all aspects of the T&C sector operations, ranging from technical skills to business and financial skills.

Considering the aforementioned deficiencies in respect to the apprenticeship programmes, we can draw the conclusion that the state policy on apprenticeship is horizontal. It doesn’t take into consideration/account the sector’s needs in order to form and provide the necessary apprenticeship programmes that will also provide a bulk of skilled employees. So, the sector’s companies do not occupy apprentices not because they don’t want to, but because there is a lack of apprentices.

So, the overall conclusion is that the apprenticeship system in Greece requires reorganization, especially in a sectoral level and in particular it requires a reorganization in the industry of textile and clothing.

# Appendix – list of respondents

|  |  |  |  |
| --- | --- | --- | --- |
| **Company Name** | **Address** | **Year established** | **Number of Employees** |
| Kostas Siamidis SA | Industrial Zone OinofytaViotias | 1961 | 45 |
| Kafkalas Fashion Group SA | Antigonis 58, Athens | 1989 | 12 |
| Avioti | Athinon 22, Kalamata | 2015 | 2 |
| Thomas Georgas SA | Kristali 42, AgioiAnargyroi | 1977 | 5 |
| Masselos SA | leocharous 13,10560 athens | 1962 | 21 |
| Fragos SA | Vouliagmenis 423, Ilioupoli, Athens | 1985 | 180 |
| Toi&moi | Pindou 58 &Mideias, N. Filadelfeia, Athens | 1988 | 150 |
| ZEUS+DIONE SA | Taki 6-8, Athens 10554 | 2013 | 22 |
| Silk House Tsiakiris George | Vas. Georgiou 154, Soufli | 1999 | 3 |
| Minerva SA - Ladeni Bros | 6th Km Thessaloniki - Oraiokrasto | 1954 | 230 |
| Vamp SA | Oikonomou 5, Thessaloniki | 1983 | 21 |
| Lavrentiadis SA | 17thKm Thessalonikis - Polygyrou | 1978 | 5 |
| Nikolis SA | 26th Octovriou 35 | 1984 | 70 |
| Haritidis SA | Thermaikou 59, Oraiokastro | 1959 | 11 |
| Helios SA | Plagiari, Thessaloniki | 1938 | 80 |
| Metaxa IKE | 6th km Thassalonikis - Oraiokastro | 1981 | 31 |
| Miss Rosy | Thermaikou 40, Oraiokastro | 1979 | 18 |
| PEN-KY Halvatzoglou | Danaon 130, Ilion | 1967 | 18 |
| Diplex - Dimitras SA | M. Alexandrou 169, Ag. Anargyroi | 1981 | 3 |
| Minovioudis Athanasios EE | Komanon 24-26 and Tyras 35 | 1978 | 5 |
| Stathopoulos Ltd | P. Skouze 4 | 1994 | 9 |
| Athinaia - M. Karamichalis SA | Nafsikas 14, P. Faliro 17564 | 1972 | 8 |
| DELFINO | Romvis 20, Athens | 1997 | 45 |
| Giorgio Ajutanti | Filotheis30, Galatsi11147 | 1985 | 4 |
| Giannetos SA | Vouliagmenis 103B | 1996 | 34 |
| Nikolaos Sapoutzakis | Helmou 20, Marousi | 1987 | 12 |
| Calsta Workwear SA | Kydathinaion37, Ilioupoli | 1996 | 10 |
| ThrakikaEkkokistiria SA | 4th Km Komotini – Xanthi | 1972 | 50 |
| Lola SA | Agiou Dimitriou 176, Athens | 1978 | 48 |
| PantelisKourbelas EE | Alimountos 86, Argyroupoli | 2005 | 40 |
| Baby Look SA | Eftychias 4, Lykovrisi | 1983 | 5 |
| Varvaressos SA | Stenimachou, Naousa59200 | 1964 | 223 |
| ELVE SA | St. Andreas 64007 Kavala | 1987 | 14 |