

2018

Annual Report



Generation 2.0 for
Rights, Equality &
Diversity

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ANNUAL REPORT 2018
Generation 2.0 for Rights, Equality & Diversity

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The Word of the Team

The close of 2018 consequently also marks five years since the official founding of Generation 2.0 for Rights, Equality & Diversity. What started from a campaign has now evolved into the full-fledged organization you see today and what an incredible journey it has been. From access to citizenship, to interventions at the Decentralized Services, to a now yearly anticipated intercultural basketball tournament and much more.

The mass movement of people is arguably the biggest story of our time and the challenges we faced and continue to face in Greece have become tenfold. Our advocacy efforts have taken on heightened importance in this era of polarizing politics and intense interest and subsequent (in)activity affecting migration and migrants. Sensationalized headlines mark this era where focus is on numbers, prevention and control. We ask and then what? What are we doing across all levels of society for the integration part of the migration reality? How are we changing society to match the realities around us and to ultimately meet people where they are?

In response, 2018 saw a more structured expansion of our Advocacy efforts along five different concentrated areas of intervention. Our work achieved real impact in lives of those concerned, notably the extension of the legislated deadline to apply for citizenship for a specific category of second generation. Our committed advocacy work continued to deliver crucial results such as a win in securing equal social security rights for third country nationals as well as against discriminatory practices in public sector recruitment processes for naturalized citizens. This is the year that also saw the founding of our Representative Council for Research and Documentation with a mandate to respond to today's challenges in migration. This council brings into fruition our vision of a united front towards making sure that everyone in this country is being afforded equal rights.

On another front, our Diversity in the Workplace Network has seen tremendous growth. This year we counted 23 additional members with quite an impressive number announcing job openings directly to Generation 2.0 RED. For us, diversity is an *active* state of being diverse and remains at the centre of all that we do. It is a reality that we feel should be upheld and valued by all as it very much remains one of our greatest strengths.

Over the years, we have managed to sustain this growth in all our areas of focus and soar to even greater heights. On a day to day basis, our team has amped up our efforts on all accounts because we firmly believe that the power of our organization comes from the passionate people who live and breathe our shared mission every day.

In the coming pages, you will find a more detailed account of what we have been up to this past year. As you will see, we have stayed committed to making sure that the new generation of young and not so young people from all parts of the world, have the chance to participate in Greek society on an equal and fair footing.

Thank you for trusting in our services, for attending our events, for interacting with our online content, and last but not most certainly not least, for believing in us in every way possible.

About us

History of Engagement

Generation 2.0 for Rights, Equality & Diversity (G2RED) is an initiative launched by a group of young people with migrant origins. Operating as an informal group as far back as 2006, referred to as 'Second Generation', our mission had been focused on securing the rights of the otherwise invisible generation of children, born and or raised in Greece from migrant backgrounds. Working as active agents for social change, we took part in consultations on immigration policies both on municipal and State levels. After decades of grassroots activism, advocacy and other forms of social activism, a law was passed in 2010 granting the citizenship right to second generation. Our mission, however, was far from over, as a few years later in 2013, the law was annulled by the Council of State and we were back to square one. In response, we amped up our efforts. Second Generation joined forces with the

Institute for Rights, Equality & Diversity (i-RED) and in December 2013 Generation 2.0 for Rights, Equality & Diversity was founded as a non-profit organization.

Vision

G2RED is the generation of young people living in Greece, with different backgrounds, sharing the common vision that all of us have the right to equal and active citizenry on an individual and communal level.

Mission

G2RED mission focuses on equal participation in a diverse society following a holistic approach with action and research, aiming to promote human rights, equality and diversity and fight against racism, xenophobia and discrimination.

The Team and Board of directors

Currently, G2RED consists of an interdisciplinary [team](#), representing a mix of ethnicities and social backgrounds, who work together to promote equal participation in a diverse society.

Nikos Odubitan – Executive Director

Emmanuel Olayinka Afolayan– Member

Fields of intervention

Advocacy

The G2RED advocacy team monitors the competent authorities and the proper implementation of the laws and intervenes in cases of rights violations. This is achieved through the monitoring of the competent public authorities regarding Immigration and Citizenship and subsequent lobbying for legal improvements or procedural changes. The main target issues of G2RED's advocacy actions are:

Citizenship

The Observatory on Citizenship aims to inform the interested communities about structural changes whilst at the same time tackling misinformation, to monitor the implementation of the relevant legislation and to publish relevant data. During 2018, G2RED released an article on citizenship statistics for the year 2017. The article included the statistics released by the Ministry of Interior as well as some tailor-made numbers that G2RED specifically requested, to showcase the matter of the [unjustifiable delays in the region of Thessaloniki](#). [The statistics on citizenship for the first half of 2018](#) were also released.

Moreover, devoted as we are to cater to our constituency's needs, we search and gather on a monthly basis the naturalization decisions, posted in the Government Gazette.

Furthermore, G2RED published an informative article on the operation of Immigration services in August and during the Christmas holiday season, as well as on the operation of a new supportive hotline for citizenship cases.

After a press conference held by the Ministry of Interior regarding the improvement of the citizenship procedure, the internet was flooded with duplications of an article published by capital.gr, leading up to the April 14th front page cover of Parapolitika. These articles, fueled with inaccuracies and leaps of logic, highlighted a supposed mass "Greekization" of migrants. G2RED responded immediately with the release of [a myth busting article](#), which received wide applause().

In Thessaloniki, the citizenship procedure has been technically on a halt for many years. That is the sense that, even though the service has been receiving a lot of applications, the examination thereof has been on a quite low level. Following complaints received, G2RED responded to this issue with the following actions:

1) Approached the Ministry of Interior, 2) submitted a report to the Greek Ombudsman, 3) formed alliances with the stakeholders in the area, 4) pushed the agenda to the public with an interview in the popular medium News24.gr, 5) sent a joint letter with the Hellenic League of Human Rights 6) met with the Human Rights department of SYRIZA party and 7) raised awareness by publishing a [press release](#) (), publicly denouncing the situation and the idleness of the Ministry, which received quite some coverage and led to an interview at the Athens 9.84 FM (Radio Station). It was also republished or mentioned in the newspapers [Kathimerini](#) and [Efsyn](#) and the media [pressenza.com](#), [thepressproject.gr](#) and [inews.gr](#) and an article was published by [News247](#). Notably, the actions mentioned above, also led to a [parliamentary question](#) posed by 50 MPs of SYRIZA towards the Ministry of Interior.

Finally, following pressure from G2RED, an extension of the deadline that some categories of second generation had to apply for citizenship was achieved. The Ministry of Interior agreed to give [an extension of some months](#) beyond the initial deadline, recognizing the difficulties that some people face in gathering the needed documents, specifically because they need to correct their birth certificates.

Immigration

2018 proved to be very challenging for migrants and the relevant services, especially in Athens. The situation deteriorated since January 18th, when the IT system of the Ministry of Migration Policy was rendered out of service on a national level with an uncertain date of restoration. All pending appointments had to be rescheduled to after a period of one month and a half, in some cases resulting in migrants were left without legal documents for an extended period. G2RED released announcements and mobilized the Migrant Integration Council to send a letter to the Ministry of Migration Policy asking for improvements in the situation and an extension to the expiry date of the residence permits, which was granted as you can read in the following links. Thus, the migrants escaped the uncertainty regarding their legal status in Greece.

<https://g2red.org/delays-residence-permits-press-release/>

<https://g2red.org/migration-citizenship-services-order-national-level/>

<https://www.synigoros.gr/?i=foreigner.el.metanastis-egkyklloi.480098>

Equal treatment

The violation of equal treatment concerning social security rights of third country nationals is an issue, that has engaged G2RED in the past. In March, the Ministry of Labor not only did not improve this situation but introduced instead an amendment, which continued the existing discriminatory treatment. G2RED once again put pressure on the relevant ministries and finally in the beginning of June, the solution came via the Ministry of Migration Policy. In law 4546/2018, among others, a provision was included to end this year-long injustice, as it can be read in the circular note [here](#).

Below you can read the press releases and the letters sent, as well as the press release of G2RED after this important win, for which G2RED was also invited to speak in Athens 984 FM Radio Station.

<https://g2red.org/social-security-rights-third-country-nationals/>

<https://g2red.org/discrimination-in-migrants-social-security-rights/>

<https://g2red.org/a-win-for-the-insurance-rights-of-the-second-generation-but-severe-shortcomings-in-other-regulations/>

The issue was solved and now third country nationals can insure their children, in the same way that Greek citizens can. Thus, the Greek state abides by the European legislation and the families of third country nationals avoid turning to the solution of private insurance in order to maintain their legal status in Greece.

G2RED managed to promote the annulment of the discriminatory provisions regarding [naturalized citizens' employment rights and their access to employment in the public sector](#) by submitting (03/08) a report the Greek Ombudsman regarding the unequal treatment of recently naturalized citizens in employment, and publishing a [press release](#) on the matter.

Racism and discrimination

In 2018, G2RED, recorded 2 incidents of racist violence as member of the Network and raised awareness through publications:

- An [opinion article](#) on racist remarks regarding Thanasis Antetokounmpo
- A [press release](#) regarding an attack on a school in Chania where the Albanian language is taught
- 3 reports on racism and discrimination: (<https://g2red.org/enars-shadow-report-where-is-greece-standing-on-racism-and-discrimination-in-employment/>), (<https://g2red.org/what-do-greeks-believe-about-migration-and-national-identity/>), (<https://g2red.org/in-the-face-of-the-new-european-citizens-europe-falls-short-on-diversity/>)

Asylum

G2RED advocacy team is working on the refugee and asylum issue, focusing mainly on integration issues. In that sense, during 2018 we:

1. Participated in networks such as the Advocacy Working Group and Athens Center for Migrants and Refugees among 60 other organizations.
2. Co-drafted the [Manual on regularization for undocumented children](#) for PICUM
3. Coordinated a Participatory Assessment session held by UNCHR in Athens, regarding the integration of refugees in the Greek Society.
4. Drafted a proposal regarding best practices that the municipality of Athens can follow, regarding undocumented migrants in the context of the European [Compas project](#)
5. Participated as speakers in 5 international conferences. The speeches concerned the need for sustainable integration policies and the need for municipalities to have the central role in this procedure.
6. Published two awareness raising articles:
 - <https://g2red.org/the-glass-door-behind-me-the-lesson-we-havent-learnt-two-years-after-the-eu-turkey-deal/>
 - <https://g2red.org/world-refugee-day-drawing-a-new-life/>

Community Empowerment

1. **The Representative Council for Research and Documentation (RCRD)** is a G2RED initiative to gather migrant communities and people with a great experience in migrant issues. This council has a mandate to raise awareness on the problems of each migrant community, to conduct research and documentation, to promote solutions and distribute publications of its conclusions to all the members of the separate communities. Apart from this, the council's activities also have a more extrovert element, since the council also acts as an advocacy tool towards Greek institutions. During the first semester of 2018, G2RED did a lot of background work with the interested parties and had the first meeting in the end of July. The creation of such a council is very promising for the future of the collective advocacy efforts that will take place in Greece. [Press releases](#) on the initiation of the Representative Council for Research and Documentation (ASET), and Press release on [the reasons behind the creation of ASET](#).
2. **Strengthening Access to Justice for Migrant Workers.** The goal of the action is the legalization of the residence and labor status of the migrant land workers in Greece, mainly Manolada and Filiatra, through the establishment of a legislative framework, which would ameliorate their

living and working conditions. To achieve this mission, a combination of community empowerment and advocacy was foreseen as the most relevant methodology.

- Legal education training of 41 migrant land workers as paralegals in Lappa village
 - Community empowerment by supporting the creation of a worker's association through intercommunity meetings with paralegals and the migrant land workers as well as debates of the members from all the surrounding areas
 - Networking at local level and establishing Key contacts
 - Advocacy and awareness raised on the living and working conditions as well as the legal framework regarding migration and the agricultural sector. In that sense:
- a. We created the Observatory [Manolada Watch](#) in order to monitor the working and living conditions of the migrant agricultural workers at Manolada in Ilia, Greece and assure visibility both for authorities and for the public.
 - b. On the 5th of September 2018, 164 land workers from Bangladesh and Pakistan, who were victims of the fire that broke out in the makeshift camp in Nea Manolada on 07/06/2018, submitted through the legal aid of G2RED an [application-petition](#) to the Central Service of the Labor Inspection. This petition was also shared with the Ministry of Migration Policy, the Ombudsman, the office of the National Rapporteur against human trafficking, the Ministry of Agriculture and the National Commission for Human Rights. ().
 - c. From January to June 2018, data was collected by G2RED members in the form of a questionnaire on the working and living conditions, filled by 91 migrant land workers of Bangladeshi origin in Nea Manolada and Lappa. A report was produced based on the data elaboration in English and Greek and will be published in 2019.

Public Interventions and Keynote Speeches

1. Participation in the OECD Forum in the panel "Integrating Migrants" 29/05/2018
2. Participation in the 4th European Migration Forum as member of the forum's Bureau 6-07/03/2018
3. [Organisation of a panel in the Fundamental Rights Forum](#), organized by the **European Agency for Fundamental Rights (FRA)** in Vienna on redefining active citizenry 25-27/09/2018,
4. Speech in the Parliamentary Permanent Special Committee on Equality, Youth and Human Rights on "Migrants – Second Generation", 05/12/2018. [Press release](#) and [video](#)
5. [Speech in the UNCHR's and Ministry of Interior's conference on the challenges and change in citizenship](#), 13/12/2018

Legal Counseling

In 2018, G2RED decided to focus mainly on the migration and naturalization legal issues, as the need is greater due to the lack of legal support addressed to migrant residence permits procedures. Focusing on that, the legal department increased the impact of the services provided and the number of beneficiaries. Most of the new beneficiaries needed support regarding their residence permits (or how to apply for the first time) and legal advice regarding the procedure of acquiring the Greek citizenship. The total number of individual beneficiaries of 2018 is 440.

Employability

The [Employability Department](#) is targeting 3 components of the labor market: A) Persons of Concern (PoCs): people with migrant backgrounds: migrants, asylum seekers, refugees, second generation, B) the labour market and C) the general public. Thus, distinct services and actions are developed to address to each level.

A) **Persons of Concern**. During 2018, 406 PoCs in total participated in the Employability program. Through the provision of all the supportive services, 156 PoCs submitted a job application at least once, 837 attended job interviews, and 82 PoCs were hired. The Employability program included:

1. 1:1 Career Counselling sessions: 1,141 sessions
2. Seminars (23): in total 175 PoCs participated. The topics covered:
 - Job Readiness Workshop Series (CV creation and Cover Letter Writing, Job Interview Preparation, Communication skills, Time Management Skills & Goal Setting)
 - Seminar on Formal Education Paths in Greece
 - Seminar on the LinkedIn Profile Tool
3. Job Search Group sessions with the use of computers: 47 PoCs participated
4. Short-term vocational trainings: In total, 29 PoCs participated in three trainings:
 - 1 pro bono “Barista Foundation” training organized and offered by Caffè Bristot (Barista training),
 - 1 Full Web Development Course organized and provided by The Social Hackers Academy, with the support of the IRC
 - Cultural Mediation training in collaboration with The Language Project and the SCG-Scientific College of Greece with the support of IRC.

B) **Labour market**. As inclusion is a bidirectional process, G2RED established in 2017 the network «[Diversity in the Workplace](#)», which consists of companies and organizations supporting diversity. In 2018, it has been expanding remarkably; 23 new companies and organisations joined the Network, by the end of the year, the network included 31 companies in total. Through the Diversity in the Workplace Network, 22 companies announced a job opening to G2RED, 34% of them called beneficiaries for an interview, following the 181 applications made to companies. 8 people were hired through the Network in total. G2RED, Co-organized and participated in the “+Εργασία” event, addressing to companies and organizations.

C) **Public**

1. Publication of the weekly [Job Adverts](#) bulletin with 17,077 hits
2. Up-to-date information on [Job Search Resources & Volunteering Opportunities](#)
3. Up-to-date Information on [Free Non-formal Educational Programs in Athens](#)
4. [Employability Guide](#) publication in French and Greek
5. Online Publication of [Infographics](#) on Social Entrepreneurship, Foreign Higher Education Degrees’ Accreditation, and Formal Educational Paths in Greece
6. A 2nd [video campaign of Diversity in the Workplace](#) on YouTube and the social media with 33,157 views.

Non-formal Education

Non-Formal Education Department is providing free of charge activities to migrants, asylum seekers, refugees consisting of:

Greek Language classes for those who just want to improve their everyday communication and for those wishing to take the Certification of Attainment in Greek (2 different levels, twice a week, 2 hours each: beginners and advanced). Number of students: 158.

Naturalization interview preparation sessions (the number depends on the needs. An average is 20-25 hours per person) with adequate tutoring methods and tools. Number of attendees: 22. Several attendees, choose to follow the preparation sessions, after having applied for the naturalization process, but before having the exact date of their examination. The process is slow, and it is a main matter of concern/interest of G2RED's advocacy department. Thus, during 2018, 2 attendees were called to pass through the naturalization interview, and both succeeded.

Following G2RED's activities towards inclusion and targeting not only migrant background populations, but also the local society, the department further developed an educational program for schools. "The Diversity Volcano" is a floor game aiming at familiarizing children with the concepts of diversity and human rights. In 2018, 60 students from schools in Athens, played the game and 50 children in the frame of 2 festivals: The New Generation Got Game, the annual Intercultural 3x3 Basketball Tournament, in Technopolis City of Athens (14&15/06/2018) and the 2nd School Street Festival of Art and Acceptance (02/06/2018).

New Generation Got Game

New Generation Got Game, the annual Intercultural 3x3 Basketball Tournament, since 2013 has been focusing on integration and coexistence in a diverse Greek society with equal opportunities. New Generation Got Game put emphasis on basketball and its community building power, celebrating the city and its diverse communities. In June 2018 (14 & 15), the fifth intercultural 3on3 tournament for the first time was broaden to a festival. Technopolis City of Athens hosted more than 50 teams of all levels, nationalities, genders, origins, sexual orientations and religions, namely 240 people from at least 15 countries. The winners traveled to Syros and won the [Aegeanball Fest](#) in the men's and women's PRO categories, as well as the competitions.

Co-operations

We are partners and official members of European and national networks:

- ✓ The European Network Against Racism (ENAR), the only pan-European anti-racist network that combines advocacy for racial equality and facilitating cooperation among civil society anti-racist actors in Europe
- ✓ The Platform for International Cooperation on Undocumented Migrants (PICUM), a network of individuals and organizations that fight for social equality and human rights of undocumented migrants
- ✓ The Anti-Defamation League (ADL), that fights antisemitism and all forms of bigotry, defending democratic ideals and protecting civil rights for all
- ✓ The Racist Violence Recording Network (RVRN), a big network of organizations with trained personnel which records racist violence incidents and drafts an annual report
- ✓ The National Working Group on Structured Youth Dialogue, which aims to encourage the active participation of young people in shaping European youth policy
- ✓ The Athens Coordination Center for Migrant and Refugee issues (ACCMR), which was established to lead the efficient coordination of initiatives on migrants and refugees in Athens
- ✓ The Council of Migrant Integration, which operates as an advisor for the municipality to enhance the integration of immigrants into the local community

Communication

In the year of 2018, G2RED completed its communication strategy, focusing on increasing engagement, call to action and information.

The most important and successful, regarding media coverage, actions on communication, information and raising awareness was the *Manolada Watch* (observatory of the living and working conditions of migrant land workers) and the Diversity in the Workplace video campaign for the diversity management in employment.

Website: 119 articles posted, all in all 68.736 visitors and 302.997 website views

Facebook: 14.896 likes, 362 posts, 3 videos reaching 42.078 views

Newsletters: Monthly newsletters to 3.360 contacts

YouTube videos: 3 videos, 1.521 views

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