

# ANNUAL REPORT 2020



## **Generation 2.0**

For Rights Equality & Diversity

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## WORD OF THE TEAM

This year was worldwide marked by the COVID-19 pandemic that affected our way of living. The ongoing changes and enactment of special measures affected everyday life and especially the civil and social rights of people. In this unprecedented and unclear context, people of migrant background were the more vulnerable because they have less options to be informed on the several legislative and administrative changes, their rights and obligations, thus, to feel and stay safe during the pandemic.

Generation 2.0 for Rights, Equality and Diversity responded immediately to support migrant background population in Greece by monitoring policy developments and informing migrant population, communicating with the migrant communities and recording their needs, communicating with the citizenship and immigration services and ministries, providing legal support to individuals regarding lawful residence and social rights, advocating on residence permits and citizenship affected by measures of COVID-19. At the same time, the organisation was adapted as fast as possible to the new condition of providing online services and avoid interruptions in the counseling and courses.

The organisation also had a mediator role among the authorities, assuring that information was spread within different authorities. As measures were announced without taking into consideration inter-authorities' cooperation and coordination, migrant populations in Greece had to deal with difficulties and complexities in many aspects of their life. For example, despite the extension of the validity of residence permits and asylum cards by the Ministry of Migration and Asylum, several public services (e.g. Employment Services) and private sector bodies (e.g. banks) did not provide their services to migrants with "expired" cards.

Both the State and the society were unready to face the dramatic changes occurred in all sectors of public and private life. This is why so many legislative and administrative changes and new provisions were not well-organised and connected with each other. In that frame of constant changes on COVID-19 measures, we witnessed that the needs and the particular conditions of migrant populations (as well as of other social groups) were not taken into consideration and people faced greater difficulties regarding:

- o Access to general information which was available only in Greek and online.
- o Access to information concerning residence status (residence permits, services operations, etc.)
- o Access to the public health care system as migrants' overall experience of using the public health system exposes many to uncertainty and health risks
- o Risk to lose lawful residence because of public administration dysfunctions during the emergency measures
- o Employment and work arrangements (dismissals, undeclared work)
- o Precarious state and poverty due to unemployment affecting capacities to cover basic needs in food, personal protective equipment, housing etc.
- o Access to social benefits and social security protection
- o Police racial profiling during controls of the movement during the lockdown

Generation 2.0 for Rights, Equality and Diversity team managed to adapt as fast as possible to the new condition of providing services by distance, to keep the beneficiaries motivated and avoid dropout as well as secure the safety and health, mental and physical, of its core members and beneficiaries.

## 1. GENERATION 2.0 FOR RIGHTS, EQUALITY & DIVERSITY

### HISTORY

Generation 2.0 for Rights, Equality & Diversity (Generation 2.0 RED) is an initiative launched by a group of so-called 'second generation' young people with migrant origins. Operating as an informal group as far back as 2006, its mission was focused on securing the right to citizenship for 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 the 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 in Athens as a non-profit organization. A few years later, the Law 4332/2015 was adopted, which at long last gave the [children of immigrants born and/or raised in Greece the right to acquire Greek citizenship](#).

G2RED is the first one who openly raised the topic of the structural discrimination that the second generation faces and continues being one committed and efficient organisation on migrant issues. G2RED's commitment and result-oriented character have led to the work's acknowledgment and appreciation by civil society and most importantly by migrants. The combination of our experience and our approach has as consequence the implementation of programmes tailored to the needs of its constituency.

### MISSION

G2RED mission focuses on individual and community empowerment and equal participation in a diverse society, aiming to promote human rights, equality and diversity and fight against racism, xenophobia and discrimination.

### 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.

### TEAM

Our interdisciplinary team consists of people of migrant and Greek background and is our added value. It reflects the diversity of the Greek society and has at first hand the migratory experience. It is composed by the Board (Nikos Odubitan, Managing Director and Faustin Mafuta Ngwamvula, Member), staff (2020: 4 part-time and 11 full-time), interns and volunteers. Together, we embody the principles of the organisation to create the necessary spaces for social change.



## 2. FIELDS OF INTERVENTION

### ADVOCACY

#### Access to lawful residence

In November 2020, we published the extensive [Report on the Directorates of Foreigners and Immigration of the Decentralized Administration of Attica](#), the first of its kind, following months of documentation, reporting and meetings with the competent services, in the context of a systematic monitoring of the administrative implementation of the Immigration and Social Integration Code (Law 4251/2014) by Directorates of Foreigners & Immigration (DFI) of the Decentralised Administration of Attica region. The aim of this report is to document and present the most important and chronic issues faced by the four DFIs of Attica region up until today according to the data provided by them as well as our own experience in the field. The information presented was collected during the period February-March 2020, from meetings of the organisation with the heads of the four DFIs and updated in October 2020 as new developments took place because of the covid-19 pandemic.

Due to the suspension of the services during COVID-19 lockdown periods, there was a tremendous increase in cases needing legal support and further information about the extension of their residence permits and the issues raised from their non-renewal, such as barriers to travel abroad, to interact with public services etc. In that frame, we published the press release: [Residence permits in state of emergency](#) and

Also, G2RED participated in the [RISE UP project](#) (Rights, Innovation, Solutions and Evidence based policy for Undocumented People), led by the [Migrant Rights Centre Ireland](#) that addressed policy gaps through new analysis of regularisation models. It documented & shared good practices on advocacy and campaigning for regularisations. It developed framing & narratives to promote effective status resolution with partners. Finally, it supported the advancement of advocacy efforts across Europe for fair and effective regularisations. This project is funded by the European Programme on Integration and Migration (EPIM).

#### Access to Citizenship

During this year, following several months of documentation, reporting and meetings with the Heads of the Citizenship Directorates of Attica between November 2019 – July 2020, the “[Report on the Citizenship Directorates of the Ministry of Interior](#)” was published, the first of its kind, documenting the chronic issues the citizenship services of Attica face. A [parliamentary question](#) from the Movement for Change socialist party was tabled based on this report.

On 5th of March 2020, the draft bill of the Ministry of Interior “[Strategic Development Perspectives of Local Authorities, Regulation of Issues of the Ministry of Interior and Other Provisions](#)” was voted. This bill includes procedural changes aimed at a more efficient process of acquisition of Greek citizenship but brings about substantial changes that limit the access of certain groups of the population.

Despite some of the positive administrative changes that the bill brought, the debate, its vote as well as the changes that were introduced at the last minute were all carried out in a way which worries. G2RED managed to bring forth the [withdrawal of problematic proposed changes](#) to the Greek Citizenship code.

Observing the overall developments regarding the acquisition of citizenship over the last period, these indicate an all-around setback as well as a general intention to restrict the established rights of certain groups of the population. After this succession of facts, G2RED had a meeting with Mr. Athanasios Balerbas on Tuesday 07 July 2020. Our purpose was to receive clarifications on the above issue but also to be informed in relation to many other issues that have arisen since our last meeting, on November 1, 2019. All the information regarding this meeting was published in one [article](#) on the website.

Afterwards, during the public consultation of the draft law [“Amendment of the Greek Citizenship Code, new framework for the selection of executives in the public sector, organizational provisions of the Ministry of Interior and provisions for the development perspective of local authorities”](#) of the Ministry of Interior, G2RED submitted its comments on [opengov.gr](#) and published a press release [Naturalization becomes a “privilege” for a few](#). This legislative proposal brought substantial changes to naturalisation. According to the Ministry, the goal of this system of naturalisation was to ensure transparency, speed and efficiency. However, what was reflected in the new provisions was a negative shift in the granting of Greek citizenship, turning naturalisation into a “privilege” for a few, excluding people who had been fully integrated into the life of the country for years. It excessively tightened some of the essential conditions that foreigners must meet in order to be naturalised, while further obstacles to the naturalisation process seemed to emerge. Here you may read in detail the G2RED’s comments on the articles of the bill regarding the [essential conditions](#), the [naturalization process](#), the [transitional](#) and the [repealed provisions](#).

After the comments we submitted on the public consultation process as well as our letter to the competent Parliamentary Committee, there were the following legislative improvements:

- 1) The requirement of having a minimum annual income of at least an unskilled worker, in order to prove the financial integration into Greek society, was finally abolished.
- 2) Regarding persons who are exempted from participating in the written examination, the initial wording of the provision which excluded those who attended high school in the country was corrected, by now including all those who have successfully attended either junior high school or high school following the compulsory Greek education programme.
- 3) In the naturalisation procedure, the required exam fee for the written test was finally reduced to 150 euros from 250 euros, while the success score was set at 70% out of correct answers instead of 80% that was initially provided.

Following those, on October 12, 2020, the new law 4735/2020 was published in the Government Gazette.

Except the aforementioned provisions, according to the new law, in regard to Attica and Central Macedonia, the pending and new second-generation citizenship applications would be examined by the new Regional Citizenship Directorates operating in Athens and Thessaloniki. But those two had

not been set up on time. This had the effect of interrupting the examination of applications and the issuance of second-generation citizenship decisions by the existing Citizenship Directorates of Attica and Central Macedonia, since they no longer had the authority to review or sign any new decisions. Thus, there had been no new decisions published by the Government Gazette for the two largest regions of the country since mid-October. Following our press release [Freezing of citizenship procedures in Athens and Thessaloniki](#), the General Secretary of Citizenship gave an inaccurate interview and we replied with a [Facebook post](#).

Generation 2.0 RED had officially requested on a regular basis citizenship statistics from the Central Citizenship Directorate of the Ministry of Interior, in order to elaborate them and then [present](#) data that were not published at that time by the Ministry of Interior. The purpose was to collect and present a clear picture of the system for granting citizenship and inform people who apply for it. After sending repeatedly letters to the Central Citizenship Directorate requesting data on pending requests, the average waiting times for the processing of applications, the number of decisions and staff per citizenship directorate, we received a reply. The answer to this, however, was incomplete, because the most important data were not disclosed, such as the number of pending requests and the time of application's processing. On November 30, 2020, we published a press release highlighting the need for transparency ([What's up with citizenship statistics?](#)).

Since June 2020, there was a total freezing of the citizenship process for those whose residence permits had expired but were extended by ministerial decisions due to COVID-19. This issue was indicated by our side both in the press release [The non-recognition of the extension of residence permits disrupts the naturalization process too](#) and during our meeting with the Secretary General of Citizenship in June 2020. So, on 29/10/2020 a new circular was published that gave the option to the applicants to receive a citizenship decision even with a valid blue certificate. On 03/11/2020 we published a relevant informative text on our website.

On our part, we will continue to monitor the above issues – as well as any new developments – to ensure the overall improvement of naturalisation and second-generation citizenship procedures. As an organisation, we are always open to a dialogue with national authorities and public services, aiming to defend the rights and empower people with migrant background who live in the country for years.

## Equal treatment

During 2020, G2RED opened up a conversation on [inequalities in immigrants' pension](#) and a report was sent to the Greek Ombudsman regarding the grave inequalities in immigrant's pensions due to their immigration status.

At the beginning of January 2020, the Minister of Labour and Social Affairs, Mr. Ioannis Vrotsis, published for public consultation the draft law on "Childbirth Allowance and Other Provisions". The draft law introduces for the first time the childbirth allowance and brings some changes in the child and housing benefits.

In the context of the public consultation, G2RED submitted its comments on some aspects of the bill. In particular, the provision of a twelve-year lawful residence for third-country nationals excludes



certain categories of immigrants residing permanently and lawfully in Greece from social benefits aimed at the general population. The proposed condition was not in line with the European Union directives on equal treatment of holders of single residence permits with nationals of the Member State in which they reside. According to the Explanatory Memorandum, the twelve-year residence period is estimated as sufficient to establish a strong bond with the state and the host society.

This assessment is particularly striking when one considers that, for certain categories of third-country nationals, proof of lawful residence in Greece for seven consecutive years is sufficient to submit the naturalisation application, whereas under this bill the same categories of citizens will need to prove twice as long to receive this allowance. If seven years of permanent and lawful residence are sufficient to forge a strong link with the state and the host society and allow access to Greek citizenship through naturalisation, which is an institution of great importance, we are wondering why it takes twelve years of permanent and lawful residence to access a social benefit?

Covid-19 pandemic brought forth a series of administrative and bureaucratic blockages affecting the migrant population, particularly relating to systems not being updated during this time. G2RED carried out various interventions to ameliorate the issues. One such involved various private interventions to ensure the social security rights of immigrants were being upheld in light of the various extensions granted to residence permits. A direct effect of these interventions was one of our requests which has been used as an internal briefing within the Unified Social Security Fund (EFKA) General Directorates.

In July 2020, we held a meeting with the General Manager of the General Directorate of Service Provision of Organisation of Welfare Benefits and Social Solidarity ([OPEKA](#)), about the issue of the benefit of disability to third country nationals. Most of the types of residence permits are not eligible to this kind of social benefit despite the provision of the Code of Migration and Integration that includes equal access to social protection.

Although in 2019 there was a new provision in the law that [ended the discrimination in recruitment to the public sector on the basis of origin](#), during 2020, we noticed at least 5 announcements for recruitment to the public sector post based on the previous discriminatory provision. We immediately communicated with the component authorities to inform them of the legislative change. Our intervention resulted in deleting this discriminatory requirement from the announcements, while in some cases an additional extension was given for the submission of applications. We also contacted the Supreme Council for Civil Personnel Selection to inform on that issue and we sent a letter to the Ministry of Interior that gives the instructions and guidelines for public announcements, to take the necessary actions so that all public announcements are in accordance with the current legislation.

### Tackling racism

G2RED in collaboration with [Solomon](#), this year initiated the campaign “[Is it racism?](#)”. This campaign brought a new element in the discussions regarding racism: the introduction of the active bystander practice, aiming to change perceptions of people that were present in racist incidents by making them see themselves less as witnesses and more as actors whose stance has an effect on the civic life

of the community. Consultations with the affected communities and concerned actors were foreseen in order to empower bottom-up participation in the formulation of the campaign.

The foundation behind this initiative and the long-term impacts was to change perceptions in order to put pressure for the establishment of anti-racism policies and measures that recognise structural and specific forms of racism and the overall improvement of the institutional response by the state. During the structuring and mapping phase, we further engaged the Racist Violence Recording Network (RVRN) with our project in order to validate the content and to reassure institutional support.

Another initiative related to awareness raising regarding racism in Greece that G2RED undertook on July 16, 2020, is an online [seminar](#) on everyday and institutional racism in Greece for law students and recent law graduates of the National and Kapodistrian University of Athens. The seminar was part of a series of three seminars on Law and Racism for law students with the aim of educating and raising awareness on legal and non-legal issues of racism.

### Manolada Watch

During 2020, G2RED went on publishing reports under the context of the [Manolada Watch Observatory](#). The goal of the action was to raise awareness on the residence and labour status of the migrant land workers in Greece, mainly in Manolada, through the establishment of a legislative framework, which would ameliorate their living and working conditions. During this year, 4 reports were published for Manolada Watch through field visits and communication with the community ([March](#), [June](#), [July](#) and [November](#)). Two of them were written after contacting the local authorities in the context of the COVID-19 lockdowns, (March and November). The other 2 reports (June and July) were effectuated after visiting Manolada and monitoring the situation of living and working conditions of the migrant land workers in the region.

On the 3rd of September 2020, the Committee of Ministers of the Council of Europe, which is responsible for supervising the implementation of the Court's decisions, decided to end its supervision of the case "Chowdury and others vs Greece" because the compensations to the parties were paid. The Commission, however, proceeded with this [decision](#), without exercising further control over the situation in Manolada and the improvement or not of the relevant legislation in Greece, so [The supervision of Greece is over, but "Manolada cases" remain](#).

This year, Manolada Watch was quoted by other institutional and civil society stakeholders (e.g. information provided under Rule 9: [Communication from an NGO \(HIAS Greece\) \(21/04/2020\) in the case of Chowdury and Others v. Greece](#) (Application No. [21884/15](#)) and [Communication from an NGO \(Greek Helsinki Monitor\) \(20/04/2020\) in the case of Chowdury and Others v. Greece \(Application No. 21884/15\)](#), confirming the added value of the Observatory to raise awareness on situations of labour exploitation. In June 2020, our action in the Manolada area was presented to the participants of the training on human trafficking, organised by [EKKA](#) - National Centre for Social Solidarity - National Referral Mechanism. Thus, the impact of Manolada Watch was maximised by the synergies between different stakeholders. In terms of European cooperation, G2RED co-signed the [Joint Statement: Without Rights for Agri-Food Workers, Europe's Food Supplies Rest on Shaky Ground](#).

The next step G2RED took in the recognition of the phenomena with characteristics of Manolada and in the mobilisation of the citizens with the final goal of taking the necessary institutional measures was the publication of the report “[Modern Slavery: From Production to Consumption](#)”. The report was produced in collaboration with Mr. Andreas Hatzidakis, Professor of Marketing at Royal Holloway University of London, who is the scientific supervisor at the research and the researcher Mr. Iordanis Paraskevas, who undertook the implementation of the research and the writing of the report.

The report “*Modern Slavery: From Production to Consumption*” focuses on the role of the consumer, instead of the producer, highlighting it as equally significant in the debate on combating the conditions of modern slavery. Meanwhile, it introduces the prospect of creating and adopting a label for agricultural products, certifying that they have been produced with respect for labor rights. Our goal was to maintain the interest on that issue and mobilise any relevant stakeholder to undertake corrective actions. By placing in the foreground consumers, with a double meaning, as consumer and as public opinion, into a multi-stakeholder approach, the advocacy strategy aimed to point out that people are in general aware of injustices and can support corrective actions. This conclusion can be a strong argument in efforts to legislative changes.

#### Recommendations about the best use of EU funds for the integration

On 14 July 2020, G2RED together with SolidarityNow, the Greek Forum of Refugees and Terre des hommes-Hellas published a [policy brief](#) with recommendations addressed to national authorities about the best use of EU funds for the integration of asylum seekers, refugees and migrants in the country.

The policy brief suggested ways to improve the management of funds and programmes while it also took a deep look into the three main aspects of integration -education and vocational training; employability and housing- and recommended specific steps and actions for their enhancement. All recommendations were the outcome of discussions among numerous stakeholders in the field of migration, including Greek national and local authorities, EU institutions, civil society actors and international non-governmental organisations, during a co-organised [conference](#) (27/02/2020). The activities were funded by the European Council for Refugees and Exiles ([ECRE](#)), the Platform for International Cooperation on Undocumented Migrants ([PICUM](#)) (programme supported by the European Program for Integration and Migration ([EPIM](#)), a collaborative initiative of the Network of European Foundations).

G2RED submitted Comments on 10/20/2020 to the European Commission EU-wide public consultation on integration and social inclusion after the involvement and cooperation of 3 departments of the organisation: Advocacy, Legal, Employability.

After studying the European Pact on Migration and Asylum and identified the gaps on inclusion we cosigned a [Joint Announcement](#) with other Greek NGOs.

## LEGAL COUNSELLING

In 2020, a total number of 494 unique beneficiaries received legal advice of which 375 were new beneficiaries. The department reached the number of 254 sessions. The sessions took place in the office or by telecounselling, due to COVID-19 lockdowns.

In 2020, the legal department experienced unprecedented challenges due to the overall situation during COVID-19 pandemic. There has been a significant gap of official information and deadlines provided by the Ministry of Migration and Immigration Services. For this reason, the department was receiving a large number of questions via telephone or email that concerned the expiration, the renewal and the issue of residence permits. For instance, 212 out of the 494 beneficiaries and 222 emails were about related issues.

The main challenges faced by the department and the main demands addressed to it concerned the registration on the new online platform of the Ministry of Migration and Asylum about the residence permits applications and renewals, to post supportive documents to the competent services, to provide with guidelines on how to deal with public services after the extension of validity of their residence permits or how to travel abroad/return back during this period.

In addition, members of the department participated in the meetings of PICUM Task Force about regularisations and a relevant ETUC - OSEPI - PICUM Webinar about undocumented workers' rights during COVID-19. They, also, attended a 2-days EMA training for trafficking, where they presented the initiative of Manolada Watch. Last but not least, throughout the year they had meetings with directors of Migrations Services and Secretaries Generals of the Ministries of Interior and Migration.

## EMPLOYABILITY

In 2020, two projects were implemented by the specific department. In February 2020, the “Livelihoods for vulnerable populations in an Inclusive Labor Market”, a project funded by the International Rescue Committee, was completed, whereas the “[Equality Works](#)” project, implemented under the [Active citizens fund](#) programme, was initiated in March of the same year.

“Equality Works” project followed a holistic approach to equal access to work and education for all and provided support and empowerment to unemployed immigrants, refugees, asylum seekers or out of formal education or vocational education, residing in Attica and in the 15-67 age range. Special interventions were implemented for women and unaccompanied minors aged 15-18.

More specifically, the activities kept at their core the one-on-one Career Counselling Sessions, while the Vocational Guidance sessions were reinforced for the people seeking an educational path. At the same time, the participation of individuals in Job Readiness Groups, as well as in Soft Skills Development Seminars was encouraged. The Informative Seminars on Labour Rights were supplemented by the Advocacy Trainings, a vital training for equal access. Finally, the Peer Learning, an innovative activity offering the opportunity of skills development, with the beneficiaries of the Service being the instructors, every time that somebody wanted to share their know-how and knowledge in a field.

In total, 612 individuals (people with migrant background: migrants, asylum seekers, refugees) attended 836 one-to-one career counselling or vocational guidance sessions.

Under the “Livelihoods for vulnerable populations in an Inclusive Labor Market” the following group activities took place:

- 2 entrepreneurship individual sessions
- Business Greek Vocabulary groups: 16 beneficiaries
- Job search groups: 20 beneficiaries
- 1 Seminar on Summer Season in Tourism: 21 beneficiaries
- Job Readiness trainings (Labour Rights, Workplace Culture, Communication and Time Management Skills): 29 beneficiaries

Under the “Equality Works” project, the following activities took place:

- Group job search sessions: 24 beneficiaries (106 job applications in total)
- Business Greek Vocabulary group: 21 beneficiaries
- 2 Labour Rights seminars: 19 beneficiaries
- 1 Advocacy training: 4 beneficiaries
- Women’s Social entrepreneurship 2 trainings: 3 beneficiaries
- 1 Peer learning training on hard skills: 4 beneficiaries
- 2 Time Management and Communication Skills seminar: 34 beneficiaries
- Mentoring activity for unaccompanied minors: 3 mentoring pairs were created
- Empowerment seminar offered by Odyssea to 7 beneficiaries of G2RED

Through the structured and reconsidered Employability programme offered during the pandemic, the service contributed to the following results: 90 beneficiaries made at least once a job application (through the Career Counselling Service and the Diversity in the Workplace), 50 beneficiaries attended at least once a job interview, and 32 beneficiaries found a job at least once during the programme.

Employers: Since inclusion is a bidirectional process, G2RED has established the [Diversity in the Workplace Network](#), which has been expanding remarkably this year, under the “Equality Works” project:

- Diversity in the Workplace Network: 90 companies-members by the end of 2020.
- 8 signed the Diversity Charter
- 16 companies announced at least one job opening
- 69 beneficiaries were called for an interview by companies, following the 86 job applications made to companies through the Network
- 3 Employers’ presentations were organised by Tastes of Damascus, Paul Sarz Jewellery Shop and Teleperformance (in total 12 participants), 1 educational visit to the workplace of Tastes of Damascus, took place (2 participants) and 1 pro bono training by Lead Compass (3 participants).

### Public:

- Publication of the Weekly Job Adverts bulletin (<https://bit.ly/2D0pLgC>), with 42,930 views
- The “Equality Works” project was presented at an online presentation along with the dedicated website
- Up-to-date Job Search Resources & Volunteering Opportunities (<https://bit.ly/2CptU6Y>)
- Up-to-date Free Educational Programmes (<https://bit.ly/2Agv5G8>)

In February, G2RED attended the Conference of Bridge programme “Policy Advice for the Integration of Researchers in Danger in into the EU Job Market”. This month, also, the G2RED participated in the Livelihoods Committee of the ACCMR. Under the context of the Job Readiness workshops, G2RED collaborated with the NGO Diotima to add a gender-based approach to the topic “Workplace culture in Greece”.

In March, G2RED and specifically collaborated with IOM and other NGOs participating in ACCMR to organise a “Speed Interview” with Hospitality companies and beneficiaries.

### NON-FORMAL EDUCATION

Non-Formal Education Department is providing free-of-charge activities 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 (3 classes: 2 beginners and 1 advanced), preparation classes for the Naturalisation Interview addressed to adults with adequate tutoring methods and tools, as well as interactive, educational activities on diversity issues for children through the «Diversity Volcano» a floor game aiming at familiarizing with the concepts of diversity and human rights.

2020 was a challenging period for the Educational department as face-to-face classes were cancelled in March and lessons were organised online. In June, a combination of online and F2F sessions was introduced but since in August, in Greece, an increase of COVID-19 cases had been observed, Greek lessons started again online. At the same time, additional obstacles emerged as beneficiaries’ lack of digital skills or internet connection or suitable device (computer / tablet / smartphone) highlighted the fewer opportunities migrant populations are facing.

Even if there was a gradual reduction of participation due to the online methodology, many beneficiaries got acquainted with the new form of teaching and communication.

#### 1. Greek Language courses.

During 2020, 2 learning cycles were organised under the “Equality Works” project, for those who just wanted to improve their everyday communication and for those wishing to take the Certification of Attainment in Greek. The classes took place twice a week.

The systematic attendance of Greek language classes, twice a week, under an individualised but also communal class approach permits a holistic integration in the Greek society and better life prospects.

The 1<sup>st</sup> learning cycle (Classes for levels: A1, A2) was completed in September 2020, and 4 beneficiaries completed their cycle out of the 35 who participated.

The second learning cycle launched in October 2020 with 31 students and classes taking place exclusively online, for levels A1, A2 and B1.

2. Naturalisation interview preparation sessions: 28 preparatory sessions were realised in order to support 10 individuals for the naturalisation oral interview during which, the degree of their integration into the Greek society is examined.
3. All the “Diversity Volcano” visits to schools were cancelled because of COVID-19.

### 3. EMERGENCY RESPONSE TO COVID-19

G2RED reacted immediately to this whole new situation that has affected our life unexpectedly and traumatically. In the frame of this generalised perplexity, migrant populations had to face additional challenges related to access to information and to lawful residence.

Our first reaction was to translate updates regarding the general population (e.g. instructions on how to move around due to the coronavirus) and to inform on the operation of the Immigration and Citizenship Services that affected the migrants’ lawful residence. From March until the end of April, we published 10 informative texts. To produce this information, apart from monitoring any relevant announcements, we communicated with migrant communities to record the special needs of their members who have been directly affected by the conditions caused by the pandemic. We also communicated with the Citizenship and Immigration services and Ministries to confirm information, assure that information was spread within the different authorities involved. From March 2020 onwards G2RED maintained direct contact with the services, continuously documenting the challenges and issues particularly in relation to the covid-19 measures and their impact and relaying this information back to the Ministry of Migration and Asylum. In addition, we fundraised in order to cover emergency needs of basic items for the members of migrant communities and in particular 6 communities, 2 churches and 1 social kitchen were supported.

From May 2020 until the end of February 2021, under the support of Human Rights 360°/Foundation Open Society Institute/Open Society Foundations, we further organised our response, in a time when the pandemic of COVID-19 was still in progress, worldwide and in Greece.

There was an ongoing change of administrative procedures and enactment of special measures due to the pandemic that affected everyday life and especially the civil and social rights of people. Having this in mind, our aim via this project was to support the immigrant populations of Greece, in terms of information, lawful residence, social rights and needs. Four activities were designed in order to respond to the main project goal:

1. Monitoring policy development (legislations) and implementation (public administration and services operation). We identified 69 legislative/administrative acts and having a clear overview on the main measures and changes due to COVID-19, we informed accordingly.
2. Access to current and accurate information. All the communication channels of the organisation were mobilised in order to achieve a wider dissemination of the information in more languages than just Greek and English, such as French, Arabic and Farsi in order to inform as many asylum seekers, refugees and migrants as possible. From May 2020 until February 2021, we published 22 informative texts on our website in order to spread the information about changes, deadlines and special



procedures concerning the migration and citizenship services etc. Specifically, these 22 texts inform about access to lawful residence, health, social benefits, employment and have had in total 95,979 hits on our website. Facebook posts reached out to 91,957 people. On Twitter there were 2,196 impressions. It is worth to mention that the text translated also in English, French, Arabic and Farsi “Instructions on movement during the new lockdown” was updated 12 times in total from November 2020 to February 2021. Especially during the second lockdown from November 2020 and on, there were new measures that were being amended continuously.

Also, as a result of the cooperation with Ms. Maria Koufopoulou, Labor Law Attorney, we published 6 informative texts about topics regarding [labor rights in the time of the pandemic](#) (1. Special purpose leave, 2. Absence of employee from work due to COVID-19 exposure or due to illness and exposure of the child Protection of employees belonging to vulnerable groups, 3. Protection of employees belonging to vulnerable groups, 4. Distance work as a measure to tackle the pandemic, 5. Suspension of employment contracts and special purpose compensation, 6. Reduction of working time – “SYN-ERGASIA” Mechanism).

3. Legal support. One of the greatest challenges during these months was the gap in the process of the residence permit for exceptional reasons in the migration of the Attica region. From March 2020 until January 2021 there was no option nor access to this type of permit for migrants that had the proofs of a 7-year stay in Greece. While more and more beneficiaries were waiting for months to have access to it again, we had no official answer for their insecure situation. In general, the poor interconnection of the different Ministries and public services has also caused many issues to the general population and especially to the migrant population. For example, despite the extension of the validity of residence permits and asylum cards by the Ministry of Migration and Asylum, several public services and private sector bodies did not provide their services to migrants with “expired” cards. So, this has been an ongoing challenge to ensure that the public and private sectors have been informed about these changes and to find case-by-case solutions for those immigrants whose rights were at risk. That caused a great demand for legal support. The majority of the cases of the Legal Counselling Department were related to the effects of COVID-19 consequences in the function of administration and changes in legislation (extension of residence permits, application or renewal of residence permits, the new procedures and the changes to the function of migration and citizenship services, the access to social rights and benefits during this period, the possibility and procedure of travelling abroad or return back to Greece after lockdown etc.). From May 2020 until February 2021, we have advised beneficiaries, having reached the number of 257 phone calls/individual sessions in the office as well as we have replied to 272 emails in total.

4. Supporting basic needs for 2 families and 3 migrant communities.

During this period, data was changing on a daily basis. It has been a challenge to remain aligned with the on-time provision of accurate information and to protect migrant populations? from losing lawful residence because of public administration dysfunctions. However, by the combination of legislations’ monitoring, migrant communities’ needs’ assessment and the legal support beneficiaries’ feedback, the team was able to prioritise quickly what was needed to be disseminated. Those were the key factors to respond to the greatest challenge of this period: migrants’ empowerment through information.



#### 4. EUROPEAN PROJECTS

In 2020, G2RED continued the activities with the European Net-Care programme “Networking and care of refugee and migrant women”, started in the 2019 and founded by the Rights, Equality and Citizenship Programme (REC).

G2RED and [KMOP](#) organized three focus groups with representatives from immigrant communities, organisations, and institutions. Our goal was to produce a needs analysis on potential gaps in service delivery to meet the needs of victims of sexual and gender-based violence amongst the migrant and refugee population. Also, the two partners co-organised an online training aimed at cultural mediators on managing cases of sexual and gender-based violence (SGBV) against refugee and migrant men and women. Participants gained useful knowledge on a wide range of issues, from medical and psychosocial support to survivors to legal guidance.

Another project run through the year was the “UnionMigrantNet and Cities Together for Integration” project, funded by the Asylum, Migration, and Integration Fund (AMIF). The project aims at exchanging and transferring knowledge, experiences and best practices on integration in the labour market between 9 [UnionMigrantNet](#) members and 8 local authorities from 5 EU countries, namely Belgium, Bulgaria, Greece, Italy and Slovenia.

The cooperation in Athens between the Migrant Point EKA, as a TU contact point of UMN in Greece, the City of Athens and Generation 2.0 RED focused on dealing with integration policies aims at easing an equal access at work of all Third Country Nationals through their actions, as a part of a better management of the reception process and preparation to their faster integration through the labour market.

#### 5. COMMUNICATION

The communication strategy focuses both on G2RED's identity and audience, in order to maintain an appealing image, establish G2RED as a specialized interlocutor and as a valid source of information.

Using creative means and clear content that our audience can engage with, we provide people reasons and means to act. We always use our channels but also engage people with impact in our action, who also support our cause for a bigger outreach.

G2RED increased its communication outreach and impact, to empower not only the advocacy objectives, but also the overall activity and profile of the organization using creative means. The communication strategy aims to consolidate G2RED as an expert key interlocutor at the institutional level, to expand and mobilize the public at the social level and to inform, empower and mobilize target groups at the individual level.

Following the widespread cancellation of almost every human interaction during this period, we strengthened the online presence and communication of the organization. We visualized our material to a greater extent, in order to achieve more effective communication, to amplify our content and gain measurable results. More specifically, we used photo material, which we created in July 2020 in the website articles, press releases and social media posts, that matches the

organisation's identity and makes our content more attractive. The informative articles regarding COVID-19 had particularly high numbers in terms of communication, which can be explained by the need for credible sources of information the pandemic outbreak created and especially for people with immigrant background, who needed to be informed of changes and adjustments to the processes that directly affect their lives.

The results of the implementation of the communication strategy of G2RED are the following:

Website articles: 157

Facebook likes: 19.548

Instagram Followers: 1.276

Newsletter Subscribers: 2.000

Twitter Followers: 506

G2RED LinkedIn Followers: 1.814

Diversity LinkedIn Followers: 712 followers

No Videos: 7

YT views: 14.680 views

G2RED Website Visits: 34.521 users | 90.048 page views

Diversity Website Visits: 196 users | 655 page views

## 6. COOPERATIONS

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 Racist Violence Recording Network (RVRN), a big network of organizations with trained personnel which records racist violence incidents and drafts an annual report
- 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 European Network of People of African Descent (ENPAD), a network for the political empowerment of Black people in Europe, functioning as a civil society platform fighting anti-Black racism
- 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

## 7. FUNDS

During 2020, Generation 2.0 RED was supported by:

- ★ AMIF-2018: UMN - UnionMigrantNet and Cities Together for Integration
- ★ EPIM-RISE UP: Rights, Innovation, Solutions and Evidence based policy for Undocumented People
- ★ REC: NET-CARE: Networking and Care for Refugee and Migrant Women
- ★ Active Citizens Fund: Equal Work & Education for All - Equality Works
- ★ Human Rights 360°/Foundation Open Society Institute/Open Society Foundations: Emergency Assistance to the COVID-19 and its Effect on Vulnerable Populations
- ★ FOSI: Supporting Ethical Farming Models in Greece
- ★ FOSI: Core support
- ★ Guerrilla Foundation: Standing for victims of Racist Violence. From witness to active bystander
- ★ ECRE-PICUM: Advocacy on EU Funding for Integration

## 8. CONTACT

Website: [g2red.org](http://g2red.org)

Email: [info@g2red.org](mailto:info@g2red.org)

Facebook: [Generation 2.0 for Rights, Equality & Diversity](#)

Instagram: [g2red](#)

Twitter: [G2RED](#)

LinkedIn: [Generation 2.0 for Rights, Equality and Diversity](#)

## ANNEXES

### I. Advocacy public interventions 2020

Month	Public Interventions
01/2020	<a href="#">Twelve years of permanent and legal residence for access to a social benefit</a> [Joint Press Release] <a href="#">Racist Violence Recording Network: Justice to uphold the Rule of Law in Greece</a>
02/2020	<a href="#">Update on opening hours and days of the Citizenship Services</a> Interview with Italian reporter Alex. Damiano Ricci for podcast on migration 06/02/2020 <a href="#">Joint Press Release: Roma and People with Disabilities: Unworthy to become Greek citizens?</a> <a href="#">Withdrawal of the proposed changes to the Greek Citizenship Code</a> <a href="#">It's time to talk about the National Pension</a> [Joint Press Release] <a href="#">Long-Term Strategy and more Cooperation: The Key to Refugees' Integration</a>
03/2020	[Joint Press Release] <a href="#">Racist Violence Recording Network: Serious concern over attacks against refugees and humanitarian workers</a> [Open Letter] <a href="#">"Protect our laws and humanity!" – Open Letter by 256 Organizations</a> <a href="#">Closure of all Immigration Services for a month due to the coronavirus</a> <a href="#">Greek citizenship: a right without equal access</a> <a href="#">Citizenship Services closed to the public due to the coronavirus</a> <a href="#">Online Process of Checking the Citizenship Acquisition Status</a> <a href="#">Instructions on how to move around due to the coronavirus</a> [Open Letter] <a href="#">Protect the most vulnerable to ensure protection for everyone</a> <a href="#">Who can pay a reduced rent due to the coronavirus</a>
04/2020	<a href="#">Extension of residence permits due to the coronavirus</a> <a href="#">Information on the Emergency Financial Aid of 800€ and Rent Reduction</a> [Updated Article] <a href="#">Closure of all Immigration Services for a month due to the coronavirus</a> <a href="#">Joint Statement: Without Rights for Agri-Food Workers, Europe's Food Supplies Rest on Shaky Ground</a> <a href="#">Residence permits to be sent by courier</a>
05/2020	[Updated Article] <a href="#">Closure of all Immigration Services for a month due to the coronavirus</a> <a href="#">New extension of residence permits until the end of the year (31/12/2020)</a> <a href="#">Information on citizenship/naturalization procedures due to the non-reception of the public in the services</a>

	Updated <a href="#">supporting documents for citizenship on website with new category: Co-ethnic Greeks from the Former Soviet Union</a>
06/2020	<a href="#">Exclusion of children with disabilities from access to citizenship</a> <a href="#">Information on the gradual reopening of the Immigration Services</a> <a href="#">Information on the gradual reopening of the Citizenship Services</a> <a href="#">Residence permits in state of emergency</a>
07/2020	<p>New supporting document for citizenship: Through Naturalization for Citizens of the European Union and for Citizens of the European Free Trade Association</p> <p><a href="#">The non-recognition of the extension of residence permits disrupts the naturalization process too</a></p> <p>Uploaded onto website citizenship application forms for all categories</p> <p>[Joint Policy Brief] <a href="#">Organisations share recommendations for the best use of EU funds for refugees</a></p> <p><a href="#">Residence permit renewal appointments have begun for permits with expiration date from 1/7/2020 to 19/7/2020</a></p> <p>Facebook post regarding the <a href="#">Strike declared by the Federation of the Employees' Associations of Decentralized Administrations of Greece</a></p> <p><a href="#">Step by step instructions on how to use the e-appointment platform for residence permits</a></p> <p><a href="#">Urgent meeting of Generation 2.0 RED with the Secretary General of Citizenship on the latest developments</a></p> <p><a href="#">New extension of residence permits expiring between 20/7/2020 until 31/12/2020</a></p> <p><a href="#">Generation 2.0 RED's report on the Citizenship Directorates of the Ministry of Interior</a></p> <p>[Updated Article] <a href="#">Information on the gradual reopening of the Citizenship Services</a></p> <p><a href="#">Electronic Appointments have now begun for the Renewal of Residence Permits</a></p>
08/2020	<p><a href="#">Giannis should be #morethananaathlete</a></p> <p>[Updated] <a href="#">Through Naturalization for Co-Ethnic Greeks for the Former Soviet Union</a></p> <p>[Updated with English translation] <a href="#">Generation 2.0 RED's report on the Citizenship Directorates of the Ministry of Interior</a></p> <p><a href="#">Seminar for Law Students on Everyday and Institutional Racism in Greece</a></p>
09/2020	<p>Co-signed ENAR <a href="#">Urgent solidarity call to support Portuguese anti-racist activists</a> 03/09/2020</p> <p><a href="#">The supervision of Greece is over, but "Manolada cases" remain</a> 08/09/2020</p> <p><a href="#">Naturalization becomes a "privilege" for a few</a> 10/09/2020</p> <p><a href="#">Greece: Transfer Refugees and Asylum seekers to Safety on Mainland</a> 14/09/2020</p>

	<p>Updated <a href="#">Step by step instructions on how to use the e-appointment platform for residence permits</a> to include the steps you need to follow to renew your residence permit from the Immigration Service 15/09/2020</p> <p>Updated Supporting Documents for Residence Permits &amp; Greek Citizenship with <a href="#">Pensioners</a> 25/09/2020</p> <p><a href="#">Joint Announcement on the European Pact on Migration and Asylum</a> 29/09/2020</p> <p>Keynote speech: TMDD Democracy Summit Workshop: From campaigning to action 18/09/2020</p> <p><a href="#">September's FEK</a> (Government Gazette, acquisition of citizenship)</p>
10/2020	<p><a href="#">Generation 2.0 RED about its exclusion from the public hearing of institutions in the draft law on naturalization</a> 01/10/2020</p> <p><a href="#">Information on the announcements of the Immigration Services</a> 12/10/2020</p> <p><a href="#">What can you do when the extension of your residence permit is not recognized</a> 14/10/2020</p> <p><a href="#">Racist Violence Recording Network: Justice shields the rule of law and human rights in</a> Greece 16/10/2020</p> <p><a href="#">Generation 2.0 RED on the new naturalization law</a> 20/10/2020</p> <p><a href="#">Renewal appointments have reopened for residence permits that expired from 1/12/2019 until 30/6/2020</a> 21/10/2020</p> <p>Updated <a href="#">Information on the gradual reopening of the Citizenship Services</a> 26/10/2020</p> <p><a href="#">October's FEK</a></p>
11/2020	<p><a href="#">Citizenship procedures for those who have a residence permit or a blue certificate with an extension</a> 03/11/2020</p> <p><a href="#">Instructions on movement during the new lockdown</a> 06/11/2020</p> <p><a href="#">Information on the operation of the Immigration services during the new lockdown</a> 10/11/2020</p> <p><a href="#">Report on the Directorates of Foreigners and Immigration of the Decentralized Administration of Attica</a> 11/11/2020</p> <p>Updated with new information <a href="#">Instructions on movement during the new lockdown</a> 12/11/2020, 16/11/2020 and 28/11/2020</p> <p><a href="#">How will citizenship directorates operate during the new lockdown</a> 13/11/2020</p> <p><a href="#">Alliance of Civil Society and Workers' Organizations for the effective protection of whistleblowers</a>, available in Greek only 13/11/2020</p> <p>Updated with new information <a href="#">Information on the operation of the Immigration services during the new lockdown</a> 18/11/2020</p> <p><a href="#">Information on rent reduction and allowance for suspended employees</a> 23/11/2020</p> <p>Updated with new information <a href="#">Information on rent reduction and allowance for suspended employees</a> 29/11/2020</p>

	<a href="#">What's up with citizenship statistics?</a> 30/11/2020 <a href="#">Manolada Watch - November 2020</a> <a href="#">November's FEK</a>
12/2020	<a href="#">Information on the new 400 € allowance of OAEA for the long-term unemployed</a> 02/12/2020 Updated with new information <a href="#">Instructions on movement during the new lockdown</a> 11/12/2020 and 16/12/2020 <a href="#">Information on free covid-19 tests and medicines</a> 10/12/2020 <a href="#">Report "Modern Slavery: from production to consumption"</a> 18/12/2020 <a href="#">New extension of residence permits, blue certificates and asylum seeker cards</a> 21/12/2020 <a href="#">Freezing of citizenship procedures in Athens and Thessaloniki</a> 22/12/2020 <a href="#">Facebook post</a> commenting the position of the Secretary General of Citizenship in his interview for in.gr and tanea.gr regarding the delays in the establishment of the two new Citizenship Directorates in Athens and Central Macedonia and the implementation of the provisions of the new law on the naturalization procedure following our press release 30/12/2020 <a href="#">December's FEK</a>





# **Generation 2.0**

For Rights Equality & Diversity