



Generation 2.0

For Rights Equality & Diversity

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WORD OF THE TEAM

Covid-19 pandemic sharpened inequalities in the access of fundamental social rights. When in [many European countries](#), such as Belgium, Finland, France, Italy, Spain, Portugal, access to the vaccination process was universal, regardless of the legal status of residents, in order to ensure the vaccination of the entire population, the creation of a wall of immunity and ultimately the defense of Public Health, in Greece tens of thousands of people without legal status were automatically excluded from the vaccination process, which can have a direct impact on the course of the pandemic. In that frame, Generation 2.0 RED co-signed a letter with the Greek Forum of Refugee and the Greek Forum of Migrants addressed to the Deputy Minister of Health, the Secretary General of Primary Health Care and the Chairman of the National Vaccination Committee, with the support of 30 human rights organisations.

At the same time, the Covid-19 pandemic caused unprecedented disruption to the operation of migration services. Yet, many of the problems were already there. At every stage of their stay in Greece, immigrants face many different, more or less known challenges. These arise from permanent institutional gaps and current administrative shortcomings. In 2021 – due to the successive administrative consequences of the pandemic – the pre-existing challenges were increased, while new ones were added, complicating the – already difficult to ensure – lawful residence in Greece and the access of immigrants to their other rights. One thing is certain: lawful residence emits SOS! That is why we decided to collect the most important issues in order to raise awareness about the challenges in lawful residence, by publishing an [interactive ‘map’](#).

2021 was the year that brought major changes to the naturalisation process, i.e the process of acquisition of Greek citizenship by foreigner adults. For the first time, the state launched written exams and added strict criteria of a minimum income per year. At that time, there were parallelly ongoing amendments in the law and the administrative procedures for the new naturalisation system. All those amendments caused a gap of information about the new process and a feeling of insecurity to people that wished to acquire the Greek citizenship. Thus, it was a period of systematic searching, collecting and monitoring all the new provisions, comparing them to the previous ones and completing the “puzzle” of the new system. That process was valuable not only for advocating for a fair naturalisation system but also for adequately informing our beneficiaries and the migrant community for what is going on with naturalisation. The new system, as we see it being shaped, looks more like a minefield that puts constant obstacles to people who have lived in the country for years and are fully integrated into our society. In this crucial circumstance, in April 2021 we launched a new project called “[Citizenship in Practice](#)”, implemented under the Active citizens fund in Greece by Generation 2.0 for Rights, Equality and Diversity and our partner Hellenic League for Human Rights, aiming to evaluate the administrative process of granting citizenship in Greece, in order to contribute to the provision of equal access to this right.

The successive lockdowns of 2020 and 2021 were a major obstacle to the interaction and well-being of our team and to effective contact with our beneficiaries. These circumstances posed new challenges to our work while we were trying to find new ways of communication and intervention. 2021 was a transition period from isolation to normality and we were able to meet again as a team and with our beneficiaries. The important lesson we learned is that human contact and togetherness are of irreplaceable value.

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 organisation. 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 which raised openly the topic of the structural discrimination the second generation faces and continues being one committed and efficient organisation on migrant issues. G2RED commitment and result-oriented character have led to its 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 (until August: 5 part-time, 12 full-time. From September: 2 part-time, 7 full-time), interns and volunteers. Together, we embody the principles of the organisation to create the necessary spaces for social change.

2. FIELD OF INTERVENTION

ADVOCACY

Access to Citizenship

On February 18, 2021, the Ministry of Interior published the [database](#) (Item Bank) of 500 questions on Greek language, geography, history, civics and cavillation for the exams of the Certificate of Adequacy of Naturalisation. Following this launch of the new system of naturalisation, we published a [facebook post](#) and gave 2 interviews to the press (newspapers [Efsyn](#) & [Epohi](#)). The team started immediately to evaluate the Item Bank according to the level of difficulty and the relevance to the integration goal. At the same time, we started to look for the answers in order to check their accuracy. We also called the General Secretariat for Citizenship to publish official answers to those 500 questions, that finally did 2 months after the initial launch of the Item Bank.

In April 2021, the new project “[Citizenship in Practice](#)” was launched, implemented under the Active citizens fund in Greece by Generation 2.0 for Rights, Equality and Diversity and its partner Hellenic League for Human Rights. The project aims to evaluate the administrative process of granting citizenship in Greece, in order to contribute to the provision of equal access to this right. It also seeks to suggest and propose solutions to improve the public administration of this process. At the same time, it seeks to inform the public about the important issue of access to citizenship. The main activities implanted in 2021 were the organisation of an informative opening [event](#) and the systematic monitoring of the operation of the public administration with regard to the process of granting citizenship and the publication of 4-monthly [Reports](#). These Reports present the main issues and obstacles that arise in the administrative process, limiting the access and making more difficult the acquisition of citizenship. In the context of this project, a report was published under the title “[The Item Bank and the new naturalisation system: a critical assessment](#)”¹ At the same time, it was a preparatory period of research regarding the rest activities of the project, i.e. the good practices of European countries with administrative issues similar to Greece’s, the development of the website [ithageneia.gr](#), the *Substantive requirements for naturalisation – Essential Recommendations* and the edition [Greek Citizenship – A mythbuster](#).

Nevertheless, there was plenty of space for further advocacy beyond the activities of the project because of the new system of naturalisation that was adopted by Law 4735/2020 and started in April 2021. Due to ongoing amendments in the law as well as the issuance of administration acts, we published several press releases criticising negative aspects of the new procedures. The press release “[How many credentials do they need for naturalisation?](#)” was about a provision concerning a significant tightening of the conditions for exemption from participation in the exams of naturalisation due to education in Greek school system. The press release “[Is naturalisation finally abolished?](#)” was about the launching of strict economic criteria as prerequisite of naturalisation. Finally, the press release “[First evaluation of the process of exams for the acquisition of the Certificate of Knowledge Adequacy for Naturalisation](#)” followed the experience of the participants in the first exams that took place in May

¹ Written by Michalis Sotiropoulos, Adjunct lecturer at the Department of Political Science of DUTH, postdoctoral researcher at the Department of History and Philosophy of Sciences, EKPA and Elena Psyllakou, Postdoctoral Researcher, Social Theory and Communication, EKKE

2021. In addition to these, we also published several texts including information and guidelines about the new process.

Furthermore, in June 2021 we co-organised an [online event](#) along with other organisations (Greek Council for Refugees, Hellenic League for Human Rights, Greek Forum of Migrants, Greek Forum of Refugees) about the new citizenship examination process.

In October 2021, on occasion of the augmentation of the acquisition of honorary naturalisations, we sent a [letter to the President of the Republic](#) about the unduly extreme delays in the citizenship acquisition procedures, both for second generation and naturalisation processes.

We participated to an online session of the Council for Integration of Migrants and Refugees of the Municipality of Athens that took place in May 2021. The Secretary General of Citizenship was there to answer the questions of all the organisations taking part in the meeting. Generation 2.0 RED addressed 3 topics: a) the difficulties that occurred in the exams for the acquisition of the Certificate of Knowledge Adequacy for Naturalisation b) the strict economic criteria that the ministerial decision has imposed c) the unconstitutionality of the social criteria. We participated in the conference about the new naturalisation system, organised by the Ministry of Interior in December, where we asked the Scientific Committee that created the Item Bank, under which process and consultation they decided to finally include those types of questions.

[Access to lawful residence](#)

Due to the pandemic, the last two years were characterised by essential changes in the way the migration services operated. Along with them, there have always been institutional gaps in the access to lawful residence. Thus, in March 2021 Generation 2.0 RED published the [Mapping of the challenges in lawful residence](#). By creating an interactive “map”, we raised awareness about key issues in migration policy. In particular, we identified 11 issues and created 11 texts in Greek and English that explain the specific problem and connect it to a human story. These stories are true. Stories of people who have contacted the advocacy and legal counselling departments of our organisation, in their quest to find solutions to problems that do not come from their own fault but that ultimately determine their lives. Concerning the access to residence permits, our mapping was appreciated by other stakeholders: it was mentioned as a good practice in the research [The traumas endured by refugee women and their consequences for integration and participation in the EU host country](#) held for the European Parliament and it was republished by other organisations ([ActionAid](#) and VouliWatch).

Moreover, the organisation submitted a [Complaint to the Greek Ombudsman](#) requesting them to intervene regarding the long-term suspension of administrative procedures about applying for the residence permit for exceptional reasons in Attica. This intervention was necessary given that the residence permit for exceptional reasons is one of the most important permits provided in the Migration and Social Integration Code. It is the main regularisation way for migrants who have lived in Greece for years and have developed strong living ties with the country. After that, we initiated communications and follow-up with the Directorates of Foreigners and Immigration of the Decentralised Administration of Attica to record the progress on that issue. Later, the Greek Ombudsman replied to us that indeed an Immigration Code provision was not applied. On 21/01/2021 Attica’s Directorates in a joint publication,

announced the reopening of appointment's requests via email. Finally, in April a new online platform was launched on which the applications for exceptional reasons permit are submitted.

In addition, we monitored the ongoing changes by communicating with administration services and official bodies and we published several information texts with instructions about new online procedures for the residence permits of exceptional reasons, about extensions and renewal of residence permits.

The new online platform of renewals that was launched in November 2021 had a series of inefficiencies, so the organisation presented those in a press release called [An online platform made for Greeks only](#) and gave an interview to Mrs. Niki Bakouli for [news247.gr](#). October 2021

We also got interviewed by a researcher of FRA in the context of a European research about long term residence permit issues

Finally, we participate to RISE UP project, funded by EPIM and implemented by the [Migrant Rights Centre Ireland](#). The project addresses policy gaps through new analysis of regularisation models; document & share good practice from four counties; develop framing & narratives to promote effective status resolution with partners; advance alternatives to status resolution in Ireland.

Equal treatment

Due to the pandemic and the resulting delays in residence status (i.e. expired residence permits), there were inequalities in the way public and private offices provided services to third-country nationals. Thus, every time there was such an incident with social security services and banks, we informed them about the legal context and the extension of the residence permit and logged the incidents. Furthermore, the organisation sent a letter to the Ministry of Migration and the Ministry of Foreign Affairs about the barriers occurred in the travels abroad for third country nationals with expired residence permits. In addition, we filed a complaint to the Consumers' Ombudsman about a recognised refugee who got banned from an airline company to travel abroad because of his documents. Another issue of unequal treatment was the non-vaccination of undocumented migrants. In this term, the organisation published a press release in June 2021 "[Operation freedom or health insecurity?](#)", participated in meetings with other stakeholders and official bodies and had a contact with journalist Mr. Giannis Panagiotopoulos from TVXS about a relevant article.

Tackling Racism

The organisation is a member of the Racist Violence Recording Network in Greece and the National Council against Racism and Intolerance and permanently participates at their plenaries and the rest meetings throughout the year.

To raise awareness on racism issues and promote diversity, the organisation participated or co-organised the following events:

- [Citizenship, identity & belonging: Generation 2.0 in Greece](#), a conversation with Mrs. Anna Papoutsis of the Institute for Research on Superdiversity, Iris/University of Birmingham

- [Discussion](#) with the College Year in Athens: “The dreamers in the Greek context: a talk with the second generation”
- [“Living Together. Told and Untold Stories”](#), co-organised by Goethe-Institut Athen in November 2021.

In December, [Nikos Deji Odubitan](#), Managing Director, gave an interview to the journalist Mrs. [Rodothea Seralidou](#) regarding the second generation in Greece, the action of Generation 2.0 RED and the conditions on legal status of migrants (at [Deutschlandfunk](#) and a [podcast for WDR](#)).

Community empowerment

In March 2021, the organisation held an [informative event](#) about the new procedures regarding residence permits due to covid-19, organising 3 online sessions (in Greek, English and French) on which migrant communities were invited in order to be informed. Moreover, the organisation communicated with Social departments of several municipalities all over Greece to identify and record where there are integration programmes for the migrant populations.

In June 2021, the Advocacy department co-facilitated with the Employability department the 2nd Advocacy training, as part of the [Claim Your Rights training](#) of the ["Equality Works"](#) project, implemented under the Active citizens fund programme. The Training was a detailed introduction to methodology, techniques and tools used by groups and communities advocating addressed to beneficiaries of the Employability Department. The introductory Training on Advocacy followed the Labour Rights training, offering essential knowledge on this type of rights. The [first](#) training “Learn and Claim your Rights” was implemented in 2020.

The organisation is constantly working towards empowerment through informative articles on the site and FB addressed to the migrant population ([Annex I](#)).

Manolada Watch

During this year we visited Manolada 4 times (twice in June because of a fire incident) and we published 3 reports on Manolada Watch ([April](#), [June](#), [November](#) 2021). In terms of regularisation of migrant land workers, the organisation cooperated with Mr. Vassilis Kerasiotis, attorney of the Chowdury case at ECHR, and Mr. Apostolos Kapsalis, researcher, expert in Labor Law, in order to present a proposition to the General Secretariat of Migration Policy. In this context, we had a meeting at the Ministry of Migration in July as well as we organised a [press conference](#) in November. The organisation along with the rest of the participants (Solomon, Mr. Kerasiotis and Mr. Kapsalis) attempted to shed light on the living and working conditions of the land workers and the lack of legal status. We also gave interviews to [efsyn.gr](#), to radio station ERT3 in July and to radio station [RadioMera](#) in November. In addition, in September, we had two speakers at the event of G2RED and Terra [“Labour exploitation in agriculture is a European phenomenon”](#) and, in November, we coordinated the 2nd session of the [online scientific conference: “Migrant land workers in the time of pandemic”](#) held by Panteion University.

Moreover, we participated in the panel of a [FB live discussion](#) in the frame of A21 initiative where Manolada related issues as well as the report “Modern Slavery: from production to consumption” were

presented. We also participated to the Workshop on migrant workers access to justice organised by Mr. Martin Gramatikov.

We contributed to the report “E(U)xploitation” sul caporalato in Europa” of the Italian organisation Terra! and we cosigned the open letter [The new CAP needs social conditionality](#) of the EFFAT (European Federation of Food, Agriculture and Tourism Trade Unions). Finally, Manolada Watch was presented as an effective advocacy tool in a [short video](#) as part of an advocacy workshop on Social Dynamo addressed to greek CSOs.

In terms of capacity building the Advocacy department participated in 5 sessions of the training on Human Rights Advocacy [We demand Change!](#), organised by the Amnesty International, in the international training ‘Hidden at Work’ organised by the Fair Work Netherlands about trafficking in domestic worker’s sector in Amsterdam and in the training ‘Changing the weather’, organised by the International Centre for Policy Advocacy along with HR360.

Last but not least, in the end of 2021 we started participating in the Rule of Law Monitoring Tool “[Rule of Law Watch](#)”, a project designed and implemented by the organisation Vouli Watch. Generation 2.0 RED is sharing reports regarding the violation of Rule of Law. This is a non-cost cooperation among the two organisations which Generation 2.0 RED is supporting as it is an innovative initiative to raise awareness, put pressure on governments and attract the attention of an international audience too.

LEGAL COUNSELLING

In 2021, a total of 470 beneficiaries with a unique new registration in the year were provided with legal advice. Under the “Desmos for Youth” funding, the Legal Assistant, from 02/21 to 01/22 provided support to a total of 1,000 requests (phones, emails, sessions with old and new beneficiaries). These requests were from people of immigrant origin regarding issues of residence permits and rights deriving from them as well as regarding the acquisition of Greek citizenship. In particular, the last months of 2021 were very demanding due to the new online services for residence permits. After the launch of the online platform about renewals in November 2021, the Legal department managed to submit more than 100 applications for expired residence permits in less than 2 months.

EMPLOYABILITY

From March 2020 to August 2021, the Employability department implemented, under the Active citizens fund programme, the “[Equality Works](#)” project. The project aimed to provide support to unemployed migrants, refugees, asylum seekers residing in Attika aged 15-67 or the same groups out of education or vocational training. The objective was supporting equal access for them to labour market and formal and non-formal education and vocational training. Special interventions were implemented for women and unaccompanied minors aged 15-18. The project benefited in total 516 people, 358 men and 141 women, with the majority of them being in the age group of 30-64 years old, whereas the second next age group was that of 18-29 years old. The activities in their vast majority took place online, on an individual and group basis, due to the special circumstances that the pandemic induced.

The main results of the project’s activities were the following: 72 beneficiaries found a job at least once, 176 beneficiaries applied for a job position at least once and 101 attended a job interview at least once.

One hundred nine beneficiaries registered to a formal/non-formal educational/vocational structure at least once, whereas 69 beneficiaries completed at least 1 educational cycle of Greek language.

The reinforcement of the employment and educational access of the beneficiaries was attempted, on one hand, via the Career Counselling & Career Guidance individual sessions, the Skills development group seminars, the [Job Readiness Workshop Series](#), the Labour rights seminars, the [Seminar on Formal Education Paths in Greece](#), the Group job search sessions, the Mentoring for Unaccompanied Minors, the [Advocacy Trainings](#), the [Women's Social Entrepreneurship trainings](#), the Greek Language Lessons, the Peer Learning on Hard Skills, and on the other hand, through the Diversity in the Workplace initiative, via the Informative Sessions with Employers, the Educational visits to workplaces and the Pro Bono Short-term Skills trainings. Most of the activities took place online, individually and in groups, due to the special conditions brought about by the pandemic.

The activities that took place under the Equality Works project are as follows:

- 5 Group job search sessions: 24 beneficiaries
- 4 Labour Rights seminars: 61 beneficiaries
- 3 Advocacy trainings: 12 beneficiaries
- 1 Women's Social entrepreneurship training: 4 beneficiaries
- 3 Peer learning training on hard skills: 18 beneficiaries
- 3 Time Management and Communication Skills seminar (in collaboration with Diotima): 24 beneficiaries
- Mentoring activity for unaccompanied minors was completed with 4 mentoring pairs.

Only in 2021, the Employability Department benefited, in total, 229 unique and new beneficiaries providing, in total, 543 Career Counselling & Career Guidance individual sessions. 119 unique beneficiaries made at least once a job application, 51 attended at least once a job interview and 38 beneficiaries found a job.

In 2021, the [Job Adverts Thursday](#) have been 5 years! The activity aims to bring closer employers and people of migrant/refugee background seeking employment, by providing them with a common "networking" platform. With a total of 37,663 visits (14,248 unique users), 52 posts were published on our website.

Diversity in the Workplace Network

Diversity in the Workplace Network was officially launched in 2017 signified partnerships with companies and organisations which would not only support the initiative, but would, also, share with us the vision of an equal and accessible work environment. This action is closely associated with the Employability service. Besides the beneficiaries' preparation to join the labour market by the Employability service, the Diversity in the Workplace initiative has been structured to help prepare employers in terms of good practices of equitable treatment and inclusion in the workplace towards corporate sustainability and innovation.

Upon entering the Network, our supporters can benefit from the “Diversity and Inclusion in the Workplace” trainings, stay up-to-date with legislation, seek candidates through the pool of beneficiaries from the Employability service of the organisation, reevaluate their recruitment procedure and adapt their job adverts accordingly, promoting thus inclusion in their workplace and ensuring equitable opportunities to their employees, to act and evolve in a modern workplace. The activities of the initiative are the followings:

1. [“A,B,C For D-iversity 2.0 at Work” Trainings](#)
2. [Diversity 2.0 – An Employers’ Guide](#)
3. [The Diversity Charter](#)
4. Access to our pool of candidates via the pre-selection process of the employability service.
5. Publication of your job advertisements in the weekly column Thursday Job Adverts of Generation 2.0 RED.
6. Counselling support about equal treatment and anti-discrimination processes
7. Synergies on action development depending on needs.

In 2021, the [Diversity in the Workplace Network](#) was actively involved in “Equality Works” project. During the project, Diversity in the Workplace organised 4 [Employer’s speech](#), 3 [Pro-bono trainings](#), and 3 [Visits in business premises](#) with 34 beneficiaries participating in them. Additionally, Diversity in the Workplace co-organised the 1st Job Fair Connecting Refugees and Migrants with the Labor Market in Athens, the ["ACCMR Digital Job Fair in Tourism and Hospitality"](#).

2021 was preparatory in terms of research, content creation, research on communication building for a dynamic next step of the “Diversity in the Workplace” Network and three different trainings have been designed:

1. A,B,C for D-iversity 2.0 at Work: The Beginners’ toolkit
2. A,B,C for D-iversity 2.0 at Work: The Advanced toolkit
3. All about HR & Diversity at Work: Strictly for the Experts.

Different level of trainings was offered to companies and organisations. The training A,B,C for Diversity 2.0 at Work: The Beginners’ toolkit was organized and conducted for the staff of the company “Pepper Hellas”. In total, 14 employees were trained. Additionally, Diversity in the Workplace had, received a request by the International Rescue Committee Hellas to conduct trainings for all their staff in Greece. As a result, 11 trainings were conducted in person and 1 remotely, with a total of 149 employees (based in Lesbos, Athens, Samos, Chios) receiving the training A,B,C for D-iversity 2.0 at Work: The Advanced toolkit.

Regarding the Human Resources pre-selection activity, from January to December 2021, in total, 24 companies announced at least one job opening, 51 candidates of the employability department applied, 9 were called for an interview and, a total of 5 person were hired.

Throughout 2021, Diversity in the Workplace outreached 44 companies and organisations and had a meeting and/ or collaboration with 20 of them. Until the end of 2021, 6 companies officially signed the [Diversity Charter](#), expanding the Network to 96 official supporters.

NON-FORMAL EDUCATION

The Non-Formal Education department provides free-of-charge activities, consisting of Greek Language classes for those wishing to improve their everyday communication and for those wishing to take the Certification of Attainment in Greek (beginners and advanced) as well as preparation classes for the Naturalisation Interview addressed to adults with adequate tutoring methods and tools. The educational activities aiming at familiarising with the concepts of diversity and human rights have not been implemented during 2021 because of the COVID-19 restrictions.

1. Greek Language courses: From March 2020 to August 2021, the Greek language courses were included in the actions of the project "Equality Works" provided online & live, and in total sixty-nine beneficiaries completed at least 1 Greek language course. In 2021, 2 learning cycles took place: the 2nd cycle ended in March 2021 with 23 students completing a learning cycle. The 3rd cycle was launched in April 2021 with 51 new students and 38 from previous cycles. Five classes (3 A1, 1 A1, 1 B1) were created and in August 41 students completed the learning cycle out of the 55 who were regularly attending.
2. Six students got prepared for the Greek Certification of Attainment in total.
3. From September to December 2021, the Greek lessons were implemented on a voluntary basis (5 hours/week) and 12 students have attended the Greek lessons.
4. Naturalisation interview preparation sessions (implemented on a voluntary basis): in terms of support in the naturalisation process, from January to March 2021, 6 beneficiaries were prepared for the oral interview at Naturalisation Commissions (previous system). From April 2021, the new system came into force with the first written exams for the Certificate of Knowledge Adequacy for Naturalisation (PEGP) in May 2021, for which 9 beneficiaries were prepared and 18 beneficiaries prepared for the second exams in November 2021.
5. [Participation](#) in the "[Human Rights for Beginners 2](#)", a training programme aiming to promote the democratic culture and active citizenship, addressed to school teachers. The training was organised by the New Wrinkle organisation under the [Active citizens fund Greece](#) and supported by the [Council of Europe](#), the Hellenic Ministry of Education and Religious Affairs and the [Greek National Rapporteur on Trafficking in Human Beings](#).

1. EUROPEAN PROJECTS

In 2021, G2RED continued the activities with European Net-Care programme "Networking and care of refugee and migrant women", which started in 2019 and was founded by the Rights, Equality and Citizenship Programme (REC).

G2RED worked closely with [KMOP](#) in order to:

- Organise a [training of 30 trainers](#), professionals working in services and institutions on health, legal and social aspects of SGBV against migrants and refugees. The training was structured around 5 sessions of 3 hours each every day during the week of 22.02.2021 - 26.02.2021. Due to measures to decrease the spread of COVID-19 pandemic, the training was held online using the platform "Zoom". Cultural mediators trained in the frame of the project and experts developed the contents of the course.

- Develop a code of conduct for cultural mediators on healthcare, social care, legal and psychological assistance for the rehabilitation and support of SGBV victims, in line with the international protection standards
- Organise 107 individual interventions (emergency responses) by 5 cultural mediators trained in the frame of the project, and in collaboration with professionals, provided support services to migrants and refugees, victims of SGBV
- Organise a [national event](#) in March 2021. The event was held online due to measures of the Covid 19 pandemic. The thematic of the event was “Sexual and gender-based violence against migrants during lock down: case management and support to victims”. Six speakers - representatives of gender equality entities, professionals, cultural mediators and interpreters - with experience in management of SGBV cases against migrants and refugees, introduced the subject and launched a fruitful discussion with the participants. The event was attended by 188 participants while around 40 people watched the event live on Facebook.
- Develop a Mutual Protocol Agreement strengthening of networks of service providers (both Public and Private) engaged by partner organisations in meetings, events, workshops and training courses. In Greece, 7 were involved.
- Develop a regional roster of cultural mediators /interpreters trained on gender based violence, to collaborate with the existing services for the identification of the victims and their orientation to specific services and emergency responses
- Raise awareness among migrant and refugee communities on SGBV prevention and responses by the video “[Violence is always violence! Ask for help!](#)” in 5 languages (Greek, Farsi, Arabic, French, English).
- All project partners organised an online international event on July the 8th, 2021.

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 labor 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. In 2021, the first project’s info [Newsletters](#) were produced.

In December 2021, the project “[Worldplaces-Workplaces Working with Migrant Women](#)” was initiated by G2RED, funded by the Asylum, Migration, and Integration Fund (AMIF), in collaboration with other prominent European partners and by the lead of [Progetto QUID](#). The project is addressed to women of migrant background residing in Attiki, regardless of age. Through this project, the [Employability service](#) is going to provide a gender-specific programme exclusively for women who are willing to integrate or re-integrate equally into the Greek labour market, focusing at the same time on the achievement of a work-life balance in their life.

On the other hand, under the same project, the Diversity in the Workplace is going to provide to profit and non-profit organisations capacity building opportunities on inclusion policies design, with access to a series of resources on gender-mainstreaming best practices and inclusion design tools and as well to

HR diversity management trainings on equitable and inclusive environment by ensuring work-life balance.

2. 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 that support our cause for a bigger outreach.

G2RED has increased the reach and influence of its communications to strengthen not only its advocacy objectives, but also the overall activity and profile of the organisation through creative means, always in line with the organisation's identity. The communication strategy aims to consolidate G2RED as a competent and important interlocutor at the institutional level, to expand and mobilise the public at the societal level, and to inform, empower and mobilise target groups at the individual level.

After the elimination of almost all human interaction during this period, we increased the organisation's online presence and communication. We visualized our material to a greater extent, in order to communicate more effectively, amplify our content and achieve measurable results. More specifically, we used photographic material that we created in July 2020 in articles on the website, press releases and social media posts that fit the organisation's identity and make 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 communication strategy aims to consolidate G2RED as a competent and important interlocutor at the institutional level, to expand and mobilize the public at the societal level, and to inform, empower, and mobilize target groups at the individual level. In terms of visibility, the organisation is steadily gaining media attention, having received 78 media mentions either in original content or in republication of our articles, and has already managed to be recognized as an important actor in Greece. Our online presence is also growing in countable numbers, as hits to our website have increased by 145%, while the number of active users has increased by 149%.

With creative tools and clear content that our audience can engage with, we give people reasons to act. We always leverage our channels, but also engage people of influence in our action to achieve a wider reach.

While we strengthened the organisation's online presence and communications during the previous reporting period and visualized our material on a larger scale, our efforts during this period remained focused on maintaining and expanding our online presence, although we attempted to employ a strategy of hybrid communications solutions by conducting some of our events in person whenever possible, following all safeguards and guidelines.

During the reporting period, the department published and promoted 200 articles (in Greek and English) in total on the website 52 of which were Advocacy articles.

Events

During this period, we strengthened the online presence as well as physical events whenever it was possible:

[Announcement](#) and co-hosting of the [event](#) “Naturalisation stories: An adventure for few”.

[Discussion](#) and co-hosting of the [event](#) “Living together: told and untold stories” alongside Goethe Institute and other partners.

[Announcement](#), discussion and co-hosting in the [event](#) “Labour exploitation in agriculture is a European phenomenon” alongside Terra! Organisation.

Discussion and co-hosting of the [event](#) “The legal status of migrant land workers” alongside Solomon organisation.

Planning and hosting of the [event](#) “Residence permits and the operation of the immigration services (DAM)”.

Co-hosting and participation at the [event](#) “Sexual and Gender-Based Violence against Immigrants in Lockdown Conditions”.

[Announcement](#) of the Final International Conference of the Net Care Project event.

[Announcement](#) & hosting of the [event](#) launch of the project "Citizenship in practice".

[Announcement](#) & hosting of the Results Dissemination [event](#) for the project Equality Works.

Interviews & Discussions

Interview with the Iris/University of Birmingham, [Citizenship, identity & belonging: Generation 2.0 in Greece](#)

[Discussion](#) with the College Year in Athens: “The dreamers in the Greek context: a talk with the second generation”

[Interview on ERT's “Studio 4”](#) broadcast magazine on Greek Citizenship Acquisition.

[Discussion](#) in the Creation Project on social entrepreneurship.

[Interview](#) at the [Deutschlandfunk](#) – German National Radio on Citizenship and reproduction of a part of this interview for a [podcast for WDR](#).

[Participation](#) in a panel of discussion on citizenship, organized by Real Politik.

Social Media Practices

Introducing a news post category called “[Training Tuesdays](#)”, with informative material on the Diversity Trainings offered by our Diversity Network Officer and [cross-sharing](#) on G2RED’s social media in order to boost Diversity in the Workplace’ LinkedIn page.

Creating different design templates for certain post categories and creating organic material by [photoshootings](#) and [image & video editing](#).

Following social activism matters of [other social causes](#) and bonding with organisations over [meetings](#) and cross-sharing [material](#).

Total Social media outreach of the organisation:

Website: 200 articles posted, all in all 336,510 users and 1,084,882 pageviews

Facebook: 1 post per day, 20,454 likes in total,

Instagram: 1.573 followers,

Twitter: 571 followers,

LinkedIn: 3.166 followers,

YouTube Chanel: 7 videos, 847 views,

Newsletters: 14 Monthly newsletters to 2.000 contacts.

3. 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 organisations 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 organisations 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

4. FUNDS

During 2021, Generation 2.0 RED was supported by:

Project	Start	End
AMIF-Worldplaces	1/12/2021	30/11/2024
AMIF-2018-AG-INTE-AMIF-2018-AG-INTE-UMN - UnionMigrantNet and Cities Together for Integration	1/8/2019	30/11/2022
REC-RDAP-GBV-AG-2018-REC-RDAP-NET-CARE: Networking and Care for Refugee and Migrant Women	1/08/2019	31/7/2021
EPIM-RISE UP-Rights, Innovation, Solutions and Evidence based policy for Undocumented People	1/6/2020	31/5/2022
Active Citizens Fund-Citizenship in practice	1/4/2020	31/3/2023
Active Citizens Fund-Equal Work & Education for All - Equality Works	1/3/2020	31/8/2021
Human Rights 360-Emergency Assistance to the COVID-19 and its Effect on Vulnerable Populations	1/5/2020	28/2/2021
FOSI-Core support	1/9/2020	28/2/2022
Desmos for Youth – Legal Assistant	1/2/2021	31/1/2022
Diversity, Equality and Inclusion trainings at the IRC workplace	6/2021	12/2021
Diversity, Equality and Inclusion trainings at the Peper Hellas workplace	11/2021	11/2021

5. CONTACT

Website: g2red.org

Email: 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 2021

Month	Public Interventions
01/2021	<ol style="list-style-type: none"> 1. Instructions for issuing the extension certificate of residence permits for Third Country Nationals 06/01/21 2. Generation 2.0 RED requests the Ombudsman to intervene on the suspension of the permit for exceptional reasons in Attica 08/01/2021 3. Updated with new information New extension of residence permits, blue certificates and asylum seeker cards 05/01/2021 4. Updated with new information Step by step instructions on how to use the e-appointment platform for residence permits 05/01/2021 5. Updated with new information Instructions on movement during the new lockdown 04/01/2021, 11/01/2021, 18/01/2021 and 25/01/2021 6. Residence permit for exceptional reasons: Requests for new appointments are expected to start soon 20/01/2021 7. Announcement of Immigration Services: appointments for exceptional reasons begin 22/01/2021 8. January's FEK
02/2021	<ol style="list-style-type: none"> 9. Updated with new information Instructions on movement during the new lockdown 01/02/2021, 08/02/2021, 10/02/2021 and 15/02/2021 10. The new CAP needs social conditionality 17/02/2021 11. February's FEK
03/2021	<ol style="list-style-type: none"> 1. Labor issues during the COVID-19 period, 6 texts on labor issues, support was provided by HumanRights360 / Foundation Open Society Institute / Open Society Foundations. 2. Informative text: New extension of residence permits and blue certificates until 31/12/2021 3. Keynote speech at the Inter Alia International Conference: Potentials and Limitations to Non-State Solutions to the Migrant Crisis
04/2021	<ol style="list-style-type: none"> 4. Announcement for participation in the exams for the certificate of knowledge to obtain the citizenship. 5. Announcement on the publication of the answers to the questions of the exams for the certificate of knowledge to obtain the citizenship. 6. Press release on the law in force in relation to the change of the conditions for exemption from the exams for the certificate of knowledge to obtain the citizenship. 7. Announcement on the platform for applying for a residence permit for exceptional reasons. 8. Announcement on the answers of the citizenship Item Bank with the pdf files as many find it difficult to find them on the page of the General Secretariat for Citizenship. 9. Announcement on the Online Application Process for the Residence Permit for Exceptional Reasons step by step with a detailed description of the procedure with screenshots. 10. Announcement with the details of the examination process for the acquisition of Greek citizenship according to the ministerial decision of the Minister of Interior 11. Press release on the change in economic criteria for the acquisition of citizenship
05/2021	<ol style="list-style-type: none"> 12. Publication about the changes that were made in the database of questions for the acquisition of the Certificate of Knowledge Adequacy for Naturalisation (P.E.G.P.) 13. Publication of a first evaluation of exams for the acquisition of the Certificate of Knowledge Adequacy for Naturalisation (P.E.G.P.)
06/2021	<ol style="list-style-type: none"> 14. Press release 'Operation freedom or health insecurity? concerning the vaccination of immigrants in Greece who do not have social security number which is necessary for someone to have the vaccine. 15. 14/06/2021 Comment on public consultation (opengov.gr) about the social integration of third country nationals in a bill of Ministry of Labour 16. Informative post on Facebook about the results of citizenship exams 17. Announcement of the event "Naturalisation stories: An adventure for few"

07/2021	<p>18. Press release and comments in the public consultation on the draft law of the Ministry of Migration and Asylum “Reformation of deportation and return procedures for third-country nationals, issues of residence permits and procedures for granting international protection and other provisions of competence of the Ministry of Migration and Asylum and the Ministry of Civil Protection”</p> <p>19. Co-signed open letter by the Greek Forum of Refugees and the Greek Forum of Migrants entitled “Health is a right for all”.</p> <p>20. Announcement about the submission of applications for the November 2021 exams for the acquisition of the Certificate of Knowledge Adequacy for Naturalisation (PEGP)</p> <p>21. Announcement concerning instructions for the exemption from the naturalisation exams for PEGP</p> <p>22. Announcement about the changes in the Item Bank for the November 2021 exams for naturalisation</p> <p>23. Interview to Marina Mantsiou [ERT3] about the situation at Manolada</p>
09/2021	<p>24. Informative text “Submission of new applications and examination of second generation pending cases at the Regional Directorate of Citizenship of Attica”</p>
10/2021	<p>25. Co-signing a press release of Racist Violence Recording Network (RVRN) ‘No room for complacency towards racist violence one year after the conviction of Golden Dawn’</p> <p>26. Informative text: ‘The exams for Naturalisation on 07/11/2021 – Useful information about the process’</p>
11/2021	<p>27. Press Release: ‘Letter to the President of the Republic: Unduly extreme delays in the citizenship acquisition procedures’</p> <p>28. Informative text: ‘Which is the minimum adequate income needed for naturalisation?’</p> <p>29. Informative text: ‘The online renewal of residence permits starts on November 16’</p> <p>30. Press release: ‘Joint Declaration of 293 Civil Society Organisations’ about the bill of the new registry of NGOs</p> <p>31. 29/11: Interview at the radio station of RadioMera about Manolada and the status of migrant land workers following the press conference and the last Manolada Watch Report.</p> <p>32. Keynote speeches of the executive Director and the Advocacy and Legal Coordinator at Goethe event “Living together: told and untold stories”.</p>
12/2021	<p>33. Press Release ‘An online platform made for Greeks only’</p> <p>34. 13/12: question submitted to the President of Scientific Committee of Naturalisation exams at the conference of Ministry of Interior</p> <p>35. Informative text: ‘Extension until 31/03/2022 for the residence permits and the blue certificates that have expired until 31/12/2021’</p> <p>36. Interview to Niki Bakouli for news247.gr about the new online platform of residence permits</p>

II. Media coverage 2021

Month	Total Publication (Original Articles and g2red.org reposts)
01/2021	<p>Generation 2.0 RED requests the Ombudsman to intervene on the suspension of the permit for exceptional reasons in Attica</p> <ul style="list-style-type: none"> ● Nostimonimar.gr ● Ergasianet.gr ● Cnn.gr ● Capital.gr ● Skai.gr
02/2021	<p>Interviews regarding the new naturalisation process</p> <ul style="list-style-type: none"> ● Efsyn ● Epohi (also available on the printed version)

03/2021	<p>New extension of residence permits and blue certificates until 31/12/2021</p> <ol style="list-style-type: none"> 1. Ergasianet.gr <p>Instructions on citizenship procedures for those with an extended residence permit.</p> <ol style="list-style-type: none"> 2. Ergasianet.gr <p>Joint statement by 56 civil society organisations regarding the National Recovery Plan</p> <ol style="list-style-type: none"> 3. insider 4. News247 5. agrocapital 6. Inewsgr.com <p>Mapping of the challenges in lawful residence</p> <ol style="list-style-type: none"> 7. efsyn 8. Euro2day 9. Newsbeast.gr 10. E-diseis.gr 11. Ektaktanea.gr 12. News24world.com 13. Nostimonimar.gr <p>Generation 2.0 RED's informative event on residence permits and the operation of the immigration services (DAM) was completed</p> <ol style="list-style-type: none"> 14. Ergasianet.gr <p>Joint statement by 56 civil society organisations regarding the National Recovery Plan</p> <ol style="list-style-type: none"> 15. insider 16. News247 17. agrocapital 18. Inewsgr.com
04/2021	<p>Is naturalisation finally abolished?</p> <ol style="list-style-type: none"> 1. The press project 2. Tvxs.gr 3. News247 <p>The Answers of the Database Questions to obtain the Certificate of Knowledge Adequacy for Naturalisation</p> <ol style="list-style-type: none"> 4. Ergasianet.gr <p>Report on the situation at Manolada April 2021</p>

	<ol style="list-style-type: none"> 5. ln.gr 6. Imerodromos.gr 7. The press project 8. Zeidoron.blogspot.com 9. Magdanews.gr 10. Ergasianet.gr 11. Nostimonimar.gr <p>How many credentials do they need for naturalisation?</p> <ol style="list-style-type: none"> 12. The press project
05/2021	<p>Event launch of the project “Citizenship in Practice”</p> <ol style="list-style-type: none"> 1. Athina894.gr 2. Athina984 radio (ACF) <p>Η Τράπεζα Θεμάτων στην πολιτογράφηση: μια κριτική αποτίμηση</p> <ol style="list-style-type: none"> 3. avgi (ACF) <p>First evaluation of the process of exams for the acquisition of the Certificate of Knowledge Adequacy for Naturalisation (P.E.G.P.)</p> <ol style="list-style-type: none"> 4. The press project 5. LiFO (ACF) 6. The press project <p>Is naturalisation finally abolished?</p> <ol style="list-style-type: none"> 7. epohi
06/2021	<p>Operation freedom or health insecurity?</p> <ol style="list-style-type: none"> 1. Ergasianet.gr 2. efsyn 3. Inewsgr.com <p>«Ιστορίες πολιτογράφησης: Μια περιπέτεια για λίγους/ες»</p> <ol style="list-style-type: none"> 4. efsyn 5. Inewsgr.com
07/2021	<p>Manolada Watch – June 2021</p> <ol style="list-style-type: none"> 1. Ergasianet.gr 2. efsyn 3. documento
08/2021	<p>The Item Bank and the new naturalisation system: a critical assessment</p> <ol style="list-style-type: none"> 1. ergatiki.gr
09/2021	-
10/2021	<p>Μανωλάδα: Η υποτιθέμενη συνδικαλιστική οργάνωση, τα μεροκάματα και οι φωτιές</p> <ol style="list-style-type: none"> 1. news247.gr 2.

	<p>NBA: As Greece fetes Giannis Antetokounmpo, others like him suffer</p> <ol style="list-style-type: none"> 3. news.abs-cbn.com 4. news.kuwaittimes.net 5. dui-news.org 6. dailyadvent.com 7. france24.com (EN) 8. france24.com (SP) <p>Πολιτογράφιση στην Ελλάδα: τι λέει ένας άνθρωπος που πέρασε τις δύσκολες εξετάσεις</p> <ol style="list-style-type: none"> 9. tvxs.gr <p><u>Ένα χρόνο μετά την καταδίκη της Χρυσής Αυγής, κανένας εφησυχασμός απέναντι στη ρατσιστική βία</u></p> <ol style="list-style-type: none"> 10. mdmgreece.gr 11. tanea.gr 12. ergasianet.gr
11/2021	<p><u>Manolada Watch November 2021</u></p> <ol style="list-style-type: none"> 1. ergasianet.gr <p><u>Letter to the President of the Republic: Unduly extreme delays in the citizenship acquisition procedures</u></p> <ol style="list-style-type: none"> 2. thepressproject.gr 3. pressenza.com 4. naftemporiki.gr <p>Χιλιάδες μετανάστες εργάτες σε «γενικευμένη καταναγκαστική εργασία»</p> <ol style="list-style-type: none"> 5. thepressproject.gr 6. redlineagrinio.gr <p>Χωρίς νομιμοποιητικά έγγραφα χιλιάδες μετανάστες εργάτες γης</p> <ol style="list-style-type: none"> 7. avgi.gr <p>Τίποτα δεν άλλαξε στη Μανωλάδα, 13 χρόνια μετά</p> <ol style="list-style-type: none"> 8. efsyn.gr <p>Άδεια διαμονής από το 2021 – Απίστευτες καθυστερήσεις στις Διευθύνσεις Αλλοδαπών & Μετανάστευσης</p> <ol style="list-style-type: none"> 9. in.gr <p>Generation 2.0 RED: Γιατί καθυστερεί η κτήση ελληνικής ιθαγένειας</p> <ol style="list-style-type: none"> 10. euro2day.gr <p>Μανωλάδα: Έγινε συνέλευση μεταναστών εργατών γης - Καλύπτουν με νάιλον τις παράγκες</p>

	<p>11. news247.gr</p> <p>Living Together. Told and Untold Stories: Προβολή και ανοιχτή συζήτηση στο Ρομάντσο</p> <p>12. athina984.gr</p> <p>13. athina984.gr</p>
12/2021	<p>“Αν δεν ξέρεις ελληνικά, δεν μπορείς να πάρεις άδεια παραμονής”</p> <p>1. news247.gr</p> <p>2. inewsgr.com</p> <p>“Λάθη και παραλείψεις εντοπίζει η οργάνωση Generation 2.0 στην ηλεκτρονική πλατφόρμα για ανανεώσεις αδειών διαμονής”</p> <p>3. capital.gr</p>



Generation 2.0

For Rights Equality & Diversity