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Annual
report
23



years

**SOLIDARITY
NOW**

This is our common ground

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Editorial

by **Stelios Zavvos**

Chairman of the Board of Directors

In 2023, SolidarityNow completed ten years of continuous operation – a milestone that allowed us to reflect on our impact, assess our progress, and set priorities for the future. On a personal level, it was also a profoundly significant year, witnessing how an idea that once existed only on paper has grown into an organization that touches the lives of an increasing number of vulnerable people through its work.



During the year, the world was marked by significant geopolitical tensions and humanitarian crises. The ongoing conflict in Ukraine continued to dominate the global agenda, with escalating military actions and a growing humanitarian toll. Additionally, the war in Palestine further destabilized the Middle East, bringing a rise in civilian casualties and exacerbating longstanding regional challenges. Other areas faced their own struggles, with political instability in several African nations raising concerns about human rights, democratic processes, and the rule of law. At the end of 2023, 117.3 million people worldwide were forcibly displaced as a result of persecution, conflict, violence, human rights violations and events seriously disturbing public order. These events highlighted the importance of upholding shared European values and the rule of law, with renewed calls for accountability and unity among EU member states.

The year also highlighted the urgency of addressing climate change, the biggest challenge of our times, as extreme weather events grew increasingly frequent and severe. The urgency to transition to sustainable practices and prioritize environmental justice underlined the interconnectedness of climate issues

and human well-being. In 2023, Greece faced the escalating impacts of the climate crisis, which manifested through a series of extreme weather events and environmental challenges. The country experienced severe heatwaves, leading to widespread drought conditions and stressing water resources. This was compounded by devastating wildfires that swept through various regions, particularly in the summer months, resulting in significant loss of biodiversity, damage to ecosystems, and threats to local communities and livelihoods. Additionally, storm Daniel struck in September, bringing heavy rainfall and causing catastrophic flooding in parts of Thessaly, which led to the destruction of infrastructure, displacement of residents, and loss of agricultural land. The climate crisis also exacerbated existing vulnerabilities in sectors such as agriculture and tourism, raising concerns about food security and economic stability.

SolidarityNow demonstrated its commitment to humanitarian assistance through swift and effective responses to multiple crises, which highlighted the alarming outcomes of this global climate crisis. Following the catastrophic flooding caused by storm Daniel in Thessaly, we mobilized our teams to provide

emergency support to affected communities, delivering essential supplies such as food, water, and hygiene kits to those in dire need. This event served as a stark reminder of how climate change exacerbates extreme weather events, disproportionately impacting vulnerable populations. Our efforts extended beyond national borders as we responded to the devastating earthquakes that struck Turkey earlier in the year. Collaborating with local organizations, we provided vital humanitarian aid for those affected by these disasters. This rapid response reflects our dedication to those in need and our readiness to act when crises emerge.

Greece continued to play a central role in receiving migrant and refugee populations. In 2023, 48,721 refugees and migrants arrived in Greece by sea and by land. This represented a 159% increase compared to 2022. Throughout the year, SolidarityNow intensified its efforts in advocating for the rights of refugees and migrants, calling for humane, fair, and just migration policies within Greece and across Europe. We have provided legal support to thousands of individuals, assisting them in navigating the complexities of the Greek asylum system and

the issuance of residence permits. Our efforts have focused again on employability programs and legal labor migration pathways, targeting groups disproportionately affected by social and economic barriers, including young people, migrants, and women.

Our advocacy this year included a strong presence on the global stage, where we continued to engage in key discussions on migration, human rights, rule of law and social justice. By sharing our on-the-ground insights, we contributed to policy discussions that call for safer migration routes and sustainable solutions for migrant integration, demographic sustainability and economic growth. We have also advocated for fairer migration policies on the European stage, urging policymakers to create safer, regulated pathways for those seeking safety and stability.

Our educational activities continued and expanded this year, focusing on reaching underserved communities. One of our flagship programs, “All Children in Education”, facilitated the integration of refugee and migrant children in the formal education setting through the provision

of non-formal education. Through this program we were present in 15 accommodation sites in mainland Greece and in the two urban centers of Athens and Thessaloniki. Furthermore, SolidarityNow has partnered with some of the country’s largest universities, including National and Kapodistrian University of Athens, Panteion University of Social and Political Sciences and Aristotle University in Thessaloniki. Through these collaborations, we have welcomed interns and researchers, produced our own research and engaged practitioners, enriching our programs and enhancing our impact on education for vulnerable groups. Our educational initiatives encompass minorities, Roma, refugees, migrants, and asylum seekers. We are dedicated to ensuring that all children have access to quality education, focusing not only on primary school children but also on adolescents, equipping them with the knowledge, skills, and confidence to actively contribute to society.

In a year marked by global events that reshaped our world and altered our perceptions of safety and prospects, SolidarityNow continued its mission to support vulnerable populations. Throughout this

period, we adapted our efforts to meet evolving needs shaped by both local and global developments, ensuring our support reached those who needed it most.

Since its inception ten years ago, SolidarityNow has remained dedicated to its mission – to stand by those in need and uphold fundamental rights. This commitment defines our past, drives our present, and will continue to shape our future. In every socio-political challenge, we have been and will always be there, advocating for dignity, equality and justice.

To conclude, the events of 2023 highlighted that nothing can be taken for granted and that we should constantly work towards peace, towards justice and towards a sustainable future for all. I wish to extend my heartfelt gratitude to the remarkable team at SolidarityNow, whose tireless efforts and commitment make our mission achievable. The most important aspect of our work is that we have been present for our beneficiaries, offering them the certainty that they can reach out for support when needed. This connection is of paramount importance and lies at the heart of our mission. A mission that we will continue to uphold.

Editorial

by Marilyn Polena

General Manager

2023 marked a milestone for SolidarityNow, as we celebrated ten years of unwavering commitment and impact. Since our journey began in 2013, we have actively responded to profound social transformations in Greece, across Europe, and beyond. Throughout every challenge, we have remained focused on our mission, adapting, growing stronger, and standing by those who need us most. Guided by our vision, we continue to support Greece's most vulnerable communities with unwavering dedication.



A decade on, we launched a new three-year strategy designed to expand the reach and effectiveness of our work. Amid economic uncertainty, deepening social inequalities, and persistent migration flows, we broadened our programmes, empowered communities, and advocated for systemic change.

In 2023, while the war in Ukraine continued to claim lives and displace millions, another devastating conflict escalated in the Middle East. By year's end, over 18,000 people had been killed in Gaza alone, with both crises causing profound and lasting humanitarian consequences. We stood firmly in solidarity with affected populations, advocating for human rights and humanitarian protection. At the same time, we remained deeply engaged with our work with displaced individuals and communities in Greece, providing targeted support for those rebuilding their lives from the ground up.

Despite signs of economic recovery, inequality persisted in Greece. The economy grew by 2.3%, outpacing the EU average, while inflation dropped to 3.7% and unemployment fell to 10.7% by December. However, 26.1% of the population remained at risk of poverty or social

exclusion, a rate significantly above the EU average. Against this backdrop, our Solidarity Centres in Athens and Thessaloniki continued to serve as safe and trusted spaces. In 2023, they supported 4,600 people through an integrated model offering social and protection services, legal aid, employability support, and empowerment initiatives.

Refugee and migrant arrivals in Greece more than doubled in 2023, reaching 46,095. Tragically, the number of lives lost during migration also rose. One of the most harrowing events of the year was the capsizing of a fishing vessel near Pylos, only 104 of the estimated 750 people on board survived. In response, we intensified our efforts, advocating for safe legal pathways, while expanding our support for asylum seekers and refugees, especially in the areas of education, employment and protection. Throughout the year, SolidarityNow remained one of the few organisations actively present in open accommodation sites, many located in remote and underserved locations.

In a significant step towards addressing labour exploitation, we launched a new initiative aimed at better understanding and addressing undeclared work among

third-country nationals. Through a national survey and targeted outreach, we equipped individuals with vital information to navigate and access the formal labour market. This effort coincided with the approval of new legislation enabling third-country nationals without legal status, but who meet specific criteria, to apply for residence permits, addressing critical labor shortages.

Inclusivity remained a key priority in 2023. We expanded our programmes to serve a broader range of communities, with a particular focus on women and youth. From supporting new parents and fighting school dropout, to empowering Roma youth and promoting youth-led innovation across Greece, our goal was to cultivate more equitable and inclusive spaces. We also launched initiatives to combat school bullying and promote tolerance, responding to growing concerns about discrimination and exclusion in education.

2023 was the warmest year on record globally. Greece experienced prolonged heatwaves and devastating wildfires, while Thessaly suffered catastrophic floods in September. In the wider region earthquakes

in Turkey and Syria claimed more than 60,000 lives. Our Emergency Response Team mobilised rapidly, providing support in Antakya, Turkey in the aftermath of the February earthquake, responding to wildfires in Evros, and supporting flood-affected communities in Thessaly. These crises underscored the growing urgency climate-related risks and the importance of investing in preparedness and community resilience.

As we reflect on a year of challenges and milestones, we are reminded of the power of collective action and the enduring spirit of solidarity.

SolidarityNow remains committed to empowering individuals, addressing systemic injustice, and building an inclusive, resilient society for all. This is not just our work, it is our purpose. We will continue with even greater determination, to stand by those who need us most, to challenge injustice wherever it appears, and to push for policies and actions that create meaningful and lasting change.



About SolidarityNow

10 Years of SolidarityNow

Celebrating a Decade of Impact

In 2023, SolidarityNow proudly marks a decade of continuous operation, ten years dedicated to meeting the needs and defending the rights of the most vulnerable and marginalized members of our society, without discrimination.

Since our founding, we have remained steadfast in our vision: to build a just and inclusive society. Our mission has been to improve lives, empower individuals, and strengthen communities, ensuring that everyone has the opportunity to participate fully and equally in society.

Over the past decade, SolidarityNow has supported more than 350,000 people, delivering assistance directly and through strategic grants that enhance the work of civil society actors across Greece. Our holistic approach combines humanitarian support, access to services, advocacy, and empowerment, fostering resilience and lasting change.

As we look back on these ten years, we reaffirm our commitment to solidarity, inclusion, and human dignity, principles that will continue to guide us in the years ahead.

We strive to:

Ensure
that people are safe
and have access to vital
resources and services

Encourage
people to realize their
potential for long term
economic well-being and
self-reliance

Empower
people to be aware of their
rights to make decisions
that affect their lives

Enable
the strengthening and
independence of Greek Civil
Society by defending open
society values

Our mission becomes
practice through the
following priorities:

- **Inclusive education
for all**
- **Catalyzing livelihoods
opportunities**
- **Improving social
protection and Cohesion**
- **Enabling access to justice
and the protection of
human rights**

Progress on SN Strategy

2023-2025

2023 marked the first year of implementation of our 2023–2025 strategy.

The annual report offers an opportunity to reflect the progress made over the past year toward the goals set for the organization’s strategic and institutional development, while also redefining our objectives for the next two years.

We have compiled key progress indicators for 2023 in relation to the strategic targets to be achieved by 2025, highlighting both our successes and the areas where further development is needed.

Supporting inclusive education for all: In 2023, we made progress toward our goal of strengthening the public education system by organizing a total of 15 joint activities with public schools. This was made possible primarily through the activities of the “All Children in Education” (ACE) program. In 2024, additional educational activities will continue, bringing us closer to achieving our target of organizing 50 joint actions with schools. At the same time, efforts to provide and further promote civic education will be reinforced.

Catalyzing livelihoods opportunities: 30% of the beneficiaries who received career counseling services managed to secure employment. With a renewed goal of reaching 35%, in 2024 we will focus

on expanding our network of partner companies and employers, thereby increasing job opportunities for our beneficiaries.

Improving social protection and cohesion: Our protection services reached 720 vulnerable Greek citizens, well above the target set for 2025. This achievement reflects not only the acute needs faced by Greeks at risk of poverty and social exclusion, exacerbated by the ongoing cost-of-living and housing crises, but also the successful adaptation of our social and protection services to respond effectively to both Greek citizens and displaced populations, including refugees, migrants and asylum seekers.

In 2023, SolidarityNow also significantly expanded its collaboration with Roma associations and communities, establishing four new partnerships to enhance outreach and inclusion.

Enabling access to justice and protection of human rights: Another key achievement was recorded by our legal services, which supported 1,078 vulnerable individuals, surpassing the target set for 2025. Among the beneficiaries were survivors of sexual and gender-based violence (SGBV) and human trafficking. In 2024, we will dedicate part of our programming specifically to supporting the latter group, further enhancing our specialized services for highly vulnerable survivors of human trafficking.

Gender mainstreaming: All SolidarityNow projects are committed to promoting gender equality; however, in 2023, we implemented three projects specifically focused on advancing women’s empowerment, exceeding our final target of two dedicated initiatives. Programming tailored to address specific gaps in women’s protection, education, and inclusion remains central to SolidarityNow’s mission and will continue to grow through new initiatives planned for 2024.

Improve organizational effectiveness:

An important milestone in this area was the completion of our Concern Response and Feedback Mechanism (CRFM), which structures our engagement with beneficiaries, staff, volunteers, partners, and vendors, safeguarding SolidarityNow’s commitment to transparency and accountability. Importantly, as outlined in our strategy, SolidarityNow expanded its collaboration with non-institutional donors during the year—who represent 7% of our donor base—and streamlined the production and dissemination of a monthly newsletter, reaching over 4,000 individuals.

Emergency Response: In 2023, SolidarityNow developed an Emergency Response Action Plan and established a pool of qualified team members to form its Emergency Response Team. The team participated in four emergency interventions in response to environmental disasters that affected both Greece and neighboring Turkey.

Finally, throughout 2023, SolidarityNow achieved a beneficiary satisfaction rate of 89%. This figure reflects not only the high quality of our services but also serves as a strong motivation for all of us to continue delivering impactful interventions that improve the lives of our beneficiaries.

Key Performance Indicators – Progress 2023

Expected outcome	Indicator	Target Value 2025	Achieved 2023	Means of verification
Implementation of inclusive programs	No. of inclusive programs implemented	6	5	Partnership agreements
Maintain beneficiary satisfaction rate over 85%	Percentage of beneficiaries' satisfaction	over 85%	89%	Programmatic satisfaction surveys

Supporting inclusive education

Expected outcome	Indicator	Target Value 2025	Achieved 2023	Means of verification
Collaboration with public education system strengthened	Number of joint events/actions implemented with public schools	50	15	Programmatic reports
Civic education provided and promoted	Number of programs promoting civic rights and education	3	1	Programmatic Agreements

Catalysing livelihood opportunities

Expected outcome	Indicator	Target Value 2025	Achieved 2023	Means of verification
Access to the labor market enabled	Number of partnerships with private enterprises established	100	36	MoUs / partnership agreements
	Percentage of individuals securing a job	35%	30%	Monitoring reports

Improving social protection and cohesion

Expected outcome	Indicator	Target Value 2025	Achieved 2023	Means of verification
Vulnerable Greek citizens access social welfare services and protection	Number of vulnerable Greek citizens supported	500	720	Monitoring reports
Collaboration with Roma associations in Greece	Number of partnerships with Roma associations	5	4	MoUs / partnership agreements
Protection services provided to all children in need strengthened	Number of children supported	1,000	197	Monitoring reports

Enabling access to justice and the protection of human rights

Expected outcome	Indicator	Target Value 2025	Achieved 2023	Means of verification
Advocacy on human rights issues promoted	Number of national policies and laws influenced	+2	10	Programmatic reports
Increased access to justice for vulnerable individuals, incl. victims of GBV & trafficking	Number of vulnerable individuals incl. victims of GBV & trafficking supported with legal aid & representation	750	1,078	Monitoring reports

Gender mainstreaming

Expected outcome	Indicator	Target Value 2025	Achieved 2023	Means of verification
Increased women empowerment and independence	Number of programs aiming at women empowerment	2	3	Programmatic agreements
LGBTQI+ individuals are empowered and supported to claim their rights	Number of programs supporting LGBTQI+ individuals	2	0	Programmatic agreements

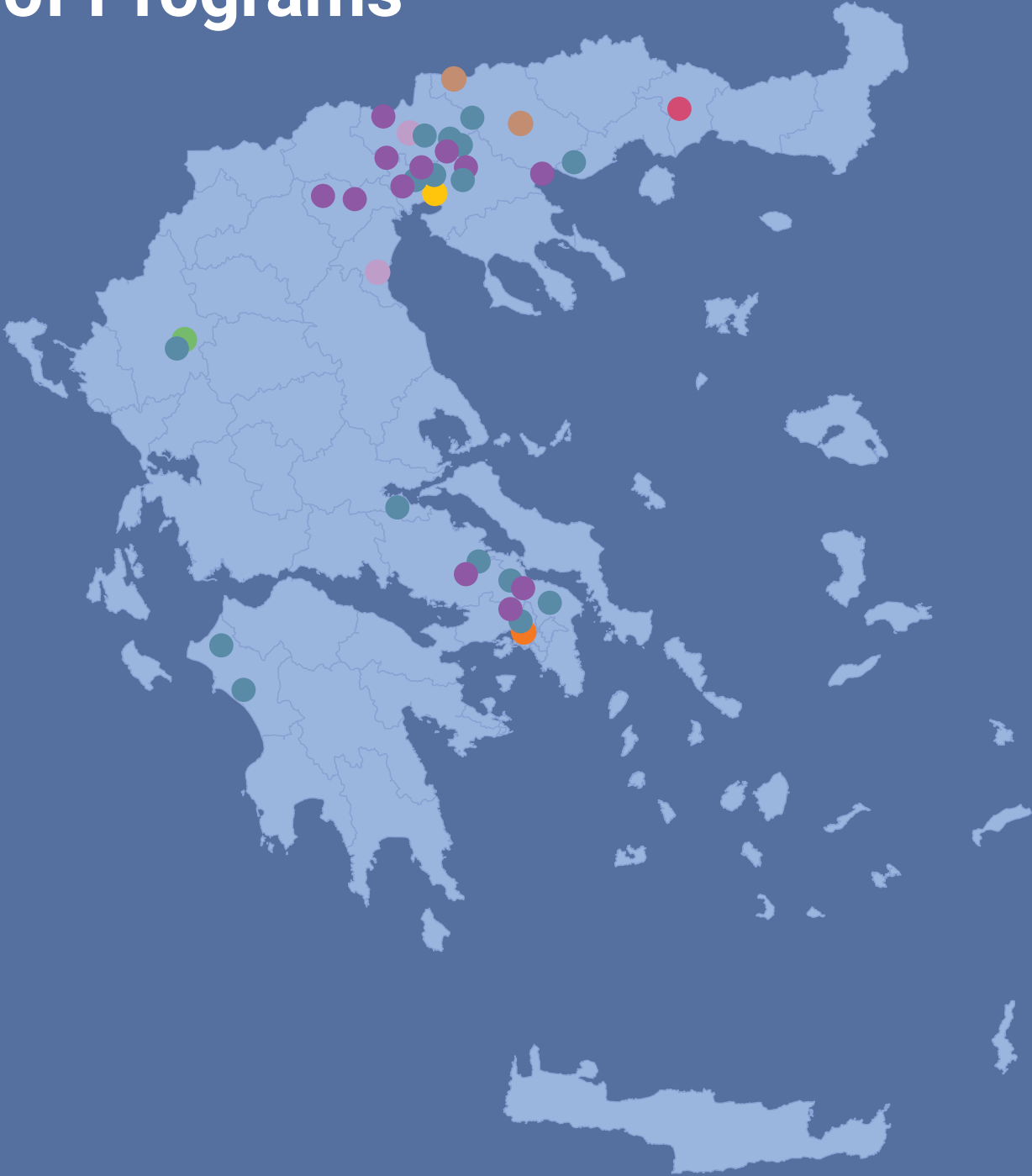
Improve organizational effectiveness

Expected outcome	Indicator	Target Value 2025	Achieved 2023	Means of verification
Diversify and expand funding sources	Share of SN's annual budget from non-institutional donors	15%	7%	Programmatic agreements and expenses
	No. of proposals submitted	45	34	Proposal Documents
Increase partnerships and collaborations	No. of partnerships established	30	24	MoUs and partnership agreements signed
Increase visibility and the general public's awareness of SolidarityNow	No. of references in the media	+5% per year	1,355	Articles
	Monthly newsletter	Yes (12/year)	16	Newsletters
	Annual Report published sent out	3 (1 / year)	Yes	Annual Reports
Improve SN's documentation	Research projects completed	3 (1 / year)	1	Reports
	Guidebooks / toolkits published	5	3	Reports
Accountability towards beneficiaries enabled	Complaints Response and Feedback Mechanism in place	Yes	Yes	Reports

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REVIEW

The Geography of Programs



National

Active Citizens Fund Greece
Partner: Bodossaki Foundation
Donor: EEA Grants

UAC FUTURES
Donors: EU/AMIF, Council of Europe

All Children in Education (ACE)
Donor: UNICEF/EU in partnership with the Ministry of Migration and Asylum

- Athens, Andravida, Drama, Ioannina, Kavala, Kilkis, Kleidi, Lagkadikia, Malakasa, Oinofyta, Polykastro, Pyrgos, Ritsona, Serres, Thermopylae, Thessaloniki, Thebes, Vagiochori

Provision of labor market orientation, HARP program
Donor: IOM/EU

- Alexandria, Veroia, Diavata, Drama, Kavala, Lagkadikia, Malakasa, Nea Kavala, Oinofyta, Ritsona, Serres, Vagiochori

Empower YOUTH, Active Citizens Fund Greece
Donor: EEA Grants

Revealing the Unseen Migrant Workers
Donor: PICUM, Robert Bosch Stiftung

Rights for ALL
Donor: Dutch Council for Refugees, Step-Up Fund

Classrooms against Bullying
Donor: EEA Grants

Athens

Solidarity Center
Donors: EEA Grants, Ministry of Migration and Asylum – Swiss-Greek Cooperation Programme, Kahane Foundation

HELIOS Integration Learning Center
Donor: IOM/EU

Bridging the Gap
Donor: Alpha Bank

INtegration: through school into community
Donor: EEA Grants

Healing Play
Donor: U.S. Embassy Athens

Thessaloniki

Blue Refugee Center
Donors: UNHCR, UNICEF, Ministry of Migration and Asylum – Swiss-Greek Cooperation Programme, IsraAid Germany

HELIOS Integration Learning Center
Donor: IOM/EU

Amaro Magipe
Donor: EEA Grants

Female Forward
Donor: EEA Grants

School PLUS Neighborhood and Beyond
Donor: Major Development Agency Thessaloniki

Trauma-informed Youth work Toolkit
Donor: Erasmus+

MAMA
Donor: Eurolife FFH

Ioannina

HELIOS Integration Learning Center
Donor: IOM/EU

Katerini & Kilkis

HELIOS Integration Learning Center
Partners: PERICHORESIS (Katerini), OMNES (Kilkis)
Donor: IOM/EU

Amaro Magipe (Katerini)
Donor: EEA Grants

Serres - Promachonas

Ukraine Response Child Protection Project
Donor: UNICEF/EU

Xanthi

Amaro Magipe
Donor: EEA Grants

Athens Solidarity Center

Beneficiaries: 2,848
Sessions: 10,278
Annual expenses: 581,686 €
Donors/Supporters: EEA Grants (with SOL Crowe in partnership with HumanRights360 as fund operator),
Ministry of Migration and Asylum - Swiss-Greek Cooperation Programme, Kahane Foundation.
Supported by the Municipality of Athens

The Athens Solidarity Center (ASC) has been operating continuously since 2014, addressing the complex challenges faced by individuals and communities at risk of social marginalization and exclusion through a comprehensive and inclusive support system. The ASC not only provides a wide range of services but also promotes the autonomy and empowerment of those it supports.

The Center operates with an open-door policy and follows a “one-stop-shop” model, offering multidisciplinary knowledge and expertise across sectors.

Services provided at the ASC include:

- Social support
- Psychological counseling
- Legal aid and representation
- Employment services
- Accounting assistance
- Specialized support for mothers and children
- Information provision
- Cultural mediation

societal issues and demonstrates a consistent capacity to respond to the evolving needs of the people it serves.

Throughout the year, the ASC provided support to diverse groups, including refugees and migrants from over 80 countries, Greek citizens affected by prolonged economic hardship, undocumented individuals, members of the LGBTQI+ community, ex-prisoners, and Roma.

In 2023, the Athens Solidarity Center made significant progress, showcasing its ability to adapt to emerging challenges and broaden its impact across a wide range of vulnerable populations. The Center functions as a reflection of broader

In response to growing poverty and economic instability, the Center prioritized facilitating access to economic support, helping individuals secure employment, access to welfare benefits, and work

toward self-reliance. To support these efforts, SolidarityNow has built and continues to expand a robust network of over 80 partner companies, enabling more effective and sustainable job matching for its beneficiaries.

A noteworthy achievement this year was the support provided to members of the LGBTQI+ community. The Center represented 22 Greek nationals experiencing gender dysphoria in their legal gender recognition procedures, facilitating the change of their legal names through judicial decisions. This work advances equality, privacy, and the right to marry, while actively combating discrimination based on gender identity or gender reassignment.

In addition, ASC has developed specialized expertise in supporting young people aged 18–23, particularly those who arrived in Greece as unaccompanied minors, through the difficult transition to adulthood. This highly vulnerable group is provided with comprehensive, tailored services that address their specific needs, including social services, psychological support and empowerment,

legal aid, rights awareness, labor market integration, and career counseling.

The positive impact of the Center’s work is reflected in the feedback from its beneficiaries. The annual satisfaction survey showed that 89% of respondents were more than satisfied with the services provided, while 97% expressed willingness to recommend the Center to friends and family. Through its comprehensive services and proactive approach, the ASC effectively responded to both immediate humanitarian needs and long-term social challenges, achieving meaningful progress in improving the lives of many individuals and contributing to systemic change.

Looking ahead, the Center will build on these lessons, maintaining its flexible and responsive approach to meet the evolving needs of its beneficiaries. **The goal is to further strengthen its support framework, play an active role in civil society, and work closely with local communities to promote inclusion and resilience.**

The Center’s work in numbers:

Social Service:	2,174 individuals supported through 4,275 sessions
Psychological Service:	111 individuals supported through 1,351 sessions
Legal Aid:	673 individuals supported through 1,985 sessions
Employability Service:	349 individuals supported through 1,213 sessions
Accounting Service:	343 individuals supported through 561 sessions
Child Friendly Space:	97 individuals supported through 153 sessions



Blue Refugee Center

Beneficiaries: 1,853 individuals
Sessions: 8,286 sessions
Annual expenses: 257,615 €
Donors/Supporters: UNHCR, UNICEF, Ministry of Migration and Asylum – Swiss-Greek Cooperation Programme, IsraAid Germany

Since its establishment in 2016, the Blue Refugee Center has become a key reference point for communities residing in Thessaloniki and its surrounding areas, as well as for reception facilities across Northern Greece.

In 2023, through the BRC SolidarityNow provided: social services, legal assistance, employment services, accounting support, and non-formal educational activities (including homework support for children, and Greek and English lessons for both children and adults). Additionally, the Center operated an Internet Corner, offering access to computers and internet connectivity.

In total, **1,853 individuals from 71 countries were supported in 2023.**

Activity highlights:

In May, SolidarityNow organized a “Job Day” at the BRC in collaboration with the UNHCR, attracting 200 job seekers and 15 companies. During the event, a total of 380 interviews were conducted, resulting in 70 beneficiaries receiving job offers on the spot and 20 starting work immediately.

A case supported by the BRC’s legal team established an important legal precedent, serving as a reference for legal professionals working on similar cases in the future. SolidarityNow assisted two young women -survivors of Female Genital

Mutilation (FGM) in their home countries- in appealing the rejection of their asylum applications. Their claims had initially been denied on the grounds that their countries of origin were considered safe and that, since the FGM had already been performed, they were not at further risk. With the support of the legal team, the Asylum Service acknowledged that the initial rejection was based on problematic reasoning, leading to a reassessment of the asylum applications. This created a legal precedent for processing asylum claims from countries deemed safe when specific vulnerabilities apply.

In collaboration with ADRA Hellas, SN implemented a food distribution program supporting 35 vulnerable refugee and migrant families living in Thessaloniki through the BRC. A total of 35 families were assisted with food provision, access to additional BRC services, as well as supplementary in-kind donations. This effort aimed to provide personalized support by combining donations with specific needs.

To enhance its outreach, the BRC established a WhatsApp broadcast list to share news, updates, and vital information with the communities. Over 300 beneficiaries have subscribed to this list.

The BRC’s accounting service developed a comprehensive guide, an accounting guide on the new electricity bills, designed to assist beneficiaries in navigating complex tax and billing matters. These resources were made available electronically and are accessible to all SolidarityNow beneficiaries, including those supported by the Athens Solidarity Center. Additionally, the BRC regularly hosts events and meetings organized by communities (such as the Ukrainian community), national and

international organizations, local and foreign universities, as well as open interdisciplinary discussions and capacity-building activities. Among these were: Dialogues fostering connections among diverse population groups, a breast cancer awareness seminar with preventive screenings provided by Alma Zois, informative sessions on road safety conducted by CRS, workshops focused on preventing school dropout, photography and arts workshops through the Ukrainian Response program, music workshops integrated with STEM (Science, Technology, Engineering, and Mathematics) classes, led by the French band Volcanic CocoPulse, affiliated with Fanfare sans Frontières, film screenings and dance classes.

During 2023, volunteers and interns played a key role at the BRC. The Child Friendly Space and the English language classes for adults were run by volunteers and interns, while volunteers also provided music, outdoor activities and sports classes in the Center and helped with administrative duties. A total of 57 people from 11 countries volunteered or did their internship during the year at the BRC.

The Center’s work in numbers:

Social Service:	1,543 individuals supported through 3,604 sessions
Legal Aid:	403 individuals supported through 1,370 sessions
Greek language (adults):	114 individuals supported through 1,052 sessions
English language (adults):	52 individuals supported through 232 sessions
Accounting service:	593 individuals supported through 862 sessions
Employability service:	532 individuals supported through 1,395 sessions
Children enrolled in NFE activities:	76 individuals
Child Friendly Space:	106 individuals

Inclusive

**EDU
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ALL**

Pathway to All Children
in Education (ACE)

Beneficiaries: 4.274
Annual expenses: 2,282,988 €
Partners: Melissa Network and Greek Council for Refugees
Donors/Supporters: UNICEF/EU in partnership with the Ministry of Migration and Asylum

The All Children in Education (ACE) project is Greece’s flagship education initiative for refugee and migrant children. Launched in 2021, ACE is a UNICEF-led initiative implemented in collaboration with the Ministry of Migration and Asylum, co-funded by the European Union, and delivered nationwide through a consortium of partners, including SolidarityNow.

ACE aims to provide **non-formal education and complementary services to school-aged children with refugee and migrant backgrounds, residing in urban centers and accommodation sites** managed by the Ministry of Migration and Asylum. The project’s overarching goal is to safeguard every child’s right to education by ensuring that all children are enrolled in formal schooling and supported to thrive in their school environment.

Through ACE, SolidarityNow delivers services across mainland Greece. Specifically, SN operates Homework and Creative Activities Centers (HCACs) in three urban areas (**Athens, Thessaloniki, and Ioannina**) and in 15 accommodation sites: **Andravida, Drama, Kavala, Kleidi, Lagkadikia, Malakasa I & II, Oinofyta, Polykastro, Promachonas, Pyrgos, Ritsona, Serres, Thermopyles, Thiva, and**

Vagiochori. In addition, SolidarityNow leads a consortium managed by three organizations operating other HCACs. The Greek Council for Refugees and Melissa Network operate centers in Athens, while OMNES delivers services in Kilkis.

The project essentially builds on and enhances SN’s expertise in delivering non-formal education to refugee and migrant children. **A range of targeted educational activities is offered at each HCAC: Greek, English, mathematics and science lessons, complemented by tailored homework support aimed at bridging academic gaps and facilitating students’ integration into formal educational settings.** The pedagogical approach integrates socio-emotional learning, prioritizing the psychosocial well-being of children within the classroom environment.

In its first year of implementation, the ACE project successfully achieved its primary objective: significantly increasing school enrolment among refugee and migrant children.

In the second year, SolidarityNow shifted its focus to promoting sustained school retention and academic progress.

SN teams implemented a range of educational activities and support strategies aimed at preventing school dropout at the local level. Central to this effort was the mobilization of each child’s full support network, including parents, formal schoolteachers, Refugee Education Coordinators of the Ministry of Education, school staff, and the broader local community. This multifaceted approach included facilitating communication between parents and teachers through regular school visits, establishing attendance monitoring systems to serve as early warning mechanisms for dropout risk and organizing frequent information sessions for parents on a variety of education-related topics.

At the same time, targeted efforts were made to ensure that children could participate equally in all aspects of school life. This included systematic academic preparation for both internal school assessments and national exams, to support the success of secondary school students. Children were also encouraged and supported to take active part in school events including celebrations, theatrical performances, student parades, and excursions. Where appropriate, children were empowered to share their cultural heritage with their school communities, fostering

inclusion and mutual understanding. **Children with disabilities were supported through a holistic approach**, which included facilitation of disability assessments by relevant public authorities, referrals to specialized external services when needed, and tailored educational and psychosocial support for both the children and their families.

Through the “**Support in the Regions**” initiative, **SolidarityNow launched online language courses to support students living in remote areas** with limited access to formal educational resources. This initiative aimed to bridge the educational divide for families and students across mainland Greece, including those residing in small towns, rural communities, and isolated villages. SN’s educators and social scientists collaborated closely with Refugee Education Coordinators and public schools to raise awareness among refugee and migrant families about the availability of these online Greek language courses for their children. This intervention was specifically designed to improve students’ experiences within the public education system and to facilitate their smoother integration into the Greek educational framework.

Throughout the academic year, students actively participated in the ACEMON language assessment, an initiative led by UNICEF in collaboration with the Ministry of Migration and Asylum, which showcased the progress made through non-formal education classes. Concurrently, SolidarityNow invested in capacity building for its staff, providing educators with advanced training in linguistics and pedagogical methods through

partnerships with prestigious institutions such as the National and Kapodistrian University of Athens and Aristotle University of Thessaloniki.

SolidarityNow has produced several key publications that compile valuable insights and best practices drawn from previous years, addressing critical gaps in local educational resources:

“Ftou kai Vgaino”: An innovative activity toolkit designed to foster social-emotional learning through mathematics and natural sciences. This marks the third edition in the “Ftou kai Vgaino” series, developed in collaboration with UNICEF.

“Task-based Language Teaching” Guide: This publication combines theoretical foundations with practical applications of task-based language teaching methodology, specifically adapted to support Greek language instruction within refugee education contexts.

“School Dropout Prevention Guide”: Aimed

at field staff, including educators and social workers, this guide provides a systemic framework and early warning system to design and implement effective strategies to prevent school dropout among refugee and migrant children.

Every element of the project is carefully designed to uphold the universal right to education for refugee and migrant children, enabling them to reach their full potential. Education is a crucial driver of social integration; children’s active participation not only fosters their own inclusion but also contributes positively to the wider integration of their families.

Looking ahead to 2024, the project remains fully committed to supporting refugee and migrant children across Greece, with a sharpened focus on enhancing Greek language learning and reinforcing established pathways to social inclusion.

In 2023, the ACE project achieved the following:

Children enrolled in non-formal educational activities:	2,801
Children provided with support to enroll in formal education:	1,041
Children benefited from structured psychosocial support:	1,902
Sensitization meetings with parents/guardians:	354



HELIOS

Beneficiaries: 402
Annual expenses: 1,342,086 €
Partners: Omnes and Perichoresis
Donors/Supporters: IOM Greece in partnership with the Ministry of Migration and Asylum

SolidarityNow launched the HELIOS project in 2019 in partnership with the International Organization for Migration (IOM), offering a comprehensive integration program for individuals under international protection, including those granted temporary status after 2022.

The HELIOS project extends beyond language learning by providing holistic support such as housing benefits and labor market navigation assistance. As a key implementing partner, **SolidarityNow delivers Greek language courses alongside soft skills training, empowering participants with the knowledge and tools to successfully integrate into Greek society and actively participate in local communities.**

In 2023, SolidarityNow operated four Integration Learning Centers (ILCs) in Athens, Thessaloniki, Larissa, and Ioannina. In addition, and in collaboration with implementing partners Omnes and Perichoresis, two more ILCs were active in Kilkis and Katerini, respectively, until March 2023.

The in-person Integration Courses combined Greek language instruction with soft skills training, delivered both inside and outside the classroom. A range of activities was organized to foster social interaction among beneficiaries of different linguistic levels and cultural backgrounds, promoting mutual understanding and community-building. Graduation ceremonies were held to recognize participants’ efforts and strengthen motivation, while outdoor educational visits took place at historic landmarks and cultural sites across Greece. The courses also featured sensitization events, community integration initiatives, and empowerment activities, implemented in collaboration with local municipalities and partner organizations, further supporting the active participation of beneficiaries in their host communities.

In addition to in-person integration classes, SolidarityNow also delivered synchronous and asynchronous courses through the HELIOS e-learning platform. This blended learning approach helped eliminate access barriers for beneficiaries residing in remote areas or facing challenges in balancing education with other responsibilities. Instructors led live sessions, provided technical support for asynchronous modules, and incorporated interactive tools such as online learning applications to enhance engagement in the virtual classroom.

In 2023, **the organization continued to support early childhood development and parental engagement through dedicated spaces: the “Mother & Toddler Space” in Thessaloniki, and “Child-Friendly Spaces” for children aged 2 to 7 at all ILCs.** These settings offered safe and stimulating environments for young children, while also enabling parents—particularly mothers—to attend classes and participate in activities.

Beyond language acquisition, SN organized a series of integration initiatives in collaboration with local municipalities and the Ministry of Migration and Asylum. These efforts aimed to raise awareness about the HELIOS project and promote interaction and mutual understanding between local communities and beneficiaries.

The impact of the project was clearly reflected in the outcomes of the May 2023 Greek language certification exams. Of the 65 students referred (32 for Level A1, 24 for A2, 5 for B1, and 4 for B2), 56 participated and 42 successfully passed, resulting in an impressive 75% success rate. These results underscore the quality, consistency, and effectiveness of the educational services provided.

Looking ahead, the HELIOS project will continue to prioritize and expand services that enable the successful and dignified integration of beneficiaries into Greek society.

HELIOS Results in numbers:

Total students supported:	402
Total students graduated:	62
Students receiving Greek language certification:	42 (75% success rate)
No. of children attending recreational spaces:	97

INtegration: Through school into community

Beneficiaries: 92 individuals
Annual expenses: 51,539 €
Partners: General Secretariat for Vulnerable Citizens and Institutional Protection, National and Kapodistrian University of Athens
Donors/ Supporters: EEA Grants (through the Hellenic Ministry of Citizen Protection)

The INtegration project is a collaborative initiative between SolidarityNow, the General Secretariat for Vulnerable Citizens and Institutional Protection and the National and Kapodistrian University of Athens (NKUA).

Launched in November 2023, the project aims to support the integration of refugees and migrants through a comprehensive framework that addresses both education and labor market integration for children, youth, and parents, including unaccompanied and former unaccompanied minors.

- Implemented in the Attica region, the project consists of three key activities:
- Greek and English language courses for adults
 - Labor market access support for (current and former) unaccompanied minors
 - Field research on school dropout

Language lessons are tailored to meet the specific needs of students, fostering empowerment, intercultural understanding, and active learning. **By the end of 2023, 92 students had enrolled in the language courses, with the majority (84%) being female, primarily from Egypt and Ukraine.** Alongside ongoing collaboration between

NKUA professors and SN educators, three training sessions were conducted to deepen understanding of place-based learning, adult education methodologies, and literacy pedagogy.

The adult language classes primarily target mothers of children involved in other educational interventions, supporting a dual-generation approach. This simultaneous engagement promotes language acquisition across generations and strengthens the overall educational commitment and outcomes of both mothers and their children.

Labor market access activities are scheduled to commence in 2024. Meanwhile, preparatory meetings for the school dropout research, including discussions on methodology, data collection, and focus group organization, have taken place, with research activities set to begin in the coming year.

Classrooms Against Bullying

Annual expenses: 16,534 €
Partner: The European Wergeland Centre
Donors/ Supporters: EEA Grants Bilateral Fund (with SOL Crowe in partnership with HumanRights360 as fund operator)

SolidarityNow, in partnership with the European Wergeland Centre, is implementing the “Classrooms Against Bullying-CAB” project.

This initiative addresses the persistent issue of bullying in Greek schools by focusing on the prevention of discrimination, bullying, and violence. Its core aim is to cultivate inclusive and democratic school environments where every student feels a strong sense of belonging. The project places particular emphasis on promoting integration among vulnerable groups, including refugee and migrant children.

Launched in September 2023, the project will run for 12 months. In October, a study visit organized by the European Wergeland Center took place in Oslo. The visit aimed to facilitate the exchange of knowledge and best practices on tackling bullying in schools. The Greek delegation—comprising representatives from the Ministry of Education, the Institution of Educational Policy, the Ministry of Migration and Asylum, and the Greek Ombudsperson for Children—visited various state and educational institutions as well as civil society organizations. This experience offered valuable insights and introduced an innovative approach to bullying prevention, centering on the concept of fostering a sense of belonging.

Building on this foundation, SolidarityNow organized an expert meeting in November. The three-day event brought together specialists from the Greek Ombudsperson for Children’s office, Ministry of Education, Institution of Educational Policy, Ministry of Migration and Asylum, and representatives from civil society. Participants shared diverse perspectives, strategies, and ideas, contributing to a comprehensive understanding of bullying and the array of practices addressing it within Greek schools.

Looking ahead, the project will focus on developing a bullying prevention approach tailored to the Greek context. Two workshops are planned in Athens for members of the Greek school community to further disseminate knowledge and encourage active participation. Additionally, a guidebook synthesizing the knowledge and best practices acquired throughout the project will be produced and distributed broadly within the Greek educational sector.

School PLUS
Neighborhood
and Beyond

Beneficiaries: 554
Annual expenses: 74,829 €
Donors/Supporters: Major
Development Agency of
Thessaloniki (MDAT)

In 2023, SolidarityNow implemented the “School PLUS Neighborhood and Beyond” project in collaboration with the Municipal Development Agency of Thessaloniki.

The initiative aimed to support the integration of refugee and migrant youth in Thessaloniki through a multi-faceted approach, with three key components: a) non-formal education and employability counselling, b) targeted IT courses and c) support for volunteer-led education interventions.

Throughout the year, the employability and education component was the core focus of the project. **Greek language classes were combined with both individual and group career guidance sessions, strengthening beneficiaries’ employability and integration prospects.** Recognizing the sectors most likely to provide job opportunities, namely tourism and hospitality, agriculture, and construction, the team introduced specialized “Greek for Employment” classes, emphasizing industry-relevant vocabulary. A significant number of beneficiaries were unaccompanied minors. This highlighted the need for targeted professional development, leading to the organization of a dedicated training workshop for staff working in shelters for unaccompanied minors across Northern Greece. The

workshop was successfully delivered in collaboration with General Secretariat for Vulnerable Citizens and Institutional Protection.

The project also offered specialized IT courses to address varying digital literacy needs. One group of refugee youth developed a digital application using the CRM system employed at the Blue Refugee Center, while another group received basic training in MS Office, empowering them to navigate job search processes more independently.

Additionally, SN continued investing in community engagement through volunteerism. **The organization built and maintained a pool of over 100 trained volunteers** equipped to deliver non-formal education and recreational activities in schools throughout Thessaloniki. As 2023 marked the final year of the project, we are confident that these volunteers—trained over the past two years—will continue supporting vulnerable youth, either through future SolidarityNow initiatives or in collaboration with other organizations.

Catalyzing Livelihoods



Blue Refugee Center
Livelihoods Program

Beneficiaries: 1,023
Sessions: 2,832
Annual expenses: 200,000€
Donors/Supporters: UNHCR

The Livelihoods Program, implemented at the Blue Refugee Center (BRC) in Thessaloniki, aims to support the social and economic integration of asylum seekers and refugees in Northern Greece. The program facilitates access to employment, self-employment, and livelihood opportunities for beneficiaries of international and temporary protection, while also empowering them to become self-reliant and access essential social welfare services and benefits.

The services provided include:

- Information provision and skills development
- CV writing and interview preparation
- Job matching and placement support
- Assistance with tax declarations and opening bank accounts
- Referrals to educational and vocational training programs

The program also addresses language and cultural barriers that hinder communication with Greek public services.

Launched in March 2023, the program leveraged the expertise and networks of the employability team. It exceeded

all targets set for the 10-month implementation period, with **122 individuals securing employment. Beneficiaries came from 57 countries, with 31% aged 18–29 and 41% women.** Most of the jobs secured were low-skilled positions in sectors such as cleaning services, tourism, and manufacturing.

SolidarityNow also conducted outreach activities in nearby open accommodation sites, providing information on labor rights and the services available at the BRC.

The program’s launch coincided with a peak recruitment season, particularly in tourism and other seasonal sectors. The team organized interviews at the

BRC between employers and job-ready beneficiaries. In addition to existing partnerships in tourism, construction, warehousing/logistics, and manufacturing, a growing demand for technicians was also identified.

To address this, SolidarityNow and UNHCR co-organized a **job fair** at the BRC in May, which proved highly successful. **The event attracted 200 beneficiaries and 15 companies** from sectors such as tourism and hospitality, food production, construction, logistics, agriculture, manufacturing, and the NGO sector. Around **380 interviews were conducted on-site, resulting in 70 job offers, with at least 20 individuals starting work shortly after.** Following the event and its extensive media coverage (radio, TV, and social media), four new companies approached the team to recruit staff.

In December, members of the employability team including an accountant visited the Nea Kavala site weekly to promote BRC services and inform residents about labor rights. The accountant also held housing information sessions, helping beneficiaries prepare to secure independent accommodation. To further support camp residents’ integration into the labor market, Greek language classes were offered, focusing on sector-specific vocabulary for hospitality, construction, and agriculture.

Finally, SolidarityNow worked to expand its employer network, enhancing job opportunities for asylum seekers and beneficiaries of protection. During the reporting period, **40 new companies joined the network**, primarily from the tourism and manufacturing sectors, offering low-skilled roles that align with the skillsets of most beneficiaries.

Bridging the Gap

Launched in October 2023, this project is designed to support, empower, and facilitate the **integration of unemployed individuals, particularly women from vulnerable backgrounds, into the labor market.** Central to the initiative is the strengthening of a nationwide network of employers, who are engaged as active partners to maximize the project’s impact, effectiveness, and long-term sustainability.

Annual expenses: 2,033 €
Donors/Supporters: Alpha Bank

In this context, SolidarityNow developed a pilot registration tool for participating companies and established a clear methodology for outreach to new private sector partners. By year-end, **SN had conducted meetings with 53 companies, including 13 new partners.** These engagements focused on aligning the specific needs of private sector employers with the tailored employment support required by vulnerable populations, fostering meaningful connections to enhance job placement opportunities.

Revealing the Unseen Vulnerable Migrant Workers

The project aims to document the extent of precarious working conditions faced by vulnerable migrant workers in Greece and raise awareness about migrant labor rights and labor migration issues.

It includes three key activities:

- Conducting a comprehensive survey to address the information gap regarding undeclared work and precarious work permits among Third Country Nationals (TCNs) in Greece.
- Delivering labor rights seminars to 240 TCNs, offering an overview of relevant legislation and equipping participants with

Annual expenses: 2,459 €
Partner: Generation 2.0 for Rights, Equality and Diversity
Donors/Supporters: Platform for International Cooperation on Undocumented Migrants (PICUM) and Robert Bosch Stiftung

practical knowledge to safeguard their rights, secure safe working environments, and access support mechanisms.

- Carrying out awareness-raising initiatives, including advocacy campaigns, social media outreach and the production of up-to-date informational materials.

The project officially began in October 2023, with preparatory activities such as research, survey design, and enumerator training taking place during November and December. The labor rights seminar curriculum was developed, and initial workshops were held by the end of the year.



Harmonizing
Protection Practices in
Greece (HARP)

Beneficiaries: 203
Sessions: 269
Annual expenses: 168,312 €
Donors/Supporters: Directorate General Migration and Home Affairs of the European Commission (DG HOME), through IOM

SolidarityNow was an implementing partner of the International Organization for Migration's HARP project, which began in January 2022.

The project operated across **17 open accommodation sites nationwide**, aiming to enhance the quality of humanitarian response and protection services for asylum seekers within the Greek Reception system. Funded by the European Union's Directorate-General for Migration and Home Affairs (DG HOME), SN contributed through three main components:

- **Labor market orientation** for residents of 13 sites
- **Legal aid and representation** at 8 sites
- Operation of **Female Friendly Spaces** in 14 sites

While most activities concluded in 2022, employability services extended until March 2023.

SN's employability officers, supported by interpreters, operated with two mobile teams based in Athens and Thessaloniki, covering 12 mainland sites including Diavata, Malakasa, Nea Kavala, Oinofyta, Ritsona, Vagiochori, Alexandria, Drama, Kavala, Lagkadikia, Serres, and Veroia. The teams delivered group sessions addressing labor rights, job orientation, job preparedness,

job searching techniques, CV writing, and interview preparation. These group sessions were complemented by individual counselling to assess each beneficiary's skills, experience, and interests, set employment goals, and assist with obtaining necessary administrative documentation. Post-employment counselling was also provided to resolve challenges and facilitate sustainable integration.

SN expanded its network of collaborating employers, notably incorporating more local agricultural producers, construction firms, and processing companies. When beneficiaries secured job offers, SN mediated with employers to ensure smooth hiring processes and maintained regular follow-up after employment. Additionally, SN organized and supported local job fairs and vocational training initiatives to enhance employment prospects.

To ensure ongoing support after the project's conclusion, beneficiaries were referred to SN's Athens Solidarity Center and Blue Refugee Center.

The project's results during the three-month implementation period were as follows:

Individuals receiving labor market orientation: 203
Individuals supported with job applications: 43
Beneficiaries securing employment: 14

Female Forward

Beneficiaries: 134
Sessions: 43
Annual expenses: 2,258 €
Partner: Dråpen i Havet
Donors/Supporters: EEA Grants Bilateral Fund (with SOL Crowe in partnership with HumanRights360 as fund operator)

The project aims to strengthen collaboration between SolidarityNow and Dråpen i Havet (DiH) **to support displaced women in the Nea Kavala/Polykastro camp through the establishment and operation of a Female Friendly Space (FFS)**, providing a safe and supportive environment for displaced women. Within the FFS, SN and DiH offer recreational activities, skills building sessions, opportunities to learn and establish peer-to-peer support as well as other support services. By fostering collaboration between the two organizations and engaging directly with the women in the camp, the project enhances community engagement, promotes social cohesion, and improves the well-being of displaced women and girls.

The project started in October 2023 with the first steps being the set-up of the space and reaching out to the camp residents. Focus Group Discussions engaged 88 women from different backgrounds, collecting information which was instrumental in shaping the activities offered, ensuring a targeted and more impactful intervention. The FFS quickly evolved into a vital community hub, providing not just a physical space but also a nurturing environment where women can find support, engage in activities and rebuild their lives.

Amaro Magipé: Actions for the Empowerment of Roma Women and Youth

Beneficiaries: 355 / Activities: 113
Annual expenses: 78,601 €
Partners: Lighthouse of the World and Roma Women Association of Drosero “ELPIDA”
Donors/Supporters: EEA Grants (through the Hellenic Ministry of Labor and Social Security)

The “Amaro Magipé” project aimed to empower Roma women and youth through a range of activities and trainings focused on socialization, skill-building, awareness-raising, violence prevention, psychosocial support, and personal empowerment.

A key objective for the youth component was the development of **community-based mentors, young leaders trained to address long-standing challenges within Roma communities**. The project focused on several areas across Northern Greece, including the settlement of Pelekas in Katerini, Dendropotamos and the Municipality of Pavlos Melas in Thessaloniki, and Drosero in Xanthi.

Expert teams facilitated discussions and **awareness sessions on topics such as perinatal care, parenting, gender equality, gender-based violence, early marriage, school dropout, and the role of education in children’s lives**. Parents with infants and toddlers (up to 2 years old) received targeted support around child nutrition and caregiving. Alongside women’s empowerment activities, a creative play space for toddlers was established in Drosero, Xanthi.

In 2023, a total of 223 women, 89 young people, and 153 children (including 83 girls) participated in project activities and received tailored support.

SolidarityNow organized five major public events across Thessaloniki, Katerini, and Xanthi in collaboration with “Lighthouse of the World,” the Roma Women’s Association “Elpida” in Drosero, and the Municipalities of Ampelokipon Menemeni and Katerini, along with local Roma community groups. These events commemorated World Roma Day and

Roma Holocaust Remembrance Day, laying the groundwork for them to become annual milestones of visibility and celebration.

As part of broader outreach, the project fostered dialogue with institutions, schools, universities, NGOs, and the non-Roma population. These efforts included Roma Day celebrations, Career Day, Volunteer Day, school visits, and Christmas bazaars. These activities not only amplified the voices of Roma communities but also combated harmful stereotypes and promoted cross-cultural understanding.

Community engagement was further deepened through observances of international awareness days (e.g., for violence prevention, breast cancer awareness, and anti-racism), using these as opportunities to foster meaningful conversation and visibility.

A notable component of the project was the mentoring process supported by SolidarityNow, through which Thodoros Loukataris and Stavros Yiouvanis from Lighthouse of the World participated as both trainers and trainees. Their involvement enhanced their professional capacities and positioned them as role models within their communities. Their contributions led to new opportunities for employment and participation in other Roma-focused initiatives, further amplifying the project’s long-term impact.

MAMA

Beneficiaries: 232
Sessions: 87
Annual expenses: 24,886 €
Donors/Supporters: Eurolife FFH

The MAMA project is designed to support all families from pregnancy through early childhood with a particular focus on those from vulnerable social groups. Its aim is to empower new parents with the knowledge, care, and confidence needed to navigate their new roles.

The MAMA team is composed of a midwife and two social scientists specializing in parenting support and infant/child nutrition.

Core Activities

At the heart of the project were informational sessions on antenatal care and parenting. **Prenatal counseling focused on maternal well-being, preparation for childbirth, and the importance of breastfeeding**. Post-natal support included individual sessions with new mothers and group sessions for parents of toddlers, covering key topics such as **child development, nutrition, and early parenting**. Ad hoc group sessions were also held on topics like the introduction of complementary foods or weaning, based on participants’ interests. All sessions were offered in a hybrid format, both in-person and online, ensuring accessibility for all participants.

Cross-Program Collaboration

In collaboration with other SolidarityNow initiatives, MAMA provided group and one-on-one counseling to refugee mothers on pregnancy, parenthood, and child nutrition. A special session on reproductive health was held for young Roma women in the Pelekas settlement (Katerini), attended by both pregnant teens and young mothers.

Awareness Campaigns and Community Outreach

In honor of Breast Cancer Prevention Month (October), MAMA hosted three info sessions focused on the importance of self-examinations and regular check-ups.

The project also engaged with the broader public:

- Participated in the Parathinoupolis Children’s Festival in Thessaloniki, organizing a parenting workshop warmly received by attendees.
- Organized events with local kindergartens, the Children’s Center of the Aristotle University of Thessaloniki, and a Family Day Center.
- Hosted two parenting book clubs, offering an open and supportive space for parents to reflect on key parenting themes and share experiences.

Impact

The MAMA project exceeded expectations, **reaching 232 beneficiaries**, far surpassing the initial target of 150. In addition, the project maintains an active digital presence, strengthening its outreach and engagement with new parents and caregivers.

Healing Play

Beneficiaries: 91
Sessions: 211
Annual expenses: 19,007 €
Partner: UTechLab of the Eugenides Foundation
Donors/Supporters: US Embassy in Greece

Healing Play was designed to support refugee children and their families, primarily those arriving from Ukraine, by offering psychosocial support and educational empowerment activities that foster psychological resilience, healing, and social inclusion.

Project Highlights

- 66 children participated in STEM, educational, and empowerment activities
- 25 adults received counselling and psychological services
- 29 children benefited from art therapy sessions
- 70% of participants reported learning something useful for their lives
- 74% said the activities met or exceeded their expectations

Educational & STEM Activities

Over the 6-month implementation period, children attended bimonthly STEM workshops at the UTechLab, accompanied by a teacher and a Ukrainian interpreter to facilitate understanding and inclusive participation.

A total of 57 children participated in 13 workshops covering 6 STEM subjects namely: 2D Animation, 3D Printing, Arduino, Vector Graphics, Building Voice Applets and Chatbot Development.

In addition, the project addressed material needs by distributing school supplies, such as notebooks and stationery, to underprivileged children at the start of the academic year.

Psychological & Parental Support

Psychosocial support was provided through the Athens Solidarity Center, tailored to the specific needs of children and parents:

- 25 children and families referred for psychological support
- 12 children received individual therapy
- 29 children joined group art therapy sessions
- 9 parents received individual parental counselling
- 11 parents participated in 5 psychoeducational group sessions

Support addressed a wide range of issues, including child protection concerns (e.g., domestic violence), behavioral challenges and neurodevelopmental disorders (Autism, ADHD), anxiety, social withdrawal, and trauma-related symptoms, crisis situations (e.g., suicidal ideation), sexual and gender identity questions, sleep disorders and phobias.

Healing Play successfully combined creative, educational, and therapeutic interventions to promote healing, self-expression and resilience among children and families impacted by displacement and trauma.

Ukraine Response Child Protection Project – Northern Greece

Beneficiaries: 473
Sessions: 628
Annual expenses: 92,866 €
Donors/Supporters: UNICEF

Protecting and Empowering Displaced Ukrainian Families

Launched in 2022 in response to the urgent needs of Ukrainians fleeing the war, the Ukraine Response project, implemented with the support of UNICEF, provided vital protection, psychosocial support, and community engagement services for displaced women and children entering Greece.

By 2023, the final year of the intervention, the Ukrainian community in Greece had begun to find more stable footing, and the project successfully transitioned from emergency support to fostering long-term resilience and integration.

Implementation Locations & Services

The project operated across three key locations:

- Promachonas – The primary land entry point on the Greek Bulgarian border
- Serres Accommodation Site – One of two official Ministry of Migration and Asylum (MoMA) reception sites designated for Ukrainians
- Blue Refugee Center (BRC), Thessaloniki – A hub for psychosocial support and community engagement

In Promachonas and Serres, SN established a) Child-Friendly Spaces (CFS) and b) Mother and Baby Spaces, offering care and parenting support.

Throughout 2023, the focus shifted toward capacity building and sustainability. SN trained staff from the Reception and Identification Service (RIS)—including

personnel recruited via the Greek Public Employment Service (DYPA)—to independently operate these spaces.

To support this, SN developed a comprehensive **Child-Friendly Space Toolkit**, which was distributed and introduced through a national training series.

Over 160 Reception and Identification Service (RIS) personnel across Greece participated in the trainings, demonstrating strong engagement and enthusiasm.

By year-end, both CFSs were successfully handed over to RIS, ensuring their continued operation within the public framework.

Strengthening Community in Thessaloniki

At the Blue Refugee Center in Thessaloniki, SN offered:

- Psychosocial support for women and children
- Community-building activities, particularly for Ukrainian women
- Support for self-organization, enabling community members to co-lead events and maintain peer networks/

These efforts significantly strengthened the Ukrainian community in Thessaloniki, which will continue to use the BRC's facilities to run its own initiatives moving forward.

The Ukraine Response project stands as a testament to rapid, adaptive programming, one that not only addressed urgent needs but also built sustainable systems for the future, empowering both institutions and communities.

Building Futures, Sharing Good Practices: Migrant Children’s Transition to Adulthood - UAC Futures

Annual expenses: 48,123 €
Partners: Council of Europe, Fundación Cepaim (ES), Nidos (NL), Special Secretariat for the Protection of Unaccompanied Minors (GR)
Donors/Supporters: European Union’s Asylum, Migration and Integration Fund (AMIF), Council of Europe

During its 18-month implementation period, this European-level initiative aimed to improve the quality of support provided to unaccompanied migrant children (UAC) as they transition to adulthood.

The approach centered on incorporating the voices and experiences of young refugees, and focused on four key transition areas:

- Psychological impact and support
- Legal support and access to basic rights
- Access to education and the labor market
- Access to accommodation

Key Activities and Results in 2023

- Transnational Workshop in Athens
SolidarityNow organized a two-day transnational workshop that brought together:
 - 61 representatives from 50 organizations across the EU
 - 17 expert speakers sharing good practices in each of the four priority areas

The event facilitated knowledge exchange and EU-wide dialogue on how to better support

unaccompanied minors during this critical phase.

- Toolkit Publication
SolidarityNow contributed expert input to the **Council of Europe’s toolkit on “The Transition to Adulthood of Unaccompanied Minors”**, which was developed for professionals working with UACs.

National Trainings and European Dissemination

SN led national trainings on the use of the toolkit for Greek practitioners and presented results at the Council of Europe’s final awareness-raising event in Strasbourg.

Additional Resources Developed

- A Compendium of Good Practices for professionals
- A Roadmap to Adulthood, outlining the milestones UACs need support to achieve
- An asynchronous online course, based on the toolkit, available on the Council of Europe’s HELP platform (Human Rights Education for Legal Professionals).

This project contributed to a holistic and human-rights-based model of support for unaccompanied children across Europe ensuring they are not left behind as they transition into adult life.



Trauma-informed Youth Work

Partners: Mobile School (Belgium), Minor Ndako (Belgium), and Save the Children (Romania)
Donors/Supporters: ERASMUS+ Strategic Leadership

This European initiative aims to equip youth workers with trauma-informed tools, knowledge, and practices to better support children and adolescents who have experienced trauma.

Objectives

- Build a comprehensive toolkit to guide trauma-informed youth work
- Develop educational materials (e.g., posters, audio stories, and an online seminar)
- Disseminate tools across the broader European youth work sector
- Promote cross-border learning and exchange good practices

Key Activities in 2023

- **Toolkit Development**
Partners initiated the co-creation of project materials putting emphasis on educational posters that translate trauma concepts into accessible, youth-friendly visuals, audio stories capturing real-life narratives to foster empathy and awareness and an online training seminar designed to introduce trauma-informed approaches to youth workers.
- **Transnational Meeting in Thessaloniki**
In November 2023, SolidarityNow hosted the first transnational project meeting at the Blue Refugee Center. The event brought together all partners for knowledge exchange, working sessions, and strategic planning.

A field visit to the Roma community in Pelekas, Katerini, provided insight into the lived realities of marginalized youth and deepened the team’s understanding of the local context.

This collaborative project contributes to a growing European movement for trauma-informed care in youth services, with outputs that are practical, scalable, and tailored for professionals working with vulnerable children and adolescents.

Enabling access to Justice

AND THE PRO TECTION

of Human Rights

Active Citizens Fund

Annual expenses: 124,818 €
Partner: Bodossaki Foundation
Donors/Supporters: EEA Grants

SolidarityNow, acts as the Fund Operator for the Active Citizens Fund in Greece, in cooperation with the Bodossaki Foundation.

Objectives

- Strengthen civil society in Greece
- Promote and protect democratic values, human rights, and active citizenship
- Enhance organizational sustainability and capacity of Civil Society Organizations

Funding: €15 million from Iceland, Liechtenstein, and Norway (programmatic period 2014–2021). The program aims to develop the sustainability and capacity of the civil society sector in Greece and to strengthen its role in promoting and

safeguarding democratic procedures, active citizenship, and human rights.

Key Results in 2023

Total projects supported: 128 (following an additional €1.5 million allocation)

Newly funded projects:

- 3 new projects focused on Roma empowerment
- 6 new projects under Organizational Grants for strategic development
- 20 existing projects received funding for additional activities

Civil Society Organizations supported: 177 CSOs contracted
Geographic scope: Nationwide implementation
Reach: Approx. 127,000 individuals engaged or benefiting

Partner: Norsensus Mediaforum

Empower YOUth Project

In 2023, SolidarityNow, in partnership with the Norwegian NGO Norsensus Mediaforum, advanced the Empower YOUth project, focused on empowering youth from vulnerable groups—including Roma, migrants, refugees, young people with disabilities, LGBTQI+ individuals, and those living in remote or low-income

areas—to become leaders and catalysts for positive change in their communities.

Two training cycles were successfully conducted in Athens and Thessaloniki, **engaging 28 young people representing diverse vulnerable backgrounds.** Through these trainings, participants developed and

implemented 17 community-driven small-scale projects, which addressed a range of local needs. Initiatives included educational and recreational activities for children in refugee camps in Attica, environmental education and settlement clean-up projects in northern Greece Roma communities, and awareness campaigns on the rights of Muslim women in Pomakochoria, Xanthi. Beyond the trainings, the project organized



three regional events and contributed to several additional activities, further strengthening youth engagement and community impact throughout the year.



Active Citizens Fund - Regional Events and Bilateral Initiatives

In March 2023, the administrators of the Active Citizens Fund (ACF) Greece and ACF Bulgaria jointly organized the regional conference titled **“Counter-Trafficking in Human Beings in the Context of Forced Migration: Evaluating Policies and Seeking Collaborative Solutions in Greece and Bulgaria.”** The event aimed to foster dialogue and cooperation by bringing together a diverse group of stakeholders to exchange best practices, evaluate existing policies, and identify collaborative opportunities to combat human trafficking.

The conference featured 18 speakers and facilitators representing a broad spectrum of expertise, including representatives from three governmental and European institutions, three international organizations, and nine non-governmental organizations. A total of 70 participants from 25 national, European, and international entities attended the event, underscoring the importance of multi-level cooperation in addressing this complex issue. The discussions focused on current challenges in human trafficking linked to forced migration, while emphasizing practical



solutions and synergies to enhance policy effectiveness and cross-border collaboration.

In September 2023, ACF Greece participated as an organizing partner in the regional event **“Improving Affordable Housing in the Mediterranean Region: The Social Value of Our Homes,”** hosted by ACF Malta in collaboration with ACF Portugal in Valletta, Malta. The event aimed to raise awareness of the challenges surrounding housing affordability across the Mediterranean by critically examining housing policies and sharing lessons learned from different national contexts. More than 40 participants from Malta, Greece, and Portugal took part in the discussions, contributing valuable insights on the social importance of affordable housing and potential policy improvements to better address the needs of vulnerable populations.

In November 2023, ACF Greece co-organized the one-day regional event **“Tales from the Streets: Empowerment Approaches to Tackling Homelessness”** in Athens, in partnership with ACF Poland. The event highlighted successful empowerment-

based strategies to address homelessness and provided a platform for stakeholders to exchange experiences, challenges, and opportunities related to these approaches. The event gathered 63 participants representing organizations and institutions from Greece, Poland, Croatia, Malta, Slovenia, Slovakia, and Norway, fostering valuable cross-country dialogue on homelessness solutions.

Two SolidarityNow representatives, experts in supporting individuals with refugee backgrounds, participated as speakers in the regional event **“Civil Society Organizations on the Front Line of Refugee Support: Common Calls and Solutions,”** held in Warsaw. The event convened professionals from 12 countries to discuss shared challenges, explore collaborative solutions, and plan future partnerships. It was implemented as a joint initiative of the Active Citizens Fund programs in Poland, Croatia, Lithuania, Romania, and Greece. The event gathered 134 participants representing 74 civil society organizations and institutions, fostering a rich exchange of knowledge and best practices.

In parallel, SolidarityNow advanced the **Bilateral Cooperation Initiatives** under the Active Citizens Fund, aimed at strengthening ties between NGOs in Greece and partners in the Donor States (Iceland, Liechtenstein, and Norway). In June 2023, responding to strong interest from civil society, an additional allocation of €20,000 was announced, raising the total funding to €162,000. By the end of the year, 34 bilateral projects had been contracted, engaging 408 participants in total, with full fund absorption expected.

Rights for ALL – Enabling the protection of rights for refugees and migrants through targeted Advocacy

Annual expenses: 9,474 €
Donors/Supporters: Dutch Council for Refugees, Step-Up Fund

The project has enabled SolidarityNow to maintain ongoing communication and foster new collaborative relationships with NGOs and state institutions.

This has been crucial in advocating for the development of a social and political framework that prioritizes the protection of vulnerable populations.

Through this initiative, SolidarityNow has successfully reinforced the connection between its fieldwork and advocacy efforts, thereby amplifying the overall programmatic impact. The project facilitated the production of evidence-based policy outputs, leveraging SN's extensive field presence to inform its advocacy, communications, and legal work.

A key achievement was the publication of the report **"The Reality of Employment for Migrant Women in Greece"**, which synthesizes SN's field research and advocacy expertise. Building on the findings of this report, SolidarityNow is committed to advancing meaningful reforms in labor migration policies and the empowerment of women in Greece.

MHPSS and Protection of Vulnerable Refugees in Greece

Beneficiaries: 446
Sessions: 794
Annual expenses: 30,774 €
Donors/Supporters: IsraAID Germany

This project, implemented at the Blue Refugee Center in Thessaloniki, continued a longstanding collaboration aimed at supporting young refugees and other vulnerable groups through complementary social integration and legal aid services. The initiative seeks to empower individuals living in and around the city and nearby camps by addressing unmet needs not covered by other interventions.

Social Integration Activities focused on assisting beneficiaries on their path toward social inclusion. Psychosocial First Aid (PFA) was delivered through individual sessions to promote personal development and wellbeing. Targeted group support was provided to the Ukrainian community to enhance employability, supplemented by cultural activities such as visits to concerts, theaters, and museums to foster a sense of belonging. The project also facilitated access to additional services offered by SolidarityNow and partner organizations.

From July 2023, the project prioritized support for Ukrainian women recognized as refugees and their families, working closely with the community to identify goals, assess needs, and improve access to information and resources.

Total individuals supported through social integration: 331
Total sessions conducted: 445

Legal Aid Services primarily targeted unaccompanied minors, recent adults (18+), single mothers, members of the LGBTQI+ community and survivors of sexual and gender-based violence (SGBV). The project lawyer provided comprehensive legal assistance including guidance, information, and representation in asylum procedures (claim registration, renewals, family reunification), and administrative matters with various authorities such as asylum offices, police, tax authorities, birth registries, and municipalities.

Total individuals supported through legal aid: 115
Total sessions conducted: 349

Through these integrated services, the project enhanced the protection and empowerment of vulnerable individuals, fostering pathways toward social inclusion and legal security.

PROTECTION

Emergency Response

Annual expenses: 45,909 €
Donors/Supporters: Private Donations,
IsraAID Germany, Kerakoll

SolidarityNow has developed an action plan for emergency response, grounded in the belief that as an active member of civil society, we have a responsibility to support those affected by disasters in every possible way. With the increasing impact of climate change and the risks associated with living in an earthquake-prone region, SolidarityNow has incorporated disaster response into the core functions of its emergency response department. This includes responses to human-made, and natural disasters. Our teams of humanitarian aid professionals are continuously trained and prepared to offer relief and support to communities in the aftermath of emergencies. The areas where SN plans to intervene, when necessary, include earthquakes, floods, forest fires, mass displacement, and extreme weather events.

The emergencies that SN responded to during 2023 were:



Operation “Dayanisma”, Antakya Turkey, February 2023

On February 6th, 2023, a Mw 7.8 earthquake struck southern and central Turkey and Northern and Western Syria. It was followed by a second Mw 7.7 earthquake the next day. The quakes caused widespread devastation across an area of approximately 350,000 km², affecting an estimated 14 million people and leaving around 1.5 million homeless. The confirmed death toll in Turkey reached 53,537, while in Syria it ranged between 5,951 and 8,476, making it the deadliest earthquake in modern Turkish history. On February 15th, the organization had finalized a deployment plan for a team, selected a location, established contact and collaboration with local partners, and secured funding for a mission in the disaster zone.

The plan involved a two-pronged approach, with two teams deploying to Antakya. The first team, the Quick Response Unit, was sent to establish contact, conduct field assessments, coordinate with local partners to set up child-friendly spaces in camps around Antakya, and

establish a base of operations and security processes in collaboration with the Swiss Humanitarian Aid team to prepare for the arrival of the second team.

The second team, the Operations Deployment Unit, arrived in Antakya on February 24. Following security and situation briefings, they began coordinating a child-friendly space (CFS) operations alongside ASAM, our Turkish partner organization. The team operated daily in four different camps in Antakya, working closely with UN agencies (OCHA/UNDAC,



INSARAG, UNICEF, IOM, and UNHCR). After completing most of their support activities, SolidarityNow’s Emergency Response Team (ERT) donated hygiene products to ASAM for direct distribution to the affected population. The team returned to Greece on March 8th, 2023.



Floods Daniel and Elias

On September 5, 2023, the greater Magnisia region of Greece was severely impacted by Storm “Daniel,” causing widespread devastation in Volos and Pelion. The intense storm brought heavy rainfall that overwhelmed rivers, leading to severe flooding. Bridges, roads, and key infrastructure were destroyed, while vast areas of Volos were submerged.

SN was in touch with local authorities, civil protection units, and trusted residents of Volos to develop a plan to support those affected. A team departed on September 7th and established an outpost in the Nea Ionia neighborhood, equipped with an electrical generator, charging stations, free 5G Wi-Fi, and basic first aid services. The team quickly expanded their operations, coordinating with municipal civil protection units to deliver aid and food to residents trapped in their homes. By early afternoon, alarming reports came from the Karditsa area, indicating that major dams had broken, and massive floods had trapped many residents in the region.

A two-person scouting team set out to Palama, where residents were reportedly trapped. Upon arrival, it became clear the team

needed to relocate from Volos to Karditsa, where the situation was critical, and SN set up a base in Larisa. The team was strengthened with additional staff, delivering donations from Desmos and assisting locals, the Army, the fire brigade, and volunteers. A collaboration with MSF Greece helped deliver bedding to the municipality. When another storm hit Volos on September 26, SN was redeployed to assist with cleanup until October 1.



Wildfires Rodopi

On August 20, wildfires erupted around Alexandroupolis, burning for several days. SolidarityNow quickly mobilized and, in coordination with local authorities, deployed to deliver hygiene products, cleaning, and medical supplies to aid emergency services. The team later moved to Rodopi, where fires threatened small villages, providing support to emergency responders. They delivered a pallet of water bottles to a junction near the fire front and set up a temporary base offering Wi-Fi and first aid. The team returned to Thessaloniki on August 24.



Wildfires Rhodes

On July 25, 2023, wildfires struck the island of Rhodes, endangering thousands of residents and visitors, and destroying an abundance of pristine forests and homes. Although SolidarityNow did not deploy a team to Rhodes, on the 27 SN gathered and sent a number of donations of medical supplies to the Rhodes hospital to support victims of the wildfires.

Research

“The Reality of Employment for Migrant Women in Greece”

In 2023, SolidarityNow carried out an empirical study to explore the integration experiences of migrant women in Greece’s labor market. The research gathered insights from 215 migrant women alongside various stakeholders, examining key factors such as personal characteristics, employment aspirations, labor market perceptions, encountered barriers, and support needs.

The study revealed notable patterns among women of the same nationality, highlighting shared challenges and emphasizing the importance of tailored interventions. **Despite many migrant women holding professional qualifications and skills, they frequently found employment in low-skilled, precarious jobs, predominantly within sectors facing labor shortages**, such as tourism, agriculture, and domestic care. Employers often viewed these roles as requiring minimal skills.



Crucially, the findings stress the need for specific support mechanisms to address the phenomenon of “brain waste” or “skills discounting” among highly skilled migrant women. Additionally, younger women (aged 17-29) with limited education or work experience from their countries of origin require targeted assistance to improve their labor market integration prospects.

This study provides a vital evidence base for SolidarityNow’s advocacy efforts, aiming to inform policies and practices that enhance migrant women’s access to decent and sustainable employment opportunities in Greece.

“Come Home”

Between September and November 2023, SolidarityNow implemented the “Come Home” project in partnership with the Mixed Migration Center (MMC) and Major Development Agency Thessaloniki (MDAT) at the Blue Refugee Center (BRC) in Thessaloniki. **SolidarityNow conducted 300 surveys to identify the difficulties faced by migrants in securing accommodation**, with a particular focus on experiences of discrimination.

The project successfully concluded within the planned timeframe and received highly positive feedback from both participants and donors, highlighting its valuable contribution to understanding and addressing housing challenges for people with a migrant background in Thessaloniki.

Defending HUMAN RIGHTS

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Advocacy Actions

SolidarityNow implements a targeted advocacy strategy to address systemic inequalities, promote social inclusion, and safeguard the rights of vulnerable communities.

In line with its Strategy for 2023-2025, SN has defined four strategic priorities to guide its work:

- | | |
|---|--|
| 1
Inclusive education for all | 3
Improving social protection and cohesion |
| 2
Catalyzing livelihoods opportunities | 4
Enabling access to justice and the protection of human rights |

Inclusive education for all

Education is a fundamental human right and a key factor in successful social and economic inclusion. SolidarityNow actively promotes inclusive education, ensuring that all children, regardless of their background, have access to quality education and the opportunities necessary for their development.

Following the closure of the ESTIA accommodation program at the end of 2022, many asylum-seeking children were relocated to open accommodation facilities across Greece, disrupting their education and integration. At the beginning of the year, SN, as part of the Child Rights Advocacy Network (CRAN) network, advocated against the program's closure, highlighting its negative impact on refugee children. Throughout the year, SN maintained close communication with the Ministry of Migration and Asylum, presenting key observations on the educational barriers faced by refugee children in 12 accommodation sites where SN is actively engaged.

As a member of European Council on Refugees and Exiles (ECRE), SN submitted comments on the ECRE Policy Note on The right to education Asylum Seekers in the EU, advocating for inclusive education policies to ensure access for asylum-seeking children. Additionally, SN contributed to the development of the Educational Guide "A Guide to Tomorrow", an initiative led by the Special Secretariat for the Protection of Unaccompanied

Minors of the Ministry of Migration and Asylum in collaboration with UNICEF and co-financed by the EU. This guide provides essential information to support the educational pathways of refugee and migrant children in Greece.

Beyond refugee education, SN has also prioritized the inclusion of Roma children, recognizing the persistent challenges they face in accessing education. Through the Amaro Magipé project, SN trained Roma mentors to identify and address educational barriers within their communities, including those in Pelekas (Katerini), Dendropotamos, Pavlos Melas (Thessaloniki), and Drosero (Xanthi). The Empower YOUTH project, equipped young Roma with advocacy skills to combat stereotypes and promote self-advocacy, fostering a culture of empowerment and educational advancement.

SN remains committed to ensuring that all children, irrespective of their migration status or ethnic background, receive equal educational opportunities, reinforcing the foundation for a more inclusive and cohesive society.

Catalyzing livelihoods opportunities

Economic integration is a cornerstone of social cohesion. SolidarityNow actively supports migrant and Roma workers to access fair employment opportunities while advocating for regularization policies to prevent exploitation and ensure labor rights.

SN has a long history of working with undocumented third-country nationals, advocating for their labor rights and access to dignified working conditions. In partnership with Generation 2.0, SN started the implementation of the "Revealing the Unseen Vulnerable Migrant Workers," project which focuses on data collection, employment pathway seminars, and public awareness initiatives to shed light on the challenges faced by precarious workers. In December 2023, SN publicly supported new legislative provisions allowing undocumented migrants who have been living in Greece for at least three years to apply for residence permits if they secure a job offer. This milestone underscores the importance of creating legal pathways to economic integration and reducing the vulnerabilities associated with irregular status.

Furthering its advocacy efforts, SN actively engages in national and international dialogues on regularization and labor rights. On October 2023, SN participated in PICUM's "Workshop on Building Narratives around Regularisation" in Brussels, focusing on strengthening advocacy strategies and public awareness campaigns. In the same spirit, in October 2023, SN took part in an advocacy forum organized by the Ivorian Community of Greece and the Greek Forum of Refugees to push for comprehensive regularization measures for undocumented migrants, emphasizing the human and economic benefits of inclusion.

Through these initiatives, SN continues to champion economic justice, ensuring that all vulnerable communities can access stable employment and fully participate in Greek society.

Improving social protection and cohesion

SolidarityNow aims to combat inequality by ensuring access to welfare services and social benefits for vulnerable groups, including refugees, migrants, and Roma communities. Through advocacy, partnerships, and direct interventions, SN works to eliminate structural barriers and promote social cohesion.

As an active member of the Racist Violence Recording Network (RVRN), SN plays a crucial role in documenting and addressing incidents of discrimination, racism, and xenophobia. Through its involvement in RVRN, SN contributes to monitoring trends in hate crimes and institutional discrimination, advocating for stronger legal protections and policy reforms to combat racial injustice. In March, SN took part in the annual “Walk Against Discrimination (WAD) 2023” in Athens, joining over 100 civil society organizations in a collective call for equal rights and the elimination of racial and ethnic discrimination. The event served as a powerful demonstration of solidarity, bringing together activists, community members, and policymakers to reaffirm their commitment to human rights.

To further challenge prejudice and social exclusion, SN organized a series of events in August 2023 featuring Roma narratives through a photo

exhibition, storytelling and stakeholder engagement. These initiatives aimed to amplify the voices of Roma individuals, highlight their lived experiences, and foster meaningful dialogue with broader society. Through personal testimonies, artistic performances, and community discussions, participants shed light on the systemic discrimination, barriers to education, and economic exclusion that Roma communities continue to face. The events also provided a platform for Roma youth to share their aspirations and advocate for policy changes that promote their inclusion. It has also been at the forefront of tackling anti-Gypsyism, participating in initiatives such as the Equirom Anti-Gypsyism Program and the 15th Dialogue Meeting with Roma and Travelers Civil Society in Strasbourg. By engaging the public, policymakers, and civil society actors, SN reinforced its commitment to combating anti-Gypsyism and promoting equal opportunities for all.

Enabling Access to Justice and the Protection of Human Rights

In 2023, SolidarityNow continued its efforts to strengthen legal pathways and protection mechanisms for vulnerable groups, with a particular focus on unaccompanied children, asylum seekers and Roma communities. Ensuring access to justice remained a key priority throughout the year.

A major challenge for unaccompanied children in Greece is the transition to adulthood, as many face homelessness, lack documentation, or lose access to protection services once they turn 18. To address these concerns, SN co-organized a transnational workshop on “Migrant Children’s Transition to Adulthood” in Athens on 30-31 January 2023, in partnership with the Council of Europe and other organizations. The workshop facilitated discussions among experts, policymakers, and civil society actors on the specific needs of migrant youth and the structural barriers they encounter. As a member of the CRAN network, SN also submitted a report to the Ombudsperson for Children’s Rights, advocating for a residence permit for all unaccompanied minors, independent of education or social integration conditions. Additionally, SN contributed to the public consultation on the Migration Code, successfully advocating for the introduction of a 10-year residence permit for unaccompanied minors who have completed three years of secondary education before turning 23. This provision represents a critical step in offering long-term security and stability to young migrants. SN extended

its advocacy efforts beyond national borders, calling for the urgent protection of children in Gaza and highlighting the critical need for international action to ensure their safety and well-being amidst ongoing conflict. On the domestic front, SN actively collaborated with the Ministry of Migration and Asylum, emphasizing the importance of equitable access to asylum procedures. Through formal letters and in-person meetings, SN advocated for timely, transparent, and fair processes.

At the European level, SN remained engaged in policy discussions on child protection and migration. In May 2023, SN participated in the EUAA’s Vulnerability Experts’ Network meeting in Malta, where transnational challenges in the asylum process for children were examined. In addition, SN contributed to national policy discussions on child protection. In February 2023, SN submitted proposals to the Ministry of Labor and Social Affairs for the 2024-2027 Action Plan for Children’s Rights, focusing on stronger protection mechanisms, legal safeguards, and enhanced social support for vulnerable children.

Publicity & Events

years
**Solidarity
in Action**



2023 was marked by several significant communication milestones. One of the key communication highlights of 2023 was the successful organization of the event celebrating the 10-year anniversary of SolidarityNow.

This milestone event not only honored a decade of impactful

work and social contribution but also served as a powerful platform to engage partners, supporters, and the wider community. Through thoughtful planning, strategic outreach, and meaningful storytelling, the event reflected the core values of SolidarityNow and reinforced its role as a vital force in promoting solidarity and inclusion in Greece.



23 January 2023, SolidarityNow celebrated
“10 Years of Solidarity in Action” at the Athens Concert Hall

In an evening filled with emotion and reflection, the story of SolidarityNow unfolded—a journey that began in 2013 as a vision and, over ten years, has grown into a nationwide movement. To date, the organization has brought together more than 1,500 employees and 500 volunteers who put solidarity into action every day across Greece.

The anniversary event was honored by the presence of distinguished figures from the intellectual, political, and business spheres—both from Greece and abroad—as well as representatives from international organizations that have long stood by SolidarityNow.



Facing the challenges of today

The members of the Board of Directors, Mr. Nikos Alivizatos– Lawyer, Emeritus Professor of Constitutional Law at the Athens School of Law, Mr. Nikiforos Diamantouros-Academic and first Ombudsman of Greece, Mr. Christos Rozakis- Emeritus Professor of the University of Athens and Vice President of the European Court of Human Rights, set the background on which the 10-year course of the organization has been based, responding effectively and directly to the pressing social issues of our time. This was followed by the speech of Mr. Efthymios Vidalis, Vice President, about transparency and proper management of resources, which lie at the heart of the organization’s operation.



A decade on, SolidarityNow has become a vibrant force for social support, delivering measurable impact to more than 350,000 people—including vulnerable Greeks, the unemployed, the homeless, women, single-parent families, refugees, migrants, victims of gender-based violence, Roma children and youth, members of the LGBTQI+ community, and many others.

Following that, members of the Board of Directors, along with distinguished speakers, presented the multifaceted work of SolidarityNow, which is carried out in collaboration with the State, international organizations, foundations, businesses, and individual donors.

Civil Society and its role in addressing the needs of Greek society

Ms. Sofia Voultepsi, Deputy Minister for Migration and Asylum, Ms. Domna Michailidou, Deputy Minister for Labor and Social Affairs, Mr. Kostas Bakoyannis, Mayor of Athens and Mr. Yiannis Boutaris, Member of the Board of Directors of SolidarityNow and former Mayor of Thessaloniki, highlighted the importance of Civil Society in strengthening the state’s efforts to provide tangible support to all those in need.



The importance of international cooperation in enhancing the impact of Civil Society interventions

Mr. Gianluca Rocco, IOM Greece Chief of Mission & Regional Response Coordinator, Lajla Brandt Jakhelln, Ambassador of Norway to Greece, Maria Clara Martin, UNHCR Representative in Greece, Dr. Jennifer Cavounidis, SolidarityNow BoD Member, Sociologist, Academic, pointed out that the only way to have a substantial impact on the lives of people in need is the cooperation of international bodies with organizations.



The above were followed by a brief statement by Prof. Jeffrey Sachs, who congratulated SolidarityNow on its great work, emphasized the need to continue dynamically where systems fail, and apply practical wisdom to find solutions to social challenges.

The celebration concluded in a deeply moving atmosphere, accompanied by the music of the Ukrainian ensemble Nova Opera, singer-songwriter Eleni Arapoglou, and the timeless lyrics of «Imagine», a song that captures and reflects the core vision of SolidarityNow: a common ground for all those who believe in the power of solidarity, through continuous support and the hope for a better world free from stereotypes and discrimination.



Celebrating a New Chapter for the Athens Solidarity Center

On November 2, the Athens Solidarity Center marked the beginning of a new phase with the official launch of its three-year funding under the Switzerland–Greece Cooperation Programme. The event drew high-profile attendance, including the Greek Minister of Migration and Asylum, Dimitris Kairidis; the Swiss Federal Councillor for Justice and Police, Elisabeth Baume-Schneider; and the Mayor of Athens, Kostas Bakoyannis.

The event highlighted the Center’s continued role in supporting vulnerable communities in Athens. One of the most powerful moments was the personal testimony of Wivine, a refugee and lawyer from the Democratic Republic of the Congo, who has received legal assistance from the Center. Her story humanized the impact of our work and generated strong emotional engagement among attendees and media alike.



Closing Event for the EEA Grants Funding of the Athens Solidarity Center

In an atmosphere filled with emotion and reflection, a special event was held to mark the completion of the third funding phase of the Athens Solidarity Center under the EEA Grants, covering the period from August 2022 to May 2023.

The event brought together stories, emotions, and impactful data that highlighted the Center’s vital work in supporting the most vulnerable groups in Athens. Attendees included representatives from civil society organizations, local authorities, and other key stakeholders. This closing event not only celebrated the achievements of this funding cycle but also reinforced the importance of sustained collaboration to ensure continued access to support services for those in need.



Participation in “Refugee Week” Festival

It was a celebration to remember! Centered around the Athens Solidarity Center, the organization honored Refugee Week Festival and World Refugee Day (June 20) with activities that brought together people and cultures in meaningful ways.

Throughout the week, the Center hosted the photo exhibition “Home: Beyond the Threshold”, a collection of spontaneous moments captured by children and adults, offering a deeply personal perspective on what “home” means.

On June 19, the Center’s kitchen came to life! Women beneficiaries, many of whom consider the Center a second home, were invited to cook a traditional dish from their country of origin and share a meal together. The gathering was magical; through food, stories, and shared memories, participants connected in ways that transcended language and borders. It was a powerful reminder that **when we come together with open hearts, no barrier can truly divide us.**



Support for the Emergency Response Team

In 2023, SolidarityNow's Emergency Response Team was at the forefront of major humanitarian challenges, reaffirming its strategic role within the organization. The team's interventions were swift and flexible, addressing emergency situations and supporting vulnerable communities at the moments they needed it most.

As part of our broader mission, providing strong communication support for these actions was a top priority. Throughout the year, we documented, showcased, and promoted the team's efforts through targeted media engagement. Our aim was to enhance transparency, raise public awareness, and build broader social alliances.

- 5 press releases
- 9 media features (TV and radio) presenting the Team's work
- 1 crowdfunding campaign to support the Team's operation

Publications

Throughout the year, SolidarityNow published a range of materials in both print and digital formats, as part of its ongoing activities, initiatives, and programs. These publications serve as a vital tool for capturing and disseminating the knowledge and good practices developed through daily fieldwork.

The systematic documentation of the organization's expertise is one of its key strategic goals for the coming years, as it promotes transparency, knowledge exchange, and the replication of effective intervention models both within and beyond Greece.

“Task based language teaching” (1)

The Guide was designed to equip educators with the necessary theoretical and practical knowledge regarding the Task-Based Language Teaching (TBLT) methodology, which falls within the broader framework of Communicative Language Teaching. Learning Greek as a second language for children with a refugee or migrant background is not merely a skill, but a vital step toward integration both within the school environment and in society at large.

“School Dropout Prevention Guide” (2)

This Guide is intended for educators and

aims to provide the necessary knowledge and tools to better understand the phenomenon of school dropout, as well as to develop the skills required for its timely prevention and effective management.

“Child-Friendly Spaces: A Practical Guide for Field Practitioners” (3)

A Practical Guide aimed at field professionals for the proper establishment and operation of Child-Friendly Spaces. The Guide was developed within the framework of the Ukraine Response project, which was launched in 2022 to address the emerging needs of displaced Ukrainians and is supported by UNICEF.

“1,2,3...Ftou kai Vgaino!” (4)

A social-emotional empowerment activity toolkit for the teaching of Mathematics and STEM subjects (3rd edition, in collaboration with UNICEF), designed for educators.

“Here We Come” (5)

“Here We Come” was created to support both English language educators and students in the new environment shaped by the large-scale refugee and migratory movements across Europe. This toolkit includes activities for multilingual and social-emotional empowerment (in collaboration with UNICEF).

“Toolkit on the Transition of Unaccompanied Migrant Children to Adulthood” (6)

The Toolkit was developed within the framework of the project “Building Futures, Sharing Good Practice: Migrant Children’s

Transition to Adulthood - UACFutures». Field professionals from SolidarityNow contributed to the drafting of the Toolkit in the sections “Access to Basic Rights and Legal Support” and “Access to Education, Vocational Training, and the Labor Market”.

“Me - You - Us: Acceptance and Inclusion” (7)

A book for educators featuring specially designed material for a skills development workshop that promotes mutual respect and understanding of diversity, as well as acceptance and inclusion, aimed at pre-adolescent and adolescent children.

“The Challenges of Robot X” (8)

An educational robotics and creative storytelling manual designed to enable all children to participate equally.



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YETKINER ERGUN
AVRAMIDOU SOUMELA
AGORASTOS ALEXANDROS
ATHANASIOU XARA
AKBAR ZANTA ABDUL MATIN

AL IMANTI NADINE
ABDEL SAHID GEORGE
ANAGNOSTOPOULOU ALEXANDRA
ANASTASIOU VASILIKI
ANDRAKAKOU VASILIKI
ANTONIADIS LEFTHERIS
AUAD ANASTASIA
APERGI FOTINI
ARABADJIS GEORGE
ARGYROU ANTONIOS NIKOLAOS
ARONIS KOSTIS
ASVESTA MARIA
ASIMAKI MELPOMENI
AHMBED MIRO
VAGGER NAFSIKA
VAGIAKIS GEORGE
VARVARIOTIS ASTERIOS
VARTHALAMI MARIA
VASILAKOU EYAGGELIA
VASILEIADOU ANTIGONE
VASILEIOY CHRYSSI-SOFIA
VAFEIADI EYAGGELIA
VELALI ALEXANDRA-ANNA
VELENTZA VASILIKI
VLAKKA STAMATIA
VOLIOTI-MARAGKOU ELENI
VOYLGARIS KOSTAS
BOYLDYOUKI MARIA
VOYTSARIDI LIDA
GAVRIELATOU MARIKA
GAITANOS VAGGELIS
GEORGIOU PANAGIOTA
GEORGOPOULOU DOMNIKI
GEORGOPOULOU MELPOMENI
GIAZITZI VASSILIKI
GIANNAKOPOULOU ANASTASIA
GIANTSIDIS IOANNIS
GIATROUDI XARA
GIAxmaxan XERETIN
GIORDAMILAKIS MICHAIL
GKARANE SOFIA
GKOLFOU EYAGGELIA
GOYDA EYAGGELIA
GOYLA KATERINA
GOYRNA STAMATIA

GOYSIAS GEORGE
DALAMPOYRAS NIKOLAOS
DELVOIS PANAGIOTIS
DIMA OLGA
DIMADI PARASKEYI
DIMITRIOU PANAGIOTIS
DIONELLIS VASILIS
DOTSA CHRYSSA
EL SAYED AZZA
EYSTRATOUDAKIS IOANNIS
ZARZOY BASILIKI
ZAFEIROPOULOS IOANNIS
ZACHARIADOU ZOE
ZEIS THODORIS
ZIZIPOULOU CHRYSSA
ILIOPOULOU GLYKERIA
ISMAEL IBRAHIM
KAIRI AGGELIKI
KAISARI ERNST TINA
KALTSIDOU GEORGIA
KANTA MARINA
KARAVASILI MARGARITA
KARATHANASI AGGELIKI
KARATZOGIANNI VANA
KARGIOU RAFAELA DESPOINA
KASEM HASSAN
KATELANAKI EFTHICHIA
KATI KALLIOPE
KATSIKARIS GIORGOS
KATSILIS VASILIS
KEDROU ALVISA
KIOURKTZIAN MARAL
KIRLAS MARIOS
KOLIOPOULOU ELEFThERIA
KOLOTSIOS VAGGELIS
KOMNINOY DORA
KONDILIS GIANNIS
KONTARINI ILEKTRA
KOTSIKARI PANAGIOTA
KOULOURI ATHENA
KOULOURI LYDIA
KOYRELI VASSILIKI
KOUTZOUKOU FAY
KOYTSANDREA ELENI
KOYTsoYBA DIMITRA

KYRIAKIDOU ANTHI
KONSTANTINIDIS ISAAK
LABADARI ANTONIA
LEGGA OLYMPIA
LIANZAKIS PARASKEYAS
LIOUZA KONSTANTIA
LIOUKAS PANOS
LOLI ANISA
MANOU PANAGIOTA
MANOUSI KATERINA
MANOLAKOS PANAGIOTIS
MANOLIAS BLASIS
MAOUTSIOU MARIA
MATZIRIS TRIANTAFYLLOS
MAYRIDOU MARIA
MAYRIDOU THEODORA
MAYROMOUSTAKI IRENE
MELLOU EVA
MITSIKARI STAUROULA
MICHAELAKI KONSTANTINA
MICHALOPOULOU DIMITRA
MICHALOU IRENE
BAZOUKA ARGYRI
BAKA NIKOLETA
BAKALI ASIMINA
BAKR ACHMED
BAXEVANOGLOU GEORGIA
BELES ATHENA
BENTAI LORENA
BITOUNI ROELA
BOGEAS THODORIS
BOLETSI AGGELA
BOLMATIS GEORGE
BOUZI-FILIPPIDI STAUROULA
BOUBOPOULOU ANASTASIA
BOURBOU CHRISTINA
MORALI THEOFANO FANI
NAKKAS NIKHFOROS NIKITAS
NACHOPOULOU ATHENA
NEGREPONTI ARGYRI
NEPIENLIDOU MARIA
NIKITA KIRIAKI
NIKOU MARIA
DALALI AMINA
DREU DORINA

OIKONOMOPOULOU ANNA MARIA
OIKONOMOU ANASTASIA
OIKONOMOU ELENI-STYLIANI
OIKONOMOU MARIA
PAGIATI MARIA ELENI
PANAGIOTAKOPOULOU ELENI
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PANTAZOPOULOU THEODORA
PANTERMALIDOU EYGENIA
PAPADOPOULOU CHRISTINA
PAPAKONSTANTINOY KATERINA
PAPANIKOLAOU PANAGIOTA
PAPAPASCHOS VASILIS
PAPIGGI NANCY
PARADISOU CRHISANTHI
PARASKEUOULAKOU ALEXIA
PASCHALIDOU STILIANI
PATLIKA SOULTANA
PATRIKIOS NIKOLAOS
PERIKLEOUS VASILIS
PERPERIDIS SOTIRIS
PLATANISIOTI IOANNA
POLENA MARILYN
RAGKOS NIKOLAS
ROMANOS CRHISTOS
SAVVIDOU VALIA
SAKELLARIOU ALEXANDROS
SANNAS DIMITRIS
SARIDOU EFTHICHIA
SEITANIDOU DORA
SIMATIS PAVLOS
SIASIOU ALEXANDRA
SINANI IOANNA
SIRETI AGGELIKI
SKOUMA ALEXANDRA
SKOUTARI ALEXANDRA
SKRETAS KONSTANTINOS
SPIROPOULOU GEORGIA
STAMELOU KATERINA
STAVRAKAKI VIRGINIA
STAVROPOULOU ATHENA
STERGIOU SOFIA
STEFANIAKI EVA
STILIDOU VILELMINI

SIKARI VIOLETTA
TANI MARIA
TASIOUDIS ORFEAS
TATSOUDI KIRIAKI
TZAVELLA ALEXANDRA
TZAKA CHRISANTHI
TZEGIOUSI RIM
TZELEPI SOFIA
TZIVELEKI PARASKEVI
TZIMOULA EFTHYMIA
TZIRAKI ANTONIA
TOLIOU FOTINI
TRIAANTAFYLLIDOU ZOE
TRIAANTAFYLLOU PARASKEVI
TRIFEROPOULOU ATHENA
TSAVALAS STILIANOS
TSALAMANDRIS GEORGE
TSAMI DIMITRA
TSAOUSIDOU KIRIAKI
TSATSARONI ELENI
TSEKOURLOUKI ELENI
TSELIOU ATHENA
TSIKLIAS FOIVOS
TSIBRIS VASILIS
TSITIRIDIS GEORGE
TSITROPOULOU CHRYSOULA
TSOUROS GEORGE
FLOROS GEORGE
FOURKIOTOU IOANNA
FOURLI MARIA ANNA
CHAN DIMITRIS
CHANTZIDOU MARIA ELENI
CHARITOU IRENE
HATZ KASSEM OMAR JOSEPH
CHATZIKIRIAKOU ZAKELIN
CHATZOUDI KONSTANTINA
CHERAKI RITA
CHOLEVA DANAE
CHRISTAKI IOANNA
CHRISTOU CHRISTINA
CHRISTIDOU MELPO
CHRISTOPOULOU MARIA VASILIKI
PSILOPANAGIOTIS
KONSTANTINOS

Volunteering at SolidarityNow

SolidarityNow continued its commitment to volunteerism and community support throughout 2023, building upon the foundation of collaborative efforts and strategic planning established in previous years. Despite ongoing challenges and evolving circumstances, the volunteer network demonstrated resilience and adaptability, achieving significant milestones and impacting the lives of vulnerable populations across Greece.

This year the number of volunteers reached 137, up from 121 in 2022. The outstanding work of the volunteer network is reflected in the reputation of SolidarityNow, actively attracting increasing numbers of motivated individuals.

Throughout the year, SolidarityNow strove to optimize voluntary procedures and operations, to ensure efficient and effective volunteer support. Challenges such as extended restrictions in reception and identification centers, have prompted various strategies. This included the development of new programs consisting of specialized workshops, training, and research on the refugee crisis, stress resilience, the operation of humanitarian organizations, and ways of volunteering. Additionally, volunteer recruitment and onboarding processes were streamlined through the creation of a new database, and improved assessment forms. These initiatives aimed to foster a more diverse and resilient profile of volunteers, capable of effectively engaging with their communities and addressing their evolving needs.

During 2023, the volunteering

network of SolidarityNow sought to strengthen collaborations with universities and organizations globally to exchange experiences, stories, and best practices while reaching new volunteering pools. Several Greek universities and private colleges took part in collaborations including: **the Aristotle University of Thessaloniki, the University of Macedonia in Thessaloniki, the National and Kapodistrian University, Panteion University, the Hellenic Open University in Patras, the University of Patras, the Mediterranean College and Anatolia College.** SolidarityNow is also an active member of the Centralized Internship Support System for Greek Higher Education Students (Atlas), contributing to society by providing meaningful internships all over Greece. SolidarityNow also collaborated with international organizations and universities including

ActionAid Global Contact, Legal Network Elsa, IsraAID, Connect International, the **University of Texas, the University of Illinois, and universities from France, Britain, and Germany.** These opportunities ensure a stable voluntary and internship network, while also providing the chance for contributions to academic society and opportunities for future humanitarian workers with diverse backgrounds.

In 2023 SolidarityNow played a vital role in the coordination and participation of the two non-formal voluntary networks in Thessaloniki, Thess Diktio and Select Respect. Thess-Diktio, established in 2011, is an informal network of voluntary organizations and civil society entities. It aims to foster collaboration, knowledge sharing, and collective action among diverse actors in the city, promoting synergy to address societal challenges effectively.

Select Respect advocates for an inclusive society, combating discrimination based on gender, race, sexual orientation, disability, and religion. The membership and active participation in these two networks provided networking opportunities, collaborative platforms and new opportunities to volunteer all over Greece.

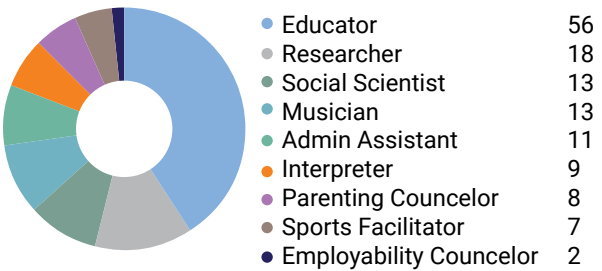
Volunteers and interns made significant contributions across SolidarityNow's programs. **They assisted with Greek and English lessons, enhancing participants' language skills and creating music and athletic activities to promote physical and cultural engagement. They provided interpretations for various services, ensuring clear communication and understanding, and organized workshops for children and adults, fostering learning and creativity.** Their support extended to administrative tasks, aiding the smooth operation of different programs and events, as well as operating the CFS spaces

in Athens and Thessaloniki. Both volunteers and interns also played a crucial role in supporting the field teams at the accommodation centers across Greece, provided they were accepted by Registry of Greek and Foreign NGOs. Finally, they shadowed meetings and conducted research to gain hands-on experience around refugee issues, contributing to the fields of social and political science.

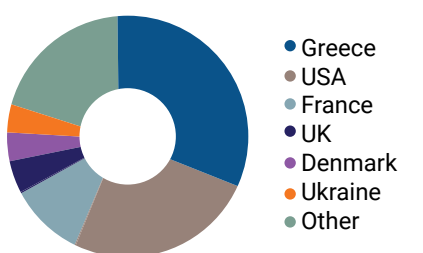
Concluding with the highlights of 2023, the voluntary network consisting of more than 500 participants over the last 10 years was presented and represented in the 10-year anniversary celebrations of SolidarityNow, showcasing the enduring commitment to community support. Moreover, SolidarityNow participated in the Mind Mapping event "E-Volunteering" in Belgrade from April 5 to 8, bringing together organizations, youth workers, and volunteers to record, identify, and analyze practices around

e-volunteering. Organized by Connect International in collaboration with MoveIT and co-funded by the European Union, the event aimed to provide a basis for analyzing the policies, needs, and practices followed by organizations in e-volunteering. Furthermore, our involvement in ThessDiktio's activities, including the walking tour, International Volunteer Day, and Greenwave festival, fostered community engagement and promoted volunteerism. We also conducted specialized training sessions for volunteer groups from organizations such as the United Societies of Balkans (USB) or the Mediterranean College, ensuring they are well-prepared for their community engagement. Lastly, we offered tailored educational programs to researcher students, supporting their academic pursuits and reinforcing the importance of volunteerism in research.

Volunteer Fields 2023



Volunteer Nationalities 2023



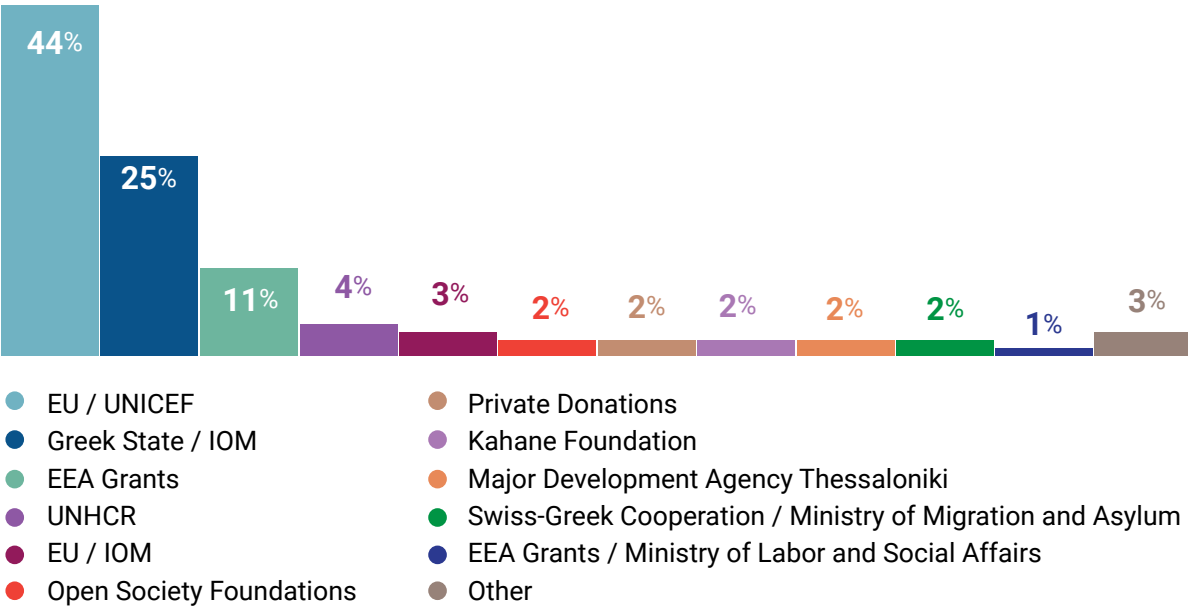
STATEMENT OF FINANCIAL POSITION (amounts in euro)

	31/12/2023	31/12/2022
ASSETS		
Property, plant & equipment	32,804	65,657
Right -of-use- assets	197,192	55,371
Advances and long-term assets	25,563	28,002
Total non-current assets	255,559	149,031
Trade and other receivables	1,854,370	1,457,451
Cash and cash equivalents	452,991	1,387,827
Total current assets	2,307,361	2,845,278
Total assets	2,562,920	2,994,309
EQUITY		
Retained earnings	90,461	97,672
Total equity	90,411	97,672
LIABILITIES		
Provisions for employee severances	148,421	198,476
Long term lease liability	89,209	0
Total non-current liabilities	247,779	198,476
Trade and other payables	2,108,609	2,641,563
Short term lease liability	126,620	56,598
Total current liabilities	2,235,229	2,698,161
Total liabilities	2,562,920	2,896,637
Total equity and liabilities	2,562,920	2,994,309

STATEMENT OF TOTAL COMPREHENSIVE INCOME (amounts in euro)

	1/1/2023-31/1/2023	1/1/2022-31/1/2022
Revenue	5,394,639	7,290,828
Personnel expenses	(4,296,722)	(5,696,994)
Depreciation of property and equipment and amortisation of intangible assets	(201,737)	(168,956)
Other expenses	(880,234)	(1,412,590)
Operating profit	15,948	12,289
Finance income	2	1
Finance expense	(23,161)	(10,655)
Net finance expense	(23,159)	(10,654)
Profit / (Loss) before tax	(7,212)	1,634
Income tax	0	0
Profit / (Loss) after tax	(7,212)	1,634
Total comprehensive loss for the year	(7,212)	1,634

Independent auditing by Ernst & Young Hellas is carried out and the results are published at www.solidaritynow.org. At the same time, SolidarityNow is also being audited by certified auditors for every grant received.



Allocation of Expenses
(amounts in euro)

Personel Cost	4,296,722
Rent & utilities	203,479
Expenses for centers & structures	268,088
Supplies/Services for beneficiaries	69,710
Operating expenses	174,647
Regranting	222,566
VAT on expenses	80,373

Expenses per Strategic Priority
(amounts in euro)

Education	3,747,370
Livelihoods	445,962
Social Protection	766,824
Access to Justice	242,414
Civil Society Strengthening	67,108
Emergency Response	45,909

• Average no. of employees 190

• Volunteers 137

INDEPENDENT AUDITOR’S REPORT

To the Members of the Non-Profit Association “SOLIDARITYNOW”

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Non-Profit Association “SOLIDARITYNOW” (the “Association”), which comprise the statement of financial position as of December 31, 2023, the statements for total comprehensive income and the statements of changes in equity and cash flows for the year then ended and a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly in all material respects the financial position of Non-Profit Association “SOLIDARITYNOW” for the year ended December 31, 2023, and its financial performance and cash flows for the year then ended, in accordance with International Financial Reporting Standards (“IFRS”) as endorsed by European Union.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs), as incorporated in Greek Law. Our responsibilities under those standards are further described in the “Auditor’s Responsibilities for the Audit of the Financial Statements” section of our report. We are independent of the Association in accordance with the International Ethics Standards Board for Accountants’ Code of Ethics for Professional Accountants (IESBA Code), as incorporated in Greek Law, together with the ethical requirements that are relevant to the audit of the financial statements in Greece, and we have fulfilled our ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards as endorsed by the European Union, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern

and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations or has no realistic alternative but to do so.

Auditor’s Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs, as incorporated in Greek Law, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Athens, May 30, 2025
The Certified Auditor Accountant
Konstantinos Tsekas
S.O.E.L R.N. 19421
ERNST & YOUNG (HELLAS)
CERTIFIED AUDITORS ACCOUNTANTS S.A.
8B CHIMARRAS ST., MAROUSI
151 25, GREECE
Company SOEL R.N. 107

Donors 2023

European Commission

UNICEF

Ministry of Migration and Asylum

International Organization for Migration

EEA Grants

UNHCR

Kahane Foundation

Major Development Agency of Thessaloniki

Ministry of Labor and Social Affairs

Ministry of Citizens Protection

Council of Europe

IsraAID Germany

Eurolife

Open Society Foundations

US Embassy Athens

Alpha Bank

FOCUS Humanitarian Assistance

Dutch Council for Refugees

University of Texas

Kerakoll

Platform for International Cooperation on
Undocumented Migrants (PICUM)

Memberships

SolidarityNow joins forces with national and international organizations, networks and civil society institutions, to support and empower vulnerable populations and strengthen the reach and impact of advocacy and policy initiatives.

Greek and Foreign Non-Governmental Organizations Record of the Hellenic Ministry of Migration and Asylum

SolidarityNow is registered in the Record of the Hellenic Ministry of Migration and Asylum as an organization which is active in matters of international protection, migration, and social inclusion in Greece.

National Registry of Institutions of the Private Sector Non-profit

SolidarityNow is registered in the National Registry of Institutions of the Private Sector Non-profit holding social care services and in the Special Registry of the Volunteering Non-Governmental Organizations of the Greek Ministry of Health and Social Solidarity.

ISO

SolidarityNow implements a quality management system, in accordance with the ISO 9001 standard.

NGOsource

SolidarityNow has been certified by NGO source as being the equivalent of a U.S. public charity.
www.ngosource.org

ECRE

SolidarityNow is a member of ECRE (European Council on Refugees and Exiles, a pan-European alliance of 90 NGOs protecting and advancing the rights of refugees, asylum seekers and displaced persons.
www.ecre.org

Racist Violence Recording Network

The Racist Violence Recording Network was created in October 2011 to monitor the escalation of hate crimes.
www.rvrn.org

Transparency Register

SolidarityNow joined the Transparency Register platform to contribute to its goals and vision, concerning the answers to core questions such as what interests are being pursued, by whom and with what budgets. The system is operated jointly by the European Parliament and the European Commission.
www.ec.europa.eu/transparencyregister

PICUM

PICUM, the Platform for International Cooperation on Undocumented Migrants, is a network of organizations working to ensure social justice and human rights for undocumented migrants.
www.picum.org

International Detention Coalition

The International Detention Coalition (IDC) is a unique global network, of over 300 civil society organizations and individuals in more than 70 countries.
www.idcoalition.org

Thessdiktio

The main goals of the network are to strengthen collaboration and networking at a local and regional level, facilitate the exchange of ideas and good practices, and the promotion of the value of voluntarism and active participation in social actions.
www.thessdiktio.gr

Select Respect Network

The network contributes to the formation of an open society with respect for human rights and the acceptance of diversity at all levels of social and political life
www.selectrespect.org/network

Accountable Now

SolidarityNow is a member of Accountable Now, a global platform that supports civil society organizations (CSOs) to be transparent, responsive to stakeholders and focused on delivering impact.
www.accountablenow.org

International Human Rights Funders Group

SolidarityNow is a member of the International Human Rights Funders Group, a global network of donors and grant makers committed to advancing human rights around the world through effective philanthropy.
www.ihrfg.org

CIVICUS

SolidarityNow is part of CIVICUS, a global alliance of civil society organizations and activists dedicated to strengthening citizen action and civil society throughout the world.
www.civicus.org

FEANTSA

FEANTSA is the European Federation of National Organizations Working with the Homeless. It is the only European NGO focusing exclusively on the fight against homelessness.
www.feantsa.org

Consortium on Refugees' and Migrants' Mental Health (CoReMH)

CoReMH is a network of organizations and individuals founded in 2020 with the goal of improving mental health practices and policies for refugees.

Athens Coordination Committee for Migrants and Refugees (ACCMR)

The Athens Coordination Center for Migrant & Refugee issues (ACCMR) was established in 2017 as a coordinating body for social integration and cohesion in the City of Athens. ACCMR is the first municipality – led coordination hub in Greece, facilitating cooperation between the City of Athens and civil society, international organizations and central government and enabling effective integration policies.

Greek Network for Shelter and Housing

The the Greek Network for Shelter and Housing was founded in 2010 by twenty social and public organizations that help fight homelessness in Greece, support socially excluded groups and the homeless and advocate for the right to quality housing for all.
<http://www.astegoi.gr>

SolidarityNow, following a ministerial decision, received a Special Certification as a Provider of Primary Social Care Services (Government Gazette No. 2341).

together



WE CAN
ACHIEVE
MORE

We want to support the most vulnerable members of society, indiscriminately, through new innovative social actions. If you believe in an open society BECOME A MEMBER of SolidarityNow and help us support more people in need.

Visit our website www.solidaritynow.org/en/donation/

Click on “Make a donation” and find out how you can BECOME A MEMBER of SolidarityNow and join our large, multicultural, and active team!

Any donation -small or big- is important!

For more information, please contact the Development and Fundraising Department at fundraising@solidaritynow.org.

Corporate donations

Corporate Social Responsibility (CSR) is practiced by many companies operating in Greece. The partnerships we seek are financial aid, donations in kind, information, awareness of their employees' volunteering etc.

Share your precious time

SolidarityNow is constantly looking for volunteers to aid the organization. If you are interested in volunteering, contact us and we will get back to you so as to explore together the ways that you can contribute to our efforts.

There are many people in need of support, and we need your help to reach out to them.

2013-2023



