

annual report

2024

for all

**SOLIDARITY
NOW**

This is our common ground



for all

annual report

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EDITORIAL

Stelios Zavvos, Chairman of the BoD



As in previous years, 2024 was marked by an unbroken chain of crises. Armed conflicts, humanitarian tragedies, unsafe migration routes, and the devastating effects of climate change defined the year, testing the resilience of societies and individuals alike. In a world scarred by violence and constant instability, what is urgently needed are responsible and courageous political decisions, coupled with meaningful partnerships that can build fairer, more humane, and inclusive societies.

This is the path that SolidarityNow continues to follow.

Internationally, since October 2023 Gaza has faced one of the gravest humanitarian tragedies of recent decades. The crisis in the Middle East is creating conditions with far-reaching social consequences for generations to come. Meanwhile, the war in

Ukraine continues to displace millions, and Sudan, with nearly 12 million displaced people, recorded the largest mass displacement globally.

The Mediterranean remained the most perilous crossing for those seeking safety and a future in Europe. According to data from the International Organisation for Migration, at

least 8,938 people died on migration routes worldwide in 2024, making it the deadliest year on record. These figures underscore the continued failure to deliver a collective European response that balances protection, humanity, and fair management of migration. At the same time, the climate crisis reaffirmed that it is not only an environmental threat but also a driver of inequality, conflict, and displacement. Floods in Asia and wildfires across the Mediterranean highlighted the urgent need for better preparedness and stronger community resilience. In Europe, debates around the new Migration and Asylum Pact once again revealed the gap between the need for a common European policy and unilateral, exclusionary approaches. Within this international landscape, Greece was not spared. In 2024, society struggled with rising living costs, a housing crisis, and deepening social inequalities. Vulnerable refugees, migrants, Roma, and many Greek citizens alike faced new hardships. The country remained at the forefront of refugee arrivals, surpassing 60,000, while migration

policies too often left people in limbo instead of paving pathways to integration.

Against this backdrop, SolidarityNow stayed true to its mission: to defend every person's right to a dignified life. In 2024, we supported 6,799 people through our Solidarity Centres in Athens and Thessaloniki, providing legal counseling, psychosocial support, education, and employability services. We developed initiatives to shield vulnerable groups from the impacts of the climate crisis, while placing special emphasis on children and youth—because we believe the future of any society depends on the opportunities and rights it secures for the next generation.

As we enter 2025, on behalf of the entire SolidarityNow team, I reaffirm our unwavering commitment: to remain a point of reference for those in need, to advocate for a society that leaves no one behind, and to transform solidarity from a word into a daily practice. Finally, I would like once again to express my deepest gratitude to the people of SolidarityNow, whose dedication gives life to our mission.



EDITORIAL

Marilyn Polena, General Manager

In a world marked by ongoing crises, growing inequalities, and persistent conflicts, civil society's role in defending human rights and supporting vulnerable communities is more crucial than ever. SolidarityNow remains at the forefront, delivering practical solutions, amplifying marginalised voices, and building inclusive, resilient communities. We address urgent needs while tackling long-term challenges, providing essential services, fostering empowerment, and driving systemic change.

In 2024, SolidarityNow marked another milestone in its journey - ten years of continuous operation of the Athens Solidarity Centre (ASC). Since its opening in 2014, the ASC has become a lifeline for thousands of people facing exclusion, displacement, and hardship, offering integrated, quality services and a safe, trusted space in the heart of the city. This decade-long achievement reflects our sustained commitment to addressing the evolving needs

of those we serve, and our ability to adapt amid changing social and economic realities. Throughout the year, we strengthened and expanded our programmes, forging new collaborations and extending partnerships with local authorities, institutions, and civil society actors to amplify our reach and impact. We opened two new centres, in Ioannina and Larissa, through the COMPASS project, offering focused support to unaccompanied minors

and young adults aged 18 to 21. We also re-launched Female Friendly Spaces in camps, providing much-needed safe, inclusive environments for women, with services ranging from psychosocial support to empowerment activities. Support for survivors of human trafficking was extended, offering dedicated protection and assistance to those facing one of the most severe forms of exploitation. Our focus throughout 2024 remained on integration and empowerment. We co-organised a successful job fair in Athens attended by 800 participants, expanded our employers' network, and implemented targeted initiatives to strengthen women's participation in the labour market. We celebrated stories of self-reliance and success, such as the opening of a restaurant by Shaimaa in Thessaloniki. Our work with Roma communities was strengthened, with a focus on women's empowerment and children's education.

The year also marked the successful completion of our long-standing Active Citizens Fund project, a landmark initiative that has contributed to strengthening civil society, promoting human rights, and fostering inclusive communities across Greece. Its legacy will continue to inform our work and partner-

ships for years to come. We also successfully completed the All Children in Education project, which over three years supported more than 8,500 children to access and remain in school, a milestone achievement that we hope to see continued.

Research played an increasingly important role in guiding our work this year. By collecting evidence and documenting emerging trends, we are able to adapt our programmes more effectively and contribute to policy discussions with concrete proposals. From migrant labour rights to inclusive education, our advocacy remains firmly grounded in the realities of those we serve.

Globally, the conflicts in Ukraine and the Middle East continued to cause immense suffering. At home, economic instability and social disparities persisted. In this context, our work provided not only protection and essential support but also hope and pathways to self-reliance.

As the year closes, SolidarityNow remains committed to standing with those who need us most, confronting injustice, and working toward a future where everyone can live with safety, equality, and respect.



ABOUT



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SolidarityNow (SN) is a Greek non-profit, humanitarian organisation, founded in 2013 to respond to the needs of the most vulnerable and marginalised groups of our society, without discrimination.

SN implements projects across thematic areas, aiming to bring together different groups of people to address common challenges.

Our Vision

A world of solidarity, hope and tolerance, where people live in dignity and security

Our Mission

To improve people's lives and empower them to create a just and inclusive society

Our Values

Respect: We value differences and treat everyone with dignity and respect.

Collaboration: We trust that by working together, we are stronger.

Equality: We believe that all people are equal and should be treated as such.

Inclusiveness: We aspire to implement inclusive programs, bringing different people together and identifying common solutions to common problems.

Humanity: We are compassionate towards others.

Our mission becomes practice through the following priorities:

- Inclusive education for all
- Catalysing livelihoods opportunities
- Improving social protection and cohesion
- Enabling access to justice and the protection of human rights

Progress on Strategy 2023-2025

2024 was the second year of implementation for SN's 2023-2025 strategy. This annual review provides an opportunity to assess progress against our strategic targets, reflect on key achievements, and refine priorities for the final year of implementation in 2025.

We have tracked key indicators across all strategic objectives and highlighted both areas where targets have already been met or exceeded, as well as areas requiring further focus.

Overall impact and reach: One of our core objectives for the three-year period, is to make our interventions more inclusive and accessible to all population groups. By the end of 2024, we have already met our three-year target, implementing 8 inclusive programmes. In addition, impact evaluations show a high beneficiary satisfaction rate of 93%, reflecting the quality and relevance of our interventions.

Supporting inclusive education for all: In 2024, efforts to strengthen the public education system continued, with 28 joint actions implemented with public schools. These included activities under the “All Children in Education” programme, targeted support to

Roma communities and initiatives addressing school bullying. SN remains on track to meet its 2025 target, while efforts to further promote civic education will continue.

Catalysing livelihoods opportunities: Over the first two years of implementation, 34% of beneficiaries secured job placements. At the same time, the network of collaborating employers expanded to 108 companies across sector areas, significantly increasing job-matching opportunities.

Improving social protection and cohesion: Our protection services managed to reach 763 vulnerable Greek citizens in 2024, almost tripling the original three-year target within two years. This reflects both growing needs, driven by the cost-of-living and housing pressures, and our continued targeted support to Roma communities, particularly in northern Greece.

The number of children supported with protection services increased to 348, although this is expected to decrease in the coming years due to reduced presence in refugee accommodation sites.

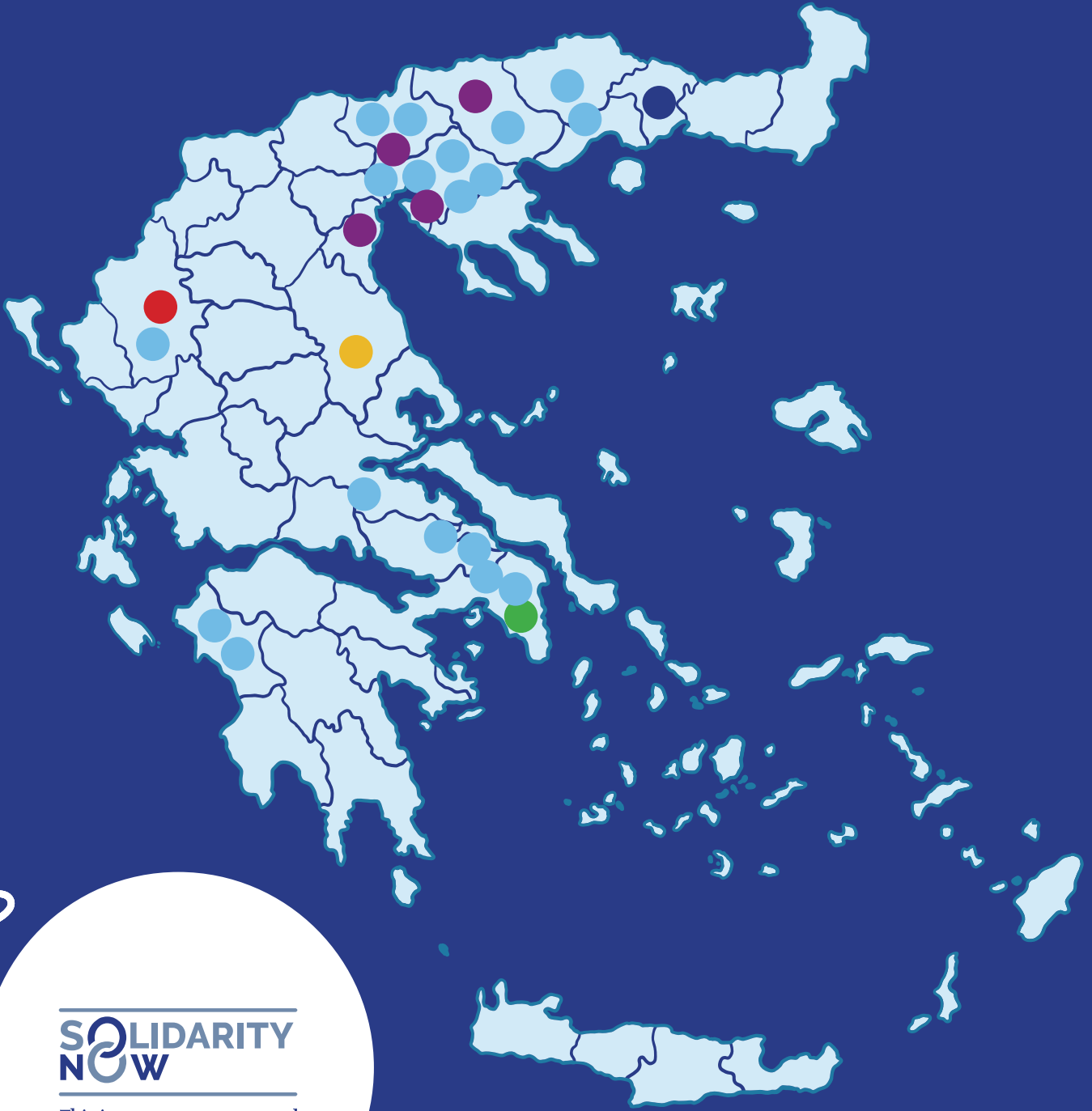
Enabling access to justice and protection of human rights: Our legal services supported 800 vulnerable individuals, already surpassing the 2025 target. Beneficiaries included survivors of sexual and gender-based violence and human trafficking. During 2024, we strengthened targeted programming for survivors of trafficking, further enhancing our specialised service provision.

Gender mainstreaming: All SN programmes integrate a gender perspective. In 2024, we continued implementing three dedicated projects focused on women's empowerment, with

new initiatives planned for 2025 to further advance gender equality.

Improve organisational effectiveness: SN maintains a fully operational Complaints Response and Feedback Mechanism, strengthening transparency and accountability across all stakeholders, including beneficiaries, staff, volunteers, partners, and vendors. Efforts to diversify funding sources continued, with non-institutional donors only accounting for a small share of total funding, an area we aim to further expand. At the same time, our communications have been strengthened through a monthly newsletter reaching over 4,500 recipients. In 2024, SN also produced five guidebooks and toolkits, contributing to knowledge sharing, documentation of field experience, and the sustainability of our interventions.

THE GEOGRAPHY OF PROGRAMMES



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NATIONAL

Active Citizens Fund Greece

Partner: Bodossaki Foundation
Donor: EEA Grants

All Children in Education (ACE)

Donor: UNICEF/EU

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

Empower YOUTH, Active Citizens Fund Greece

Donor: EEA Grants

Revealing the Unseen Migrant Workers

Donor: PICUM, Robert Bosch Stiftung

Classrooms against Bullying (CAB)

Donor: EEA Grants

ProCap - PROtection of victims of trafficking, CAPacity building and support to key stakeholders

Donor: Greece – Asylum, Migration and Integration Fund, EU

- Ritsona, Malakasa, Vagiochori, Polykastro

ATTICA

Solidarity Centre

Donors: Ministry of Migration & Asylum – Swiss-Greek Coopera-

tion Programme, EEA Grants, Kahane Foundation, Kind Things Public Benefit Foundation
Supporter: Municipality of Athens

Integration Learning Centre (ILC)

Donor: IOM/EU

Bridging the Gap

Donor: Alpha Bank

Integration: through school into community

Donor: EEA Grants

CENTRAL MACEDONIA

Blue Refugee Centre

Donors: UNHCR, UNICEF, Ministry of Migration & Asylum – Swiss-Greek Cooperation Programme, Kahane Foundation, Kind Things Public Benefit Foundation

Integration Learning Centre (ILC)

Donor: IOM/EU

Amaro Magipe

Donor: EEA Grants

- Thessaloniki, Katerini

Jaf Angla! Empowering school participation of Roma children

Donor: European “BUILD-Building a robust and democratic civic space” program, Bodossaki Foundation, NGO Support Centre Cyprus

ACTIN

Donor: AMIF, EU

Female Forward-Together for Women's Inclusion

Donor: Kahane Foundation

- Vagiochori, Polykastro, Serres

Female Forward

Donor: EEA Grants

- Polykastro, Kilkis

Trauma-informed Youth work Toolkit

Donor: Erasmus+

MAMA

Donor: Eurolife FFH

Thess Volunteer

Donor: John S. Latsis Public Benefit Foundation

IOANNINA

Integration Learning Centre (ILC)

Donor: IOM/EU

COMPASS - Specialised Service Centre

Donor: Greece – Asylum, Migration and Integration Fund, EU

LARISSA

COMPASS - Specialised Service Centre

Donor: Greece – Asylum, Migration and Integration Fund, EU

XANTHI

Amaro Magipe

Donor: EEA Grants



SOLIDARITY CENTRES

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Athens Solidarity Centre

Individuals Supported: 4,548

Sessions: 16,314

Annual Expenses: 863,278 €

Donors/Supporters: Ministry of Migration and Asylum and the Swiss-Greek Cooperation Programme, EEA Grants, Kahane Foundation, Alpha Bank, Kind Things Public Benefit Foundation, Municipality of Athens



This year marked a milestone for the Athens Solidarity Centre (ASC), celebrating a decade of continuous operation in addressing the complex challenges faced by individuals and communities at risk of social marginalisation and exclusion. Since opening its doors in 2014, the ASC has been a trusted hub for accessible, inclusive, and holistic support. This year, the commitment to its mission was reaffirmed through the renewal of the Memorandum of Understanding with the Municipality of Athens, securing the use of the Centre's premises for another five years.

The ASC operates an open-door policy, offering a broad range of interconnected services that promote autonomy and resilience. In 2024, these included social, psychological, legal, employment, and accounting support, as well as specialised services for children, and non-formal educa-

tion, introduced this year following the closure of the All Children in Education programme. Services are delivered in Greek, English, and multiple other languages through expert cultural mediators, ensuring inclusivity and accessibility. The Centre also serves as a trusted point for information and referrals to public and civil society services.

This year, the ASC supported 4,548 individuals, almost double the number assisted in 2023, reflecting both growing needs and the strong trust it has built among beneficiaries. Those supported came from 96 countries and included refugees and migrants, Greek citizens affected by prolonged economic hardship, undocumented individuals, members of the LGBTQI+ community, and Roma. This surge in demand also reflects the shrinking availability of services from other providers, prompting SolidarityNow to adapt its process

to maintain quality, comprehensive, and effective support for all.

Empowerment and independence remained central goals, achieved through the combined impact of the ASC's multidisciplinary services. Social services helped people overcome administrative hurdles, while psychological support addressed trauma and promoted mental well-being. Legal services assisted eligible individuals in applying for the new residence permit for employment under Article 193 of Law 5078/2023, while accounting services enabled access to benefits, tax declaration submissions, and navigation of complex bureaucratic systems. The employment service strengthened SN's employer network, facilitated job placements, particularly in the tourism sector, and supported transitions into declared labour, often in synergy with accounting assistance. **The introduction of educational services was a significant development.** The ASC's educational team provided Greek and English lessons to primary and secondary school children, alongside homework support in Greek, history, ancient

Greek, and literature. Close cooperation with local schools and Refugee Education Coordinators of the Ministry of Education ensured the successful enrolment of new students and their smooth integration into the school environment.

Targeted support was also provided for women, focusing on employment opportunities, inclusive workplace practices, and tailored assistance for victims of trafficking, including prevention and awareness initiatives. **Unaccompanied minors**, particularly those transitioning to adulthood at age 18, received coordinated, cross-sectoral support to ease their path to independence.

Throughout the year, SolidarityNow strengthened collaborations with a broad spectrum of partners, including civil society organisations, municipal services, hospitals, migrant communities, and state-run agencies. The ASC played an active role in public events such as Refugee Week, job fairs, Athens Pride, and the Annual Walk Against Discrimination, while continuing to welcome visits from national and international academic institutions keen to learn from its approach.

Social Services: 3,939 individuals supported through 8,023 sessions

Psychological Support: 125 individuals supported through 1,710 sessions

Legal Aid: 491 individuals supported through 1,861 sessions

Employability Support: 384 individuals supported through 846 sessions

Accounting Services: 860 individuals supported through 1,612 sessions

Non-Formal Education: 122 children supported, with 1,737 attendances

Child Friendly Space: 71 individuals supported through 458 sessions

Blue Refugee Centre

Individuals Supported: 2,251

Sessions: 7,183

Annual Expenses: 374,197 €

Donors/Supporters: UNHCR, UNICEF, Ministry of Migration and Asylum and the Swiss-Greek Cooperation Programme, Kahane Foundation, Kind Things Public Benefit Foundation



Since it opened in 2016, the Blue Refugee Centre (BRC) has become a point of reference for communities residing in and around Thessaloniki, as well as for residents of accommodation facilities across Northern Greece. Over the years, the centre has evolved, to meet the changing needs of the population it serves, maintaining its role as a safe and welcoming hub for support, empowerment, and community-building.

Through the BRC, SolidarityNow provides social services, legal aid, employability support, accounting service, and non-formal education activities such as homework support for children and Greek and English language classes for children and adults. An internet corner was available for visitors, while two dedicated spaces, one for children and one for women, hosted

tailored educational, psychosocial, educational and empowerment activities.

Activity highlights:

In March, SolidarityNow organised a **Job Fair** at the Centre in collaboration with UNHCR, which attracted 279 jobseekers and 15 participating companies. The event proved highly effective, resulting in 234 job offers, of which 148 were accepted, marking an important step toward labour market integration for many participants.

During the year, a **Female Friendly Space** was established within the Centre to provide a safe and supportive environment for women and teenage girls. The space is open daily, and hosts structured psychosocial and empowerment activities led by expert staff. A range of informa-

tional sessions were held on women's rights, health and hygiene, and gender-based violence prevention.

To better serve the diverse needs of beneficiaries, SolidarityNow developed and translated several **informational guides** into multiple languages:

- A **Tax Guide**, offering a simplified explanation of taxation obligations in Greece;
- A **Housing Guide**, providing practical information on finding and renting accommodation, including legal and procedural requirements;
- A **Service Mapping** of key services in Thessaloniki, designed as an accessible tool, especially for newcomers, that will be regularly updated to remain relevant.

Beyond service provision, the Centre continued to serve as a vibrant **community hub**, regularly hosting events and meetings organised by migrant communities, schools, public institutions, and both national and international organisations. These activities reaffirm the BRC's role as a space of inclusion, intercultural exchange, and community engagement.

Volunteers and interns also played a vital role in the functioning of the Centre. They supported the Child Friendly Space, facilitated English language classes for adults, led music, sports, and outdoor activities, and assisted with administrative tasks. Seven volunteers and interns supported the work of the BRC in 2024.

Throughout the year, a total of 2,252 individuals from 72 countries received direct support.

Social Services: 1,390 individuals supported through 2,306 sessions

Legal Aid: 605 individuals supported through 1,803 sessions

English language (adults): 37 individuals supported through 237 sessions

Accounting Services: 705 individuals supported through 1,284 sessions

Employability Support: 771 individuals supported through 1,583 sessions

Non-formal Education: 20 children

Child Friendly Space: 98 individuals through 116 sessions

COMPLEMENTARY ACTIVITIES

Emergency Support for Basic Needs

Individuals Supported: 99

Annual Expenses: 1,689 €

Donors/Supporters: Kind Things
Public Benefit Foundation

This project operates in close complementarity with the services offered at the Athens Solidarity Centre (ASC) and the Blue Refugee Centre (BRC), expanding SolidarityNow's ability to address urgent and unmet needs among vulnerable populations. It provides essential support in the form of food and hygiene items, medical care and medication, transportation, and emergency accommodation. In a constantly shifting humanitarian landscape, where even access to basic necessities like food or medication is far from guaranteed for many, the project has served as a crucial addition to our holistic response.



The project responds flexibly to evolving needs on the ground, prioritising those in the most vulnerable situations. From its launch in July 2024 through the end of the year, it supported 39 direct beneficiaries and 60 dependent family members, helping them cover emergency needs at critical times. Most of those assisted were from Afghanistan, sub-Saharan Africa, Greece, and the Middle East.

The nature of the needs addressed reflects persistent challenges in the field. For example, interruptions in the provision of official interpretation services for asylum-related procedures led to temporary suspensions in



registrations for newly arrived asylum seekers. This resulted in several families being left homeless for days. Through this project, SolidarityNow was able to step in with food and hygiene supplies, as well as emergency transportation to accommodation facilities once registration resumed.

Additionally, the termination of financial assistance to asylum seekers in Greece exacerbated the hardship faced by many families. Requests for baby food, hygiene items, and coverage of medical expenses for chronic conditions increased significantly during the second half of the year. The project also helped address long-standing gaps in health and social support systems, such as extended delays in accessing psychiatric consultations. One of the project's most impactful interven-

tions involved a survivor of trafficking who had also undergone female genital mutilation, a practice recognised as a form of torture. To support her asylum claim, she needed official documentation certifying her experience. As Greece has only one centre authorised to provide such certification, located in Athens, the woman, who was living in the asylum seeker accommodation site in Serres, faced serious logistical barriers. Through coordinated efforts among SolidarityNow teams across northern Greece, we arranged her transportation and temporary accommodation in Athens, ultimately enabling her to obtain the necessary documentation. This case exemplifies how the project not only meets immediate material needs but also facilitates access to justice and protection.





INCLUSIVE EDUCATION

for all

Pathway to All Children in Education (ACE)

Individuals Supported: 4,274

Annual Expenses: 1,208,851 €

Donors/Supporters: UNICEF, European Commission, Ministry of Migration and Asylum



The All Children in Education (ACE) project is the country's flagship education programme for refugee and migrant children. Beginning in 2021, ACE is a UNICEF initiative, in collaboration with the Ministry of Migration and Asylum (MoMA), co-funded by the European Union, and implemented on a nationwide scale by several partners, including SolidarityNow. Its aim is to provide non-formal education and complementary services to school-aged children from refugee and migrant communities residing in urban centres and accommodation sites. The programme's overall goal is to **safeguard children's right to education**, by ensuring all children are enrolled in formal education and thriving in their school environment.

Through ACE, SN provided services across mainland Greece. Specifically, SN operated Homework and Creative Activities Centres (HCAC) in 3 urban centres (Athens, Thessaloniki, and Ioannina), and 15 accommodation sites (Andravida, Drama, Kavala, Kleidi, Lagkadikia, Malakasa (I&II), Oino-fyta, Polykastro, Promachonas, Pyrgos, Ritsona, Serres, Thermopyles, Thiva, Vagiochori).

The ACE project essentially extended and amplified SN's expertise in delivering non-formal education

to refugee and migrant children. A range of targeted educational activities were offered at each HCAC: comprehensive Greek and English language lessons, as well as mathematics and science, alongside tailored homework support aimed at bridging academic disparities and facilitating students' integration into formal educational settings. The pedagogical approach integrated socio-emotional learning, prioritising the psychosocial well-being of children within the classroom environment.

School enrolment support remained a cornerstone of ACE activities, with staff facilitating administrative processes, coordinating with Refugee Education Coordinators (RECs), and supporting families to overcome barriers to accessing public education. Targeted support was provided for children with learning difficulties or complex psychosocial needs, including referrals to specialised services and assistance with placement in Special Schools. These interventions, particularly the close coordination with families, personalised academic support, and integration of psychosocial care, contributed significantly to dropout prevention, with many sites reporting improved school attendance and

retention compared to previous years. Children’s participation in school and community life was prioritised throughout the year. Refugee and migrant students participated in school events such as national holidays, Ramadan celebrations, and end-of-year ceremonies. ACE also supported the students’ involvement in creative and academic extracurricular activities, including art competitions and the “Science United Festival”, helping foster confidence, expression, and a sense of belonging. ACE staff were instrumental in facilitating this participation, removing practical and social barriers, liaising with school personnel, and actively encouraging inclusive practices by sharing ideas and solutions to help students get involved. World Refugee Day activities offered another platform for student expression. Under the theme “Our Home” of the event ‘Refugee Week’ children participated in photography exhibitions, art workshops, and collaborative projects such as a model-building activity representing Ritsona camp. These events helped promote integration, cultural pride, and visibility for refugee children’s voices and experiences.

To support continued learning beyond the school year, over 1,300 summer learning packs were distributed in 2024. These included custom-designed worksheets with QR codes linking to online educational content and a dedicated language development blog. The program’s closure was designed to leave a positive final impression on children, with end-of-year celebrations, farewell parties, and the distribution of learning materials aiming to support both educational continuity and emotional well-being during the transition. In parallel, ACE teams worked to strengthen community-based volunteer networks and advocated for a seamless transition to new educational programming, helping to prevent disruptions in children’s learning and maintain the progress achieved throughout the project. This phase of the project closes having provided a scalable, adaptable model for inclusive, child-centred education in displacement contexts. Its legacy includes a wealth of practical tools, training materials, and lessons learned, which will continue to inform future efforts to support refugee and migrant children’s right to education in Greece and beyond.

In 2024 (January-June), SN achieved the following results through the ACE project:

Children enrolled in non-formal educational activities: 2,391

Children provided with support to enrol in formal education: 951

Children received educational supplies: 653

Children benefitted from structured psychosocial support: 41

Since the start of the implementation of the ACE project, (September 2021 – June 2024), SN has supported a total of 8,558 children.



Hellenic Integration Support for Beneficiaries of International and Temporary Protection - HELIOS

Individuals Supported: 402

Annual Expenses: 1,024,633 €

Donors/Supporters: IOM and Ministry of Migration and Asylum

The project aims to promote the integration of beneficiaries of international protection and temporary protection into Greek society through a comprehensive range of services delivered at a national level. These include integration courses, accommodation support, employability services, integration monitoring and host community sensitisation. SolidarityNow (SN) is one of the main implementing partners of the International Organisation for Migration (IOM), for the project, under the coordination of the Ministry of Migration and Asylum.

In 2024, SN operated three Integration Learning Centres (ILCs) in Athens, Thessaloniki and Ioannina. Within the centres, SN provided both in-person and e-learning courses to beneficiaries aged 16

and over. These included Greek language instruction, cultural orientation, job readiness training, and life skills development. Beneficiaries' progress was monitored daily using IOM's tools, ensuring continuous evaluation and tailored support. The program's overall objective is to equip participants with the skills and knowledge required to navigate life in Greece and achieve meaningful integration into their communities.

To complement classroom learning, SN organised social and cultural activities that foster interaction among beneficiaries of different backgrounds and linguistic levels. Graduation ceremonies boosted students' motivation and celebrated their achievements, while field trips to historical and cultural sites



across Greece promoted learning and bonding. In collaboration with local municipalities and other stakeholders, sensitisation and empowerment events also brought beneficiaries and host community members together, strengthening social cohesion and raising awareness about the project.

Additionally, SN delivered synchronous and asynchronous online courses via the project’s e-learning platform, addressing access barriers for those unable to attend in person. Educators facilitated live sessions, provided technical assistance, and used interactive tools and apps to enrich the digital learning experience.

Special attention was also given to young children and mothers through age-appropriate educational and recreational activities. The “Mother & Toddler

Space” in Thessaloniki offered support for mothers and their children, while “Recreational Spaces for Children,” established in all ILCs, served children aged two to seven, fostering a safe and nurturing environment for early childhood development.

The **May 2024 Greek Language Examination results** highlight the commitment of SN Educators and HELIOS staff to beneficiary integration through education, as well as the consistent quality of services delivered across all programme phases. A total of **53 students** were referred (A1: 7, A2: 23, B1: 21, B2: 1, C1: 1), with **39 attending** (mainly due to work or being abroad). Of those examined, **30 succeeded**, yielding an overall success rate of **58%**, which rises to **77%** when only considering attendees (30/39).

Total students supported: 402
Total students graduated: 62
Students receiving Greek language certification: 30 (77% success rate)
Children attending recreational spaces: 97

INtegration: Through school into community

Individuals Supported: 241

Annual Expenses: 118,554 €

Partners: General Secretariat for Vulnerable Persons & Institutional Protection and the National and Kapodistrian University of Athens

Donors/Supporters: EEA Grants, Fund operator: Ministry of Citizen Protection in collaboration with UDI

Launched in November 2023, the INtegration project aims to support the inclusion of refugees and migrants into Greek society through a holistic framework that combines educational opportunities and employment pathways. Targeting children, youth and parents, including unaccompanied and former unaccompanied minors, the project addresses key challenges faced by migrant communities, accessing equitable opportunities for learning and economic participation.

A total of 160 adult learners participated in Greek and English language classes at the Athens Solidarity Centre, the majority of whom were women (67%), complementing existing educational activities for children. A major milestone was the co-development of innovative teaching methodologies

and educational materials in collaboration with experts from the National and Kapodistrian University of Athens. To ensure quality and consistency, regular meetings with educators were held to identify and address implementation challenges. Discussions focused on co-teaching strategies, coordination of in-person classes, and best practices for inclusive instruction. These efforts culminated in the publication of a comprehensive guide outlining the project's pedagogical approach and tools.

Field research formed a central pillar of the project, exploring the factors contributing to school dropout among migrant and refugee students in Greece. A qualitative research methodology was employed, with focus groups conducted among 77 children and 30 parents from 15 countries residing in Ath-



ens and the open accommodation sites of Thiva, Malakasa, and Ritsona. Findings revealed a range of challenges, including limited Greek language proficiency, social exclusion, isolation, and bullying. At the same time, the study highlighted protective factors—such as a supportive school environment and the positive attitudes of teachers and classmates—that fostered attendance and academic achievement.

In parallel, the project provided targeted training for professionals working in shelters for unaccompanied minors, as well as individualised counselling for the minors themselves. Strong engagement

from field staff led to the addition of an extra online training session for professionals located outside Attica, expanding the reach beyond the originally planned scope.

A highlight of the project was the participation in the Career Day held in February 2024, co-organised by SolidarityNow’s Employability Service. More than 100 unaccompanied minors participated, receiving career guidance and preparation. Several attendees went on to secure job offers and employment opportunities through the SolidarityNow employer network, demonstrating the tangible impact of the project’s holistic approach.

Total number of language students: 160	
Total number of individuals trained: 81 professionals	

Classrooms Against Bullying

Annual Expenses: 20,168 €

Partner: Wergerland Centre

Donors/Supporters: EEA Grants - Local Development & Poverty Reduction Programme

SolidarityNow in partnership with the European Wergeland Centre implemented the project “Classrooms Against Bullying”. The project constitutes a response to the long-standing issue of bullying in Greek schools. It focuses on the prevention of discrimination, bullying and violence by cultivating inclusive and democratic school environments where every student feels a sense of belonging. It also promotes integration among the most vulnerable groups of students, including refugee and migrant children.

Building on the foundations laid in 2023, the project’s main activities in 2024 focused on developing and implementing concrete tools and resources for bullying prevention within Greek schools. **A comprehensive guidebook on the prevention of bullying was developed, incorporating insights from the study visit to Norway and the Athens expert meetings held in 2023, includ-**

ing best practices from both Norwegian and Greek educational contexts. The guidebook focuses on fostering a sense of belonging, adopting a whole-school approach and creating democratic school environments as a means of preventing and addressing school violence. It serves as a practical resource for educators, offering theoretical insights and hands-on tools to address bullying in schools. The guidebook was published in Greek and English and disseminated to schools. In May 2024, two workshops took place in Athens, bringing together 60 members of the Greek school community, including headteachers, teachers, educational advisors, school social workers, and psychologists. These interactive sessions provided participants with strategies for fostering inclusive school environments and practical tools for bullying prevention.

Iceland
Liechtenstein
Norway grants

Fund operated by:

ΣΟΑ Crowe



Classrooms Against Bullying



SOLIDARITY
NOW
This is our common ground

THE EUROPEAN
WERGELAND
CENTRE



ACT and Connect for Integration

Individuals Supported: 171

Annual Expenses: 22,829 €

Partners: Aristotle University of Thessaloniki, Université de Strasbourg, Universität Konstanz, Roscommon Leader Partnership, Uniwersytet Jagielloński w Krakowie & Fundacja Reja

Donors/Supporters: EU / AMIF

The ACT and Connect for Integration (ACTIN) project aims to support and reinforce the integration and inclusion of migrant and refugee children and adolescents in education and, by extension, in European society. To achieve its goal, the project brings together expertise from seven European countries and consolidates connections between universities and civil society organisations, involved in migration and education. Thus, theory and research on migrant and refugee education meet the real-world societal challenge of integration.

The project marked a productive and impactful year, with significant milestones achieved.

Kick-off Meeting – Thessaloniki, Greece: The project commenced with a successful kick-off meeting in March 2024, organised by the Aristotle

University of Thessaloniki. SolidarityNow played a pivotal role by hosting the meeting at the Blue Refugee Centre and organising an insightful tour of the facilities and operations.

ACTIN Online International Launch - World Refugee Day: ACTIN officially launched on World Refugee Day with a hybrid event that drew over 50 online participants. The launch featured the first Solidarity Café in Ballaghaderreen, hosted by partner Roscommon Leadership, in Ireland. This inclusive community event brought together more than 400 people of diverse backgrounds for a day of cultural celebration and community-building activities.

Guidelines for Non-Formal Education Activities: In September 2024, SolidarityNow finalised the first version of the “Guidelines for Activities in Non-For-



mal Education Settings,” offering practical direction on extracurricular activities, Solidarity Cafés, and the Buddy Scheme. Designed for project partners across the EU, the guidelines support the planning and implementation of structured, inclusive activities for migrant and refugee learners. A final version will be available upon completion of the project.

Consortium Meeting - Konstanz, Germany: In October 2024, partners gathered in Konstanz, Germany for a two-day consortium meeting.

Training Sessions for Stakeholders in Thessaloniki: SolidarityNow led a series of training sessions at its Thessaloniki premises, engaging **179 stakeholders** including educators, Refugee Education Coordinators, school principals, and NGO representatives. The four online and eight in-per-

son sessions covered: Multilingual Teaching Techniques, Grammar and Vocabulary Teaching, and Extracurricular Learning Activities. The trainings employed innovative, research-based approaches, tailored to learners’ age, language proficiency, and social context. Emphasis was placed on strategies like pedagogical translanguaging, focus-on-form, and language-and-content learning.

Schools and Educator Engagement: Throughout the year, communication and outreach activities helped engage **25 schools** and relevant educators working with migrant and refugee students. These early collaborations provide a solid foundation for rolling out activities in both formal schools and non-formal education settings in the next phase of the project.

Jaf Anglal! Empowering school participation of Roma children

Individuals Supported: 206

Annual Expenses: 40,903 €

Partner: AMKE REVMA

Donors/Supporters: BUILD programme co-funded by the European Union, through the Citizens, Equality, Rights, and Values (CERV) program, and by the Bodossaki Foundation and NGO Support Centre

Jaf Anglal! aimed to strengthen the school participation of Roma children in three communities in Central Macedonia, focusing on the vital role that parents and teachers have in ensuring children remain in school and complete basic education. The project also sought to challenge deep-rooted stereotypes and prejudices through public awareness initiatives, including a series of podcasts that amplify Roma voices and experiences. **Education is not only a pathway to knowledge, but also a powerful tool for breaking cycles of exclusion**, making these actions critical for long-term social inclusion.

In 2024, the project carried out a series of coordinated actions in the Roma communities of Den-dropotamos, Pavlos Melas, and Pelekas (Katerini). Forty parental empowerment groups, particularly engaging Roma women, were established to equip

parents with the skills and confidence to actively support their children's educational journey. In parallel, over 50 educators participated in training seminars designed to build inclusive teaching strategies for Roma students in nearby public schools. To further strengthen ties between communities and schools, three joint activities brought together 46 teachers, parents, and community members. Beyond local engagement, the project also took its message to a wider audience. A highlight was the original podcast *"Revolutionary Voices at the Edge of Change"*, produced in collaboration with Alterthess, which shared stories of Roma resilience and leadership. The team was also featured in two additional podcasts, shedding light on the barriers Roma children face in accessing education and the importance of Roma-led narratives in shaping public perceptions.

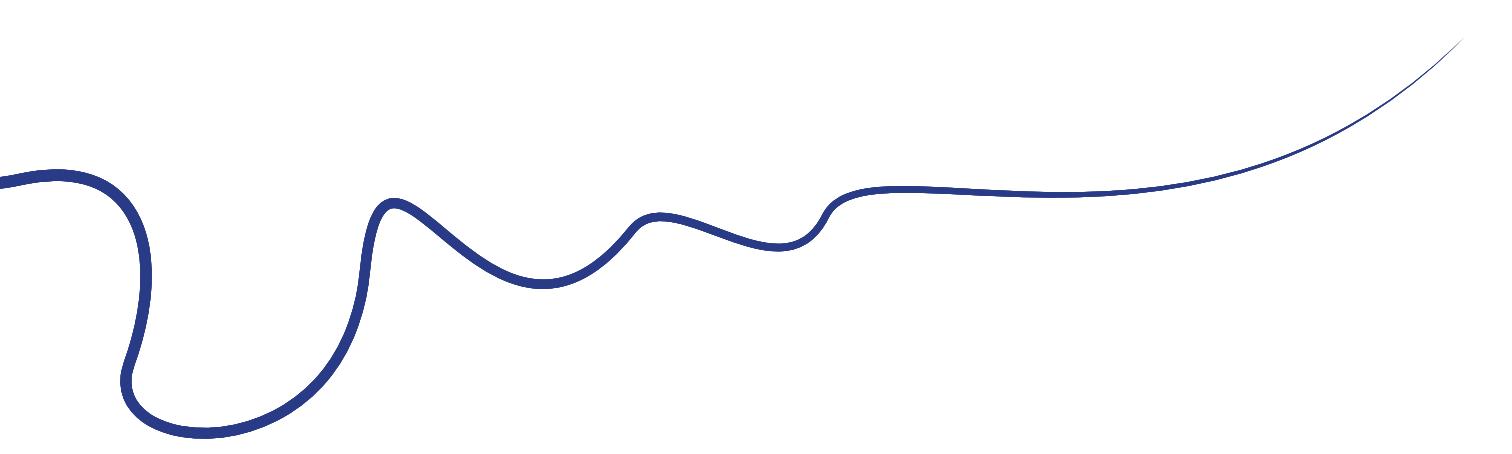






Catalysing Livelihoods Opportunities

for all



Blue Refugee Centre Livelihoods Programme

Individuals Supported: 1,489

Annual Expenses: 311,562 €

Donors/Supporters: UNHCR

The Livelihoods Programme operated within the Blue Refugee Centre in Thessaloniki aims to support the social and economic integration of asylum seekers and refugees in Northern Greece. This is achieved by supporting the access of beneficiaries of international and temporary protection and asylum seekers, to livelihoods, employment, and self-employment opportunities, while simultaneously empowering them to become self-reliant and access basic social welfare services and benefits. The services provided by SN aim to support beneficiaries to join the labour market and include information provision, capacity building, CV and interview preparation, jobs matching, as well as

the submission of tax declarations and opening a bank account, while referrals are also made for relevant educational and vocational training opportunities. Language, as well as cultural, barriers in communicating with the Greek public sector are also addressed. Support is delivered through an interdisciplinary and holistic approach, combining employability counselling, financial and administrative assistance, legal documentation support, and targeted employer engagement.

In 2024, the Livelihoods project significantly expanded in both scope and reach, responding to heightened demand, particularly from residents of Open Accommodation Sites in Northern Greece



and newly arrived asylum seekers. **The project supported 1,489 individuals**, marking a 10% increase from the previous year, and achieved a notable rise in employment outcomes, with **267 individuals securing jobs**. The employer network also grew and solidified, expanding to **45 private-sector partnerships**, many of which now represent long-term, reliable collaborators across sectors such as tourism, construction, and manufacturing.

Among the year's highlights was a large-scale job fair hosted at the Blue Refugee Centre, which delivered outstanding results: A total of 775 interviews were conducted (more than double

from 2023), leading to 148 job offers. A standout story was the successful launch of a restaurant by a female beneficiary from Iraq, an inspiring example of refugee-led entrepreneurship and a testament to the program's broader impact. To manage the growing caseload and increasingly complex needs, SolidarityNow introduced key innovations, including remote and group-based sessions for camp residents, the roll-out of a centralised CRM system for improved case management, enhanced use of the Adama Job Matching Platform, and a new QR-code-based complaints mechanism to improve accountability and access to feedback channels.

Bridging the Gap - Employability Services at the Athens Solidarity Centre

Individuals Supported: 595

Annual Expenses: 82,359 €

Donors/Supporters: Kahane Foundation



Through this project, SolidarityNow (SN) has provided comprehensive employment and social protection support to vulnerable individuals, with a focus on refugees and migrants. The twelve-month implementation period concluded in July 2024.

Between January and July 2024, **716 individuals were supported**: 535 received social protection service and 198 received employability support. Beneficiaries came from 57 countries, with the most common nationalities being Eritrean (11%), Afghan (11%) and Somali (9%). The majority (48%) were aged between 18 and 29. Among those who received labour market support, **30% found employment**, 39% of whom were women. The majority secured positions in tourism (28%, mostly seasonal), cleaning services (19%), and construction (9%, mostly project-based).

Two project highlights stood out in 2024:

Support to Unaccompanied Minors (UAMs)

Turning 18: SN continued to develop its expertise in supporting UAMs during the critical transition to adulthood, a time marked by uncertainty, vulnera-

bility, and need for guidance. Tailored professional orientation sessions and individualised counselling helped UAMs explore career interests, develop plans, and gain access to employment opportunities and rights-based information.

“+Ergasia” Job Fair: In February 2024, SN co-organised the “+Ergasia” job fair in Athens with Odyssea, bringing together over 800 participants and 20 companies from sectors such as tourism and hospitality, supply chain, construction, facilities management, energy, and IT.

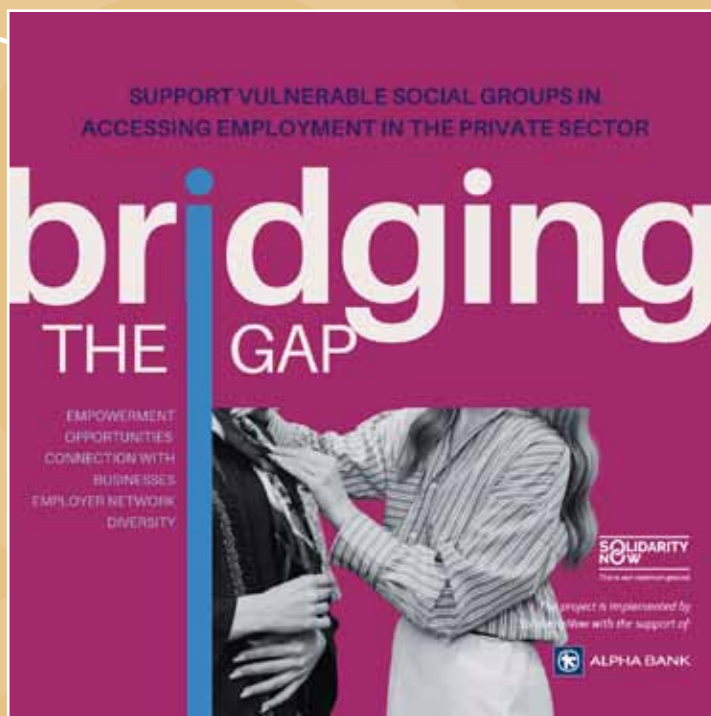
- 2,000 interviews were conducted, resulting in 350 job offers.
- The event included workshops and skills development sessions to enhance participants’ employability, delivered by industry experts.

Following the success of “+Ergasia”, SN was invited to participate in additional job fairs hosted by the Ministry of Migration and Asylum, IOM, UNHCR, the Municipality of Athens, and private sector actors, further strengthening our outreach and employment impact.

Bridging the Gap

Annual Expenses: 11,443 €

Donors/Supporters: Alpha Bank



The project started in October 2023, and aims to support, empower and enable unemployed women from vulnerable backgrounds to join the labour market, through the development of a nationwide network of inclusive employers.

During the implementation period, 106 private sector companies joined the employer network, while 333 women received personalised employment support from SN employability experts, with 103 successfully entering the labour market. The project highlighted the importance of inclusive and equal opportunity hiring practices, recognising the unique strengths of women facing social and economic exclusion.

Building on its established network, the project team supported the organisation of two major job fairs in

Athens and Thessaloniki, creating dynamic spaces where employers and job seekers could connect in a supportive and impactful environment. Participating companies represented a wide geographic spread across Greece and covered a diverse range of sectors, including tourism and hospitality, logistics, and industrial production, offering beneficiaries valuable opportunities to explore different career paths and enter the labour market.

The project's success demonstrates that strong employer engagement and commitment for diversity and inclusion are vital for successfully integrating vulnerable groups into the workforce. It also showed the value of recognising the invisible strengths of beneficiaries, such as resilience and crisis management skills, as key workplace assets.

Revealing the Unseen Vulnerable Migrant Workers



Annual Expenses: 33,092 €

Partner: Generation 2.0 for Rights, Equality and Diversity

Donors/Supporters: Platform for International Cooperation on Undocumented Migrants (PICUM) and Robert Bosch Stiftung

The project, implemented jointly by Generation 2.0 for Rights, Equality and Diversity (G2RED) and SolidarityNow (SN), aims to document the scale of precarious working conditions faced by vulnerable migrant workers in Greece and to raise awareness about migrant labour rights and fair labour migration policies. The initiative combines data collection, rights-based training, and advocacy to promote decent work and empower Third Country Nationals (TCNs) in the Greek labour market.

1. Research on Undeclared Work and Precarious Employment

A structured survey was developed and piloted to bridge the information gap on undeclared work and insecure work permits among TCNs in Greece. Through extensive outreach and collaboration with migrant and refugee communities, **228 interviews** were conducted. The findings revealed that **63% of participants had experienced at least one violation of their labour rights.**

2. Labour rights seminars

A total of **16 seminars** were delivered throughout the year, reaching **164 TCNs**. The sessions provided practical knowledge on the Greek labour law framework, including issues such as documented vs. undeclared work, basic employment rights, and administrative barriers. Materials were tailored and translated to meet the diverse needs of participants. The seminars proved especially impactful for young women from Egypt, Sub-Saharan Africa, and Ukraine.

3. Awareness-Raising and Advocacy

An ongoing advocacy campaign leverages data and insights from the survey and seminars to promote systemic change. Activities include targeted messaging via social media, the production of updated multilingual informational materials, and engagement with stakeholders to raise awareness and influence policy affecting undocumented and precariously employed migrants.



Improving Social Protection and Cohesion

COMPASS - Complementary Support Mechanism to the National Strategy for the Protection of Unaccompanied Minors in Greece

Annual Expenses: 100,287 €

Partners: SYNYPARXIS, Zeuxis, SOS Children's Villages Greece, Iliaktida, Evropaiki Ekfrasi

Donors/Supporters: European Union through the "Programme Greece – Asylum, Migration and Integration Fund 2021-2027"

SolidarityNow participates as a partner in the implementation of the project "COMPASS".

The project aims to create an effective mechanism to address the needs and structural gaps identified during the implementation of the National Strategy for the Protection of Unaccompanied Minors in Greece.

COMPASS includes:

The establishment of five centres nationwide to provide specialised mental health services focused on trauma, specialised legal assistance, targeted services to combat school dropout rates among Unaccompanied Minors, and services for

those who have recently aged out of the system (18-21 years old) and lack a protective framework.

Training and clinical supervision for professionals working with Unaccompanied Minors.

Accompaniment services during hospitalization and specialised emergency accompaniment to health facilities for Unaccompanied Minors.

Educational materials and workshops aimed at empowering Unaccompanied Minors to address violence, gender stereotypes, promote equality, and encourage community participation.

The project is expected to support approximately 3,000 Unaccompanied Minors, 50 recently aged-out minors, and 1,742 professionals in the field.



for all

SolidarityNow's Participation

SolidarityNow will operate two of the five COMPASS centres in Greece – one in Ioannina and another in Larissa.

The operation of the COMPASS Specialised Service Centres is a key action of the project, providing nationwide specialised and multi-layered support to unaccompanied minors and those recently aged out (18-21 years old) in areas identified as having increased needs and gaps during the implementation of the National Strategy.

Services for Unaccompanied Minors up to 18 years old:

- a)** Specialised mental health services for unaccompanied minors, complementing the work of Unaccompanied Minors Accommodation Centres (UMAC) or other protective structures.
- b)** Legal support services for unaccompanied minors not covered by the protective framework they belong.

- c)** Services aimed at enhancing participation in education, addressing school dropout, and providing personalised career counseling services.
- d)** Facilitation of meetings between guardians and unaccompanied minors.

Services for Young Adults formerly Unaccompanied Minors (18-21):

- a)** Legal support and representation (e.g., assistance with pending asylum cases, unresolved civil/criminal/administrative matters, including legal representation in court and interventions in public services to defend the rights of beneficiaries).
- b)** Support and facilitation in transitioning to adulthood (e.g., psychosocial support, information, guidance, and assistance with accessing employment, navigating bureaucratic procedures, finding housing, and developing an individualised life plan).

ProCap

Individuals Supported: 159

Annual Expenses: 165,084 €

Partners: National Centre for Social Solidarity (NCSS) and the Social Action and Innovation Centre (KMOP)

Donors/Supporters: co-funded by the European Union under the Programme Greece – Asylum, Migration and Integration Fund (AMIF) 2021-2027 (Specific Action for victims of trafficking)

The project “ProCap - PROtection of victims of trafficking, CAPacity building and support to key stakeholders” aims to ensure the effective protection and integration of victims of trafficking in Greece, while building the capacity of frontline professionals to identify and respond to such cases. SolidarityNow contributes to this effort by providing psychosocial and legal support through mobile units operating in Athens, Thessaloniki, and open accommodation sites across the mainland.

In 2024, 159 individuals from 24 countries received support, with women representing 54% of beneficiaries. A total of **853 sessions** were delivered, focusing on personalised case management, legal representation, and group activi-

ties. The majority of those supported were asylum seekers (82%) residing in accommodation sites. Feedback from beneficiaries emphasised the programme’s stable presence, interdisciplinary approach, and the high quality of services provided as crucial to their protection and empowerment. ProCap also played a decisive role in securing victims’ recognition by prosecutorial authorities. This step is essential, as it guarantees access to protection, residence permits, and support services that would otherwise remain out of reach. Group sessions further empowered participants by addressing issues such as the definition and risks of human trafficking, types of exploitation, safe job search practices, and asylum procedures. These



sessions also fostered social bonds among participants, encouraging trust, acceptance, and mutual support.

Cooperation with the National Referral Mechanism for the Protection of Victims of Human Trafficking was central to ensuring the timely identification,

reporting, and monitoring of cases. The project's mobile presence and partnerships inside and outside accommodation facilities have also raised awareness among professionals, equipping them with the knowledge to recognise and respond to trafficking cases more effectively.

Success Story

In 2024, the ProCap team contributed to a cross-border rescue operation in cooperation with national and international authorities. **Their intervention led to the release of a young individual held in trafficking conditions and their safe reunification with family members in Greece.** This case illustrates the crucial role of ProCap in protecting victims, safeguarding rights, and demonstrating how coordinated efforts can dismantle trafficking networks and restore lives.

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

Individuals Supported: 414

Annual Expenses: 103,587 €

Partner: AMKE REVMA

Donors/Supporters: EEA Grants, Ministry of Labour and Social Security

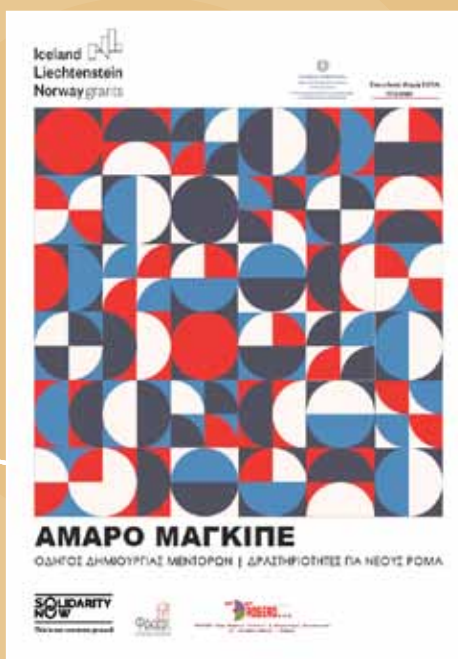
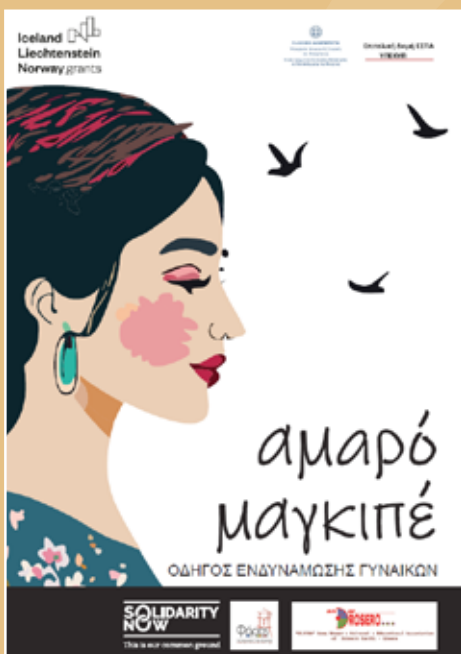
“*Amaro Magipe*”, meaning “*Our Pride*” in the Romani language, reflects the project’s core aim: to empower Roma women and youth through targeted activities in socialisation, skills development, awareness-raising, psychosocial support and the prevention of gender-based violence. The project was implemented between May 2023 and April 2024 in three Roma communities: Pelekas (Katerini), Dendropotamos (Thessaloniki), and Drosero (Xanthi), with the support of the Community Centres of Katerini, the Municipality of Ampelokipoi-Menemeni, and the Municipality of Pavlos Melas.

Community-Based Empowerment: Throughout the project, weekly group sessions were held for Roma women and youth in all three locations, offering safe spaces for expression, learning, and mutual support. Activities focused on strengthen-

ing identity, addressing discrimination, developing life skills, and promoting leadership within the community.

Community Events and Visibility: To mark the conclusion of the project and celebrate International Roma Day, three large-scale community events were organised during the year, each showcasing Roma culture, history, and the contributions of Roma communities:

- **Katerini** – Co-organised with *Faros tou Kosmou*, the Municipality of Katerini, and the local Roma Community Centre.
- **Dendropotamos** – A joint effort by *SolidarityNow*, *Faros tou Kosmou*, and the Municipality of Ampelokipoi-Menemeni.
- **Drosero, Xanthi** – Hosted by the *Roma Women’s Association “Elpida”*.



These events significantly boosted the visibility of Roma communities and strengthened links between local authorities and Roma residents.

Mentorship and Capacity Building: Two team members from *Faros tou Kosmou* participated as both trainers and mentees. With mentoring support from *SolidarityNow*, they developed skills that led to further professional opportunities within Roma-focused programmes.

The Roma mediator from the Katerini Community Centre actively participated in trainings and workshops, enhancing his ability to support and advocate for Roma community members.

Awareness Raising and Educational Resources: To ensure sustainability and wider impact, the project produced the following materials:

- **Awareness Video** – A short documentary highlighting the project's achievements, presented during the closing events and available online.
- **Educational Guides:**
 - *Women's Empowerment Guide* – A practical tool for community facilitators working with Roma women.
 - *Mentoring Guide – Activities for Roma Youth* – Designed to support youth empowerment through structured mentoring activities.

These materials remain available for use in future programmes and by other stakeholders working with Roma communities.

FEMALE FRIENDLY SPACES

In 2024, SolidarityNow resumed the operation of Female Friendly Spaces in refugee accommodation sites, beginning at the site of Nea Kavala and later expanding to additional locations across northern Greece. These safe, supportive spaces provide women with opportunities for empowerment, skill-building, and peer connection, addressing both their practical needs and emotional well-being. The two projects are described in detail below.

Female Forward

Individuals Supported: 272

Annual Expenses: 8,182 €

Partner: Dråpen i Havet

Donors/Supporters: EEA Grants, Asylum & Migration Programme

The project, implemented jointly by SolidarityNow (SN) and Dråpen i Havet (DiH), supports displaced women in the Nea Kavala/Polykastro accommodation site through the establishment and operation of a Female Friendly Space (FFS), a safe, welcoming environment where women can connect, learn, and heal.

The FFS offers a diverse range of activities to foster inclusion, strengthen social bonds, and reduce the risk of community tensions, bridging cultural and linguistic differences. In 2024, recreational sessions engaged 133 women in activities that promoted community building, cultural exchange, and emotional well-being. Skills-building workshops, attended by 144 participants, focused on developing practical abilities that enhance both economic

self-reliance and personal confidence. Informational sessions and other events reached 78 women, providing essential updates on legal rights, health services, and available support mechanisms.

In total, 272 women, primarily from Iraq, Afghanistan, Syria, Somalia, Sierra Leone, and other Sub-Saharan countries, participated in the programme, with women aged 26–44 representing the most engaged group. Strong participation was achieved through an effective outreach strategy that combined the efforts of community volunteers, WhatsApp and social media communication, regular coordination with stakeholders, and the FFS's accessible central location. This collaborative and sustained approach ensured that the space became a trusted hub for empowerment and support in the community.



Female Forward – Together for Women's Inclusion

Individuals Supported: 241

Annual Expenses: 26,142 €

Donors/Supporters: Kahane Foundation

Through this project, SolidarityNow re-established and operated Female Friendly Spaces (FFS) in four locations in Northern Greece: the accommodation sites for asylum seekers in Serres, Polykastro, and Vagiochori, and the urban setting of Thessaloniki via the Blue Refugee Centre. The FFS initiative is delivered by a dedicated roving team composed of a social scientist, a psychologist, a facilitator, and an intercultural mediator.

The spaces provide a safe and supportive environment for women to participate in recreational activities, psychosocial support sessions, practical workshops, and informational discussions. These are designed to boost self-esteem, promote peer-to-peer support networks, and foster empowerment and integration into local communities.

With life in accommodation sites becoming more challenging for residents amid a reduction of services and support, the FFS became a vital source of relief, offering women space, dignity, and a sense

of belonging. In 2024, within only a few months of implementation, the project supported 241 individual women through 49 sessions across the four locations. These included workshops on sewing, knitting, candle-making, body and mind self-care, and info-sessions on female hygiene, contraception, breast cancer, parenthood, and gender-based violence.

Sessions often took place with the collaboration of partner organisations such as Doctors of the World, Alma Zois, and Diotima. Women also had the opportunity to attend culturally relevant screenings at the Thessaloniki International Film Festival, while outdoor activities helped them explore and better understand their surroundings. Notably, on November 25th, SolidarityNow joined a local community event in Sindos for the International Day for the Elimination of Violence Against Women, engaging schoolchildren and local associations to raise awareness and foster community solidarity against gender-based violence.

Facing Trauma.

A toolkit for trauma-informed support for children and youth

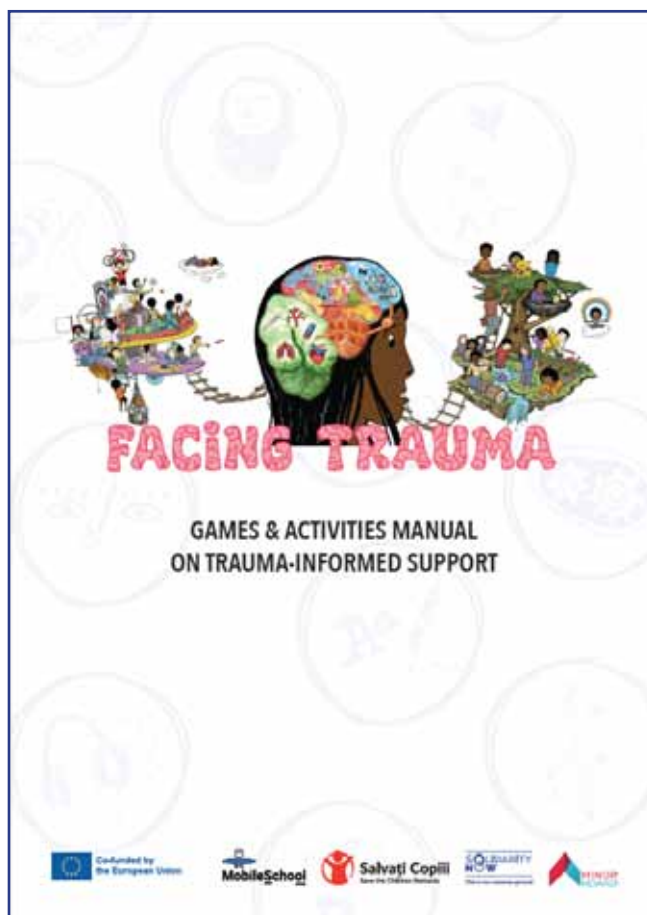
Annual Expenses: 14,759 €

Partners: Mobile School (Belgium),

Minor Ndako (Belgium),

Save the Children (Romania)

Donors/Supporters: ERASMUS+ Strategic Leadership



The *Facing Trauma* project equips youth workers with the knowledge, tools and practical resources they need to support children and adolescents experiencing trauma. Through the development of a comprehensive, culturally sensitive, trauma-informed educational toolkit and training programme, the project addresses the needs of vulnerable groups such as refugees, Roma children, and those affected by crises or disasters.

During the year, the project partners finalised the educational toolkit, which includes ten interactive and child-friendly posters on emotional awareness, stress, self-care, resilience, and trauma, accompanied by five audio stories and six audio

instructions. The toolkit also features over sixty hands-on activities and games, twenty of which are linked to the posters and an additional forty focusing more broadly on trauma care. These tools were designed to be adaptable across diverse youth work settings and are compiled in a practical, easy-to-use manual. Complementing the toolkit, five online training seminars were developed and piloted, guiding youth professionals through trauma-informed practice based on the **Four Rs framework: Recognise, Realise, Respond, and Resist re-traumatisation**. The trainings cover an introduction to trauma, its psychological and physical impact, how to identify trauma symptoms and



for all

triggers, techniques for psychological first aid and self-care, and ways to embed trauma-sensitive practices in everyday youth work.

All materials have been translated into eight languages (English, Greek, French, Spanish, Dutch, Romanian, Arabic, and Ukrainian), ensuring their accessibility across Europe and beyond. The tools are freely available through partner websites and online platforms, including podcast services, to support their wide dissemination and uptake by youth professionals. The quality and relevance of the materials were ensured through regular coordination meetings and piloting activities, with input from experienced professionals from Solidari-

tyNow, Arsis, the Network for Children's Rights, and public-school teachers. In October 2024, the final transnational meeting was hosted in Leuven, Belgium, by project coordinator Mobile School. This included the sharing of good practices, the recording of training videos, a visit to shelters for unaccompanied minors run by Minor Nanki NGO in Brussels, and an engagement session with Mobile School volunteers to promote the project's outputs and the work of all partners. Through this process, *Facing Trauma* has delivered a robust and adaptable set of tools for youth workers to support traumatised children with care, creativity, and confidence.

MAMA

Individuals Supported: 332

Annual Expenses: 25,000 €

Donors/Supporters: Eurolife FFH



The MAMA project supports all families, especially those from vulnerable social groups, from pregnancy through early childhood, empowering new and expectant parents to navigate their roles with confidence. Implemented by a dedicated team consisting of a midwife and two parenting and nutrition specialists, the project offers tailored support and information on maternal health, child nutrition, and parenting through a combination of in-person and online services.

In 2024, the project significantly expanded its reach in Thessaloniki, engaging 332 beneficiaries, up from 213 the previous year. MAMA's core services included parenting groups, individual

consultations, and informal "Parent Café" meet-ups, complemented by book clubs, thematic workshops, and six Instagram Live sessions. Targeted outreach activities focused on refugee and Roma communities, while school-based sessions and participation in local festivals and public events strengthened its visibility and impact. By integrating structured guidance with accessible, community-based actions, MAMA continues to play a vital role in supporting families and fostering positive early childhood development. Looking ahead, the project aims to further diversify its activities and expand its reach to more underserved families.

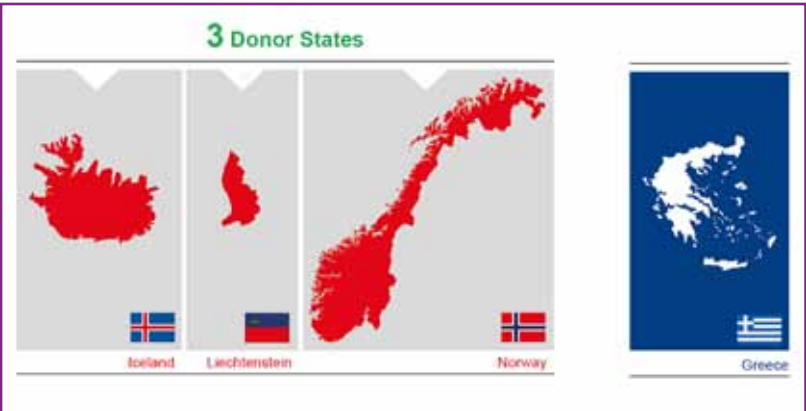
Enabling Access to Justice and the Protection of Human Rights



Active Citizens Fund

Annual Expenses: 75,551 €

Donors/Supporters: EEA Grants



The Active Citizens Fund in Greece, aimed to develop the sustainability and capacity of the civil society sector in Greece and strengthen its role in empowering vulnerable groups, promoting democracy, human rights, and active citizenship. The programme addressed social and economic disparities, supported advocacy and watchdog activities, and promoted bilateral cooperation between Greece and donor countries, Iceland, Liechtenstein, and Norway, as part of the EEA Grants 2014–2021. The fund operator for the Active Citizens Fund in Greece was a consortium of the Bodossaki Foundation and SolidarityNow and the total grant amount allocated for the programme was €15 million.

2024 Highlights

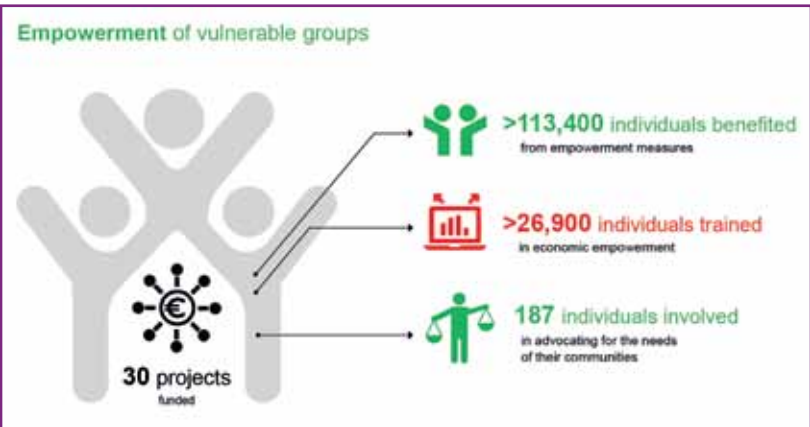
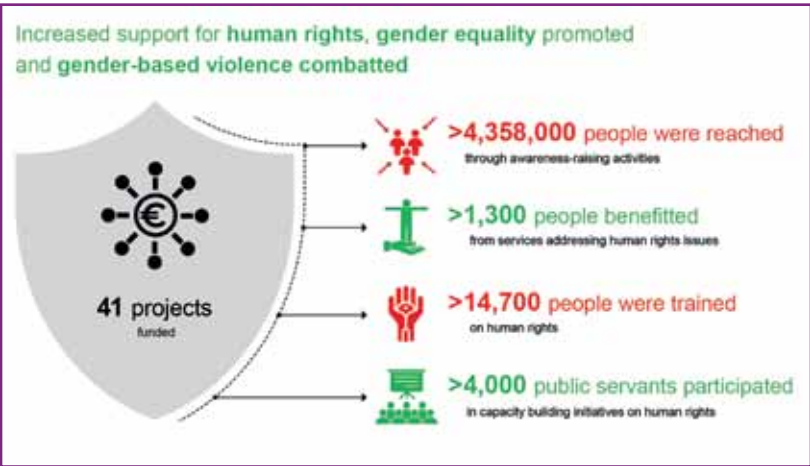
A key milestone was the two-day conference on “Inequalities in Education,” organised by SolidarityNow in collaboration with ACF Bulgaria, held in March 2024 in Athens. This event highlighted innovative approaches to inclusive

education, focusing on refugee and migrant children, Roma children, and children with disabilities. Featuring over 40 speakers and 213 participants from nine countries, the conference included contributions from the European Commission, FRA, OECD, Greek ministries, academic institutions, embassies, and CSOs. Another, significant regional initiative focused on strengthening collaboration around LGBT-QI+ rights through EuroPride (Thessaloniki, November 2023 – July 2024), in partnership with ACF Malta. Through this initiative, Thessaloniki Pride was supported in mapping, implementing, and sharing best practices for LGBTQI+ rights advocacy, drawing from previous EuroPride events, including Valletta, Malta (2023). The initiative involved 23 participants from nine countries.

The Regional Workshop on Lessons Learned from Organisational Grants (Athens, October 2024), organised in collaboration with ACF Poland, focused on documenting good practices and Fund Operators’ experiences in managing organisational grants. The workshop brought together 30 participants, including representatives from nine countries, the Norwegian Embassy in Athens, and the Financial Mechanism Office (FMO).



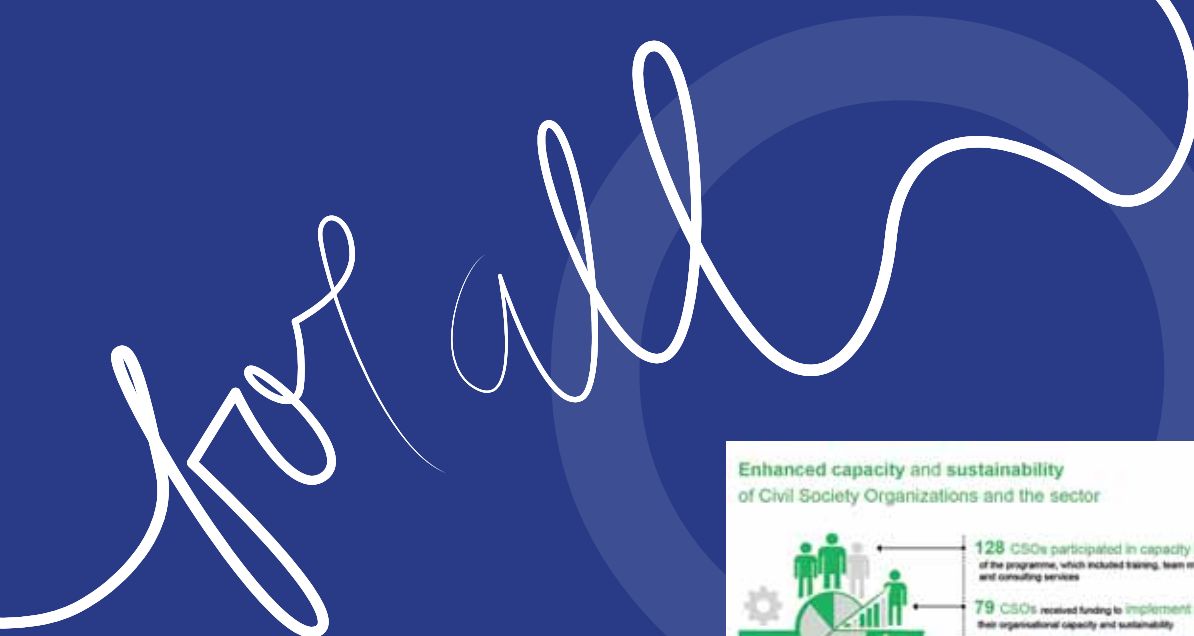
Active Citizens Fund



Marking the closure of the bilateral call, ACF Greece organised a thematic study trip to Oslo, Norway, in October 2024, with participants from 15 Greek CSOs that had implemented projects to promote human rights and gender equality. The delegation visited key stakeholders in the sector of Gender equality, resulting in new bilateral collaborations and more Greek CSOs engaging with international networks.

Communication and Programme Closure

A highlight of 2024's communication activities was the #OurStories campaign, which featured four short videos derived from the ACF



Greece documentary. Launched on social media in April 2024, these videos reached over 580,320 users and engaged 230,400 individuals. Their impact was further amplified at the 19th Lemesos International Documentary Festival.

The programme officially concluded with the event 'Stories of Change: The Journey of ACF Greece', attended by over 300 participants. This final gathering showcased both quantitative and qualitative achievements, featuring the screening of the documentary Time for Change, an infographic presentation of results, and live storytelling from beneficiaries and project promoters. Engaging interactive elements, such as a photo exhibition and memory wall, further enriched the audience experience.



Empower YOUTh

Annual Expenses: 35,725 €

Partners: Norsensus Mediaforum

Donors/Supporters: Active Citizens Fund, EEA Grants



Empower YOUTh engaged 28 young people from across Greece, equipping them to become agents of change in their communities. Participants came from diverse and often vulnerable backgrounds, including Roma communities, migrants and refugees, people with disabilities, youth from remote areas, families living below the poverty line, and members of the LGBTQI+ community.

The programme was implemented in two phases:

- 1. Capacity Building:** A series of trainings in Athens and Thessaloniki covering human rights, advocacy, team dynamics, visual storytelling, stop-motion animation for digital advocacy, and the design and implementation of small-scale projects.
- 2. Community Action:** Participants, organised in groups, designed and submitted proposals

for small-scale community projects. Once approved, they implemented their initiatives with access to mentoring, financial resources, and networks.

In total, **four youth-led social change projects were carried out**, addressing:

- Combating stereotypes about Roma communities through collective clean-up activities in shared spaces.
- Establishing a self-help group for people with obsessive-compulsive disorder.
- Highlighting the multiple discriminations faced by Pomak women through a research initiative.
- Expanding learning opportunities for refugee children.



The project reached **77 children directly** through educational and awareness-raising activities, and approximately **500 adults** including Roma camp residents, parents, women participating in surveys, attendees at public events, and members of the wider community.

To further amplify the initiative, two advocacy actions were carried out:

- A short documentary video capturing the two activities.
- A social media campaign highlighting the personal stories of participants, advocating for youth empowerment and their role in shaping society.

Beyond the tangible outcomes, Empower YOUTH fostered a strong network of mutual support among participants. It strengthened their self-confidence, motivation, and leadership skills, offering them not only practical experience but also a safe environment to test ideas, learn from challenges, and celebrate achievements.

Most importantly, the project removed barriers linked to discrimination and vulnerability, giving young people the opportunity to prove, both to themselves and their communities, that they can be powerful drivers of change. The video produced stands as a testament to their efforts and as participatory good practice that they themselves helped bring to life.

MHPSS and Protection of Vulnerable Refugees in Greece

Individuals Supported: 409

Annual Expenses: 12,154 €

Donors/Supporters: OlamAID

This project provides psychosocial support to Ukrainian refugees in Thessaloniki and Yazidi refugees in the Serres camp, focusing on empowerment, cultural integration, and well-being, with a strong emphasis on women, parents, and children. Implemented in cooperation with OlamAid, the initiative combines individual and group sessions delivered by a psychologist and an art therapist, offering a holistic approach that blends emotional support, community engagement, and cultural continuity.

In Thessaloniki, weekly Greek traditional dance classes, bandura music workshops, “pysanka” craft sessions, and cultural celebrations helped maintain connections to heritage while fostering integration. Parents participated in sessions on positive parenting, internet safety, stress management, and self-care, as well as a dedicated workshop on employment rights tailored to vulnerable groups such as single mothers. Children and youth engaged in language, art, music, and creative activities, while teenagers found safe spaces for connection through chess, board games, and psychosocial

support sessions addressing emotional well-being. Highlights included a summer camp co-organised with the Greek-American Corps and Elpida Home, cultural days, and celebrations such as Mother’s Day and Ukraine’s Independence Day, strengthening community ties.

In Serres, activities were primarily hosted in the Female Friendly Space (FFS), where women participated in storytelling, goal-setting, and therapeutic workshops such as jewellery-making. Info sessions addressed the Greek educational system, school bullying, and health-related topics. Breast Cancer Awareness events promoted early detection, combining practical guidance with emotional support, while sessions on women’s health, conducted in cooperation with MedEquali, provided vital information on menstrual health, contraception, pregnancy, and prenatal care. Across all activities, the project created safe, inclusive spaces for expression, learning, and mutual support, enabling participants to navigate new realities with resilience and dignity.

ThessVolunteer

Individuals Supported: 73

Annual Expenses: 14,997 €

Donors/Supporters: John S. Latsis Public Benefit Foundation

The Thess Volunteer programme was designed to strengthen the culture of volunteerism in Thessaloniki by creating opportunities for individuals and groups to engage in civic action. It connected volunteers with local actors such as municipal bodies, educational institutions, companies, while promoting active citizenship as a driver for social cohesion. A particular focus was placed on encouraging alternative forms of volunteering and empowering participants to propose and lead their own initiatives.

Throughout its implementation, Thess Volunteer combined capacity-building, outreach, and community engagement, while cultivating a broad network of collaborations that expanded volunteering opportunities in the city. Volunteer training was a central component of the project, with an updated **Guide for Volunteers** developed and the creation of a new **Guide for Volunteer Coordinators** in Greek and English.

Targeted training sessions were also delivered to diverse audiences, including adolescents, community groups and corporate teams (such as Stone Group), equipping a total of 73 individuals with the skills to engage meaningfully in volunteerism.

The programme also deepened ties with the academic community. For example, a talk at the **International Hellenic University's Department of Midwifery** engaged third-year students on combating stereotypes and supporting vulnerable groups through volunteerism. Collaboration was further enhanced through the **ThessDiktio network**, with the SolidarityNow hosting **eight different volunteer groups** that held **27 meetings**, ranging from support for new mothers to language classes, thus positioning the Centre as a hub for community-based volunteer action.

In total, **72 volunteers** participated in **seven activities and two city-wide events** promoting volunteerism, such as the Thessaloniki Walking Tour for Human Rights, the Volunteer Forum, Remembrance Day, EuroPride, and the Greenwave Festival. These initiatives significantly boosted the visibility of volunteer action in Thessaloniki and strengthened civic engagement.

Finally, as part of the 1st Volunteerism Forum, 26 representatives of ThessDiktio organisations were trained using the educational materials developed by the project, further consolidating knowledge-sharing and collaborative action within the city's volunteer ecosystem.



This is our common ground

EMERGENCY RESPONSE TEAM

At SolidarityNow, we believe that, as an active member of civil society, we have a duty to stand with communities affected by disasters, offering our support in every possible way.

Recognising the increasing devastation caused by climate change, as well as the risks of living in an earthquake-prone country, we have integrated a dedicated **Emergency Response Team (ERT)** into our operations. This unit is prepared to respond to all types of crises—whether natural, man-made, or technological.

Our ERT is composed of trained humanitarian aid professionals who receive ongoing capacity-building to ensure readiness for rapid and effective deployment when society calls upon us. In the aftermath of emergencies, our priority is to provide immediate relief and assistance to affected communities.

SolidarityNow's emergency response work focuses on five priority areas:

- Earthquakes
- Floods
- Forest fires
- Mass displacement and population movements
- Extreme weather events

Through these efforts, we aim to extend practical support to Greek society while also upholding the values and principles that guide our mission. By

strengthening the visibility and capacity of civil society in times of crisis, SolidarityNow affirms that solidarity is not only a value, it is an essential response.

While the ERT was not deployed in 2024, the year was used strategically to consolidate our assets and strengthen preparedness. This included improving our warehouse capacity, securing donations, and reinforcing partnerships with other civil society organisations active in emergency contexts, such as Médecins Sans Frontières (MSF), to ensure coordinated action when needed.

Staffing challenges arose during the year due to broader programmatic changes. Nevertheless, we advanced training and capacity-building for staff registered with the ERT. Basic induction sessions and targeted trainings were held in both Thessaloniki and Athens, covering topics such as:

- Fundamental principles of humanitarian assistance
- Understanding SolidarityNow's emergency operations and structure
- Practical skills including first aid and the use of carpa (emergency tents)

Meanwhile, the ERT actively monitored national and international developments, tracking ongoing emergencies and assessing potential interventions where SolidarityNow could provide meaningful support.



RESEARCH

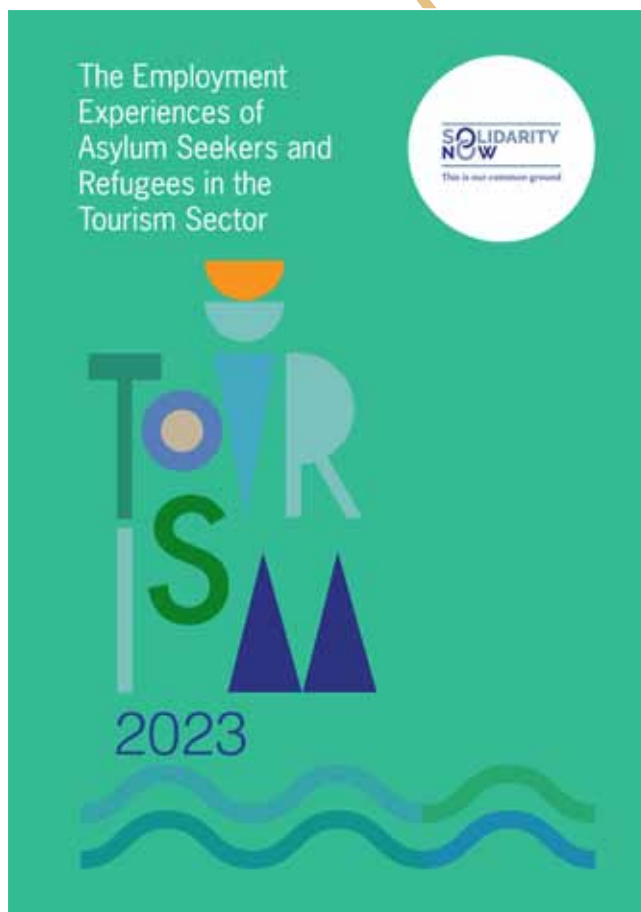
for all

1. Tourism Research

The research study “Employment Experiences of Asylum Seekers and Refugees in the Tourism Sector during the 2023 Season” marked our first effort to assess employment conditions in this sector from the perspective of the individuals we support. The tourism industry is a primary source of employment for asylum seekers and refugees, but it is characterised by precarious terms and conditions alongside persistent labour shortages in low-skilled positions.

Data collected from 50 respondents with diverse backgrounds showed that the majority (94%) were legally employed, primarily in low-skilled jobs. However, women (56%) reported receiving lower pay than men for the same roles. Several labour rights violations were also identified: 38% of respondents received part or all their wages in cash, while 44% worked beyond legal limits without overtime compensation. Language barriers were reported as a significant challenge, highlighting the importance of Greek language acquisition for effective workplace integration.

These findings provide valuable evidence base for the development of targeted interventions and policy recommendations aimed at improving employment conditions for asylum seekers and refugees in the tourism sector.



2. Revealing the Unseen migrant workers

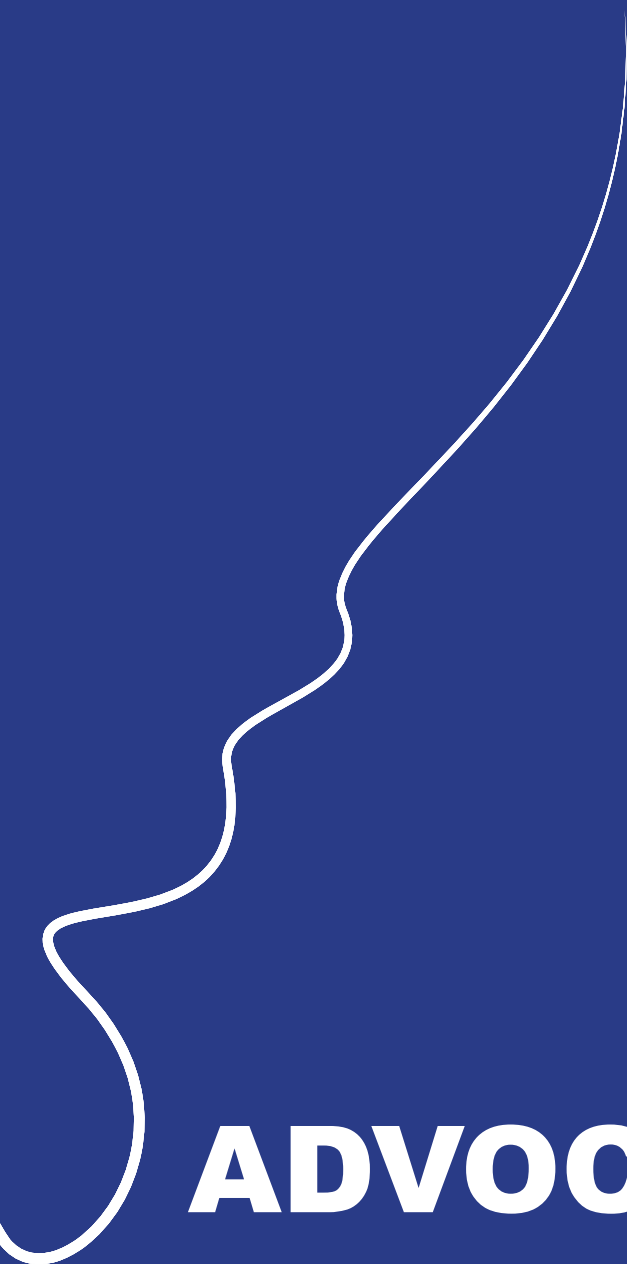
SolidarityNow conducted research on the working conditions of migrants in Greece, aiming to shed light on the real challenges faced by workers and to contribute evidence-based policy recommendations for the protection of dignified working conditions.

The research was carried out within the framework of the “Revealing the Unseen Migrant Workers” project, involving 228 respondents in Athens and Thessaloniki, highlighting issues of precarious and undeclared work, exploitation, inequalities, and discrimination experienced by migrant workers in the Greek labour market.

The goal is to produce a publication and present and distribute it to relevant stakeholders and interested parties.



Revealing
the Unseen
Migrant Workers



ADVOCACY



In 2024, SolidarityNow reinforced its role as a key advocate for the rights of vulnerable groups. Through public dialogue, institutional monitoring, research, and strategic collaborations at national and international level, the organisation contributed to raising awareness of critical issues and promoting policies grounded in human rights, social inclusion, democracy, and the rule of law.



Public Dialogue and Awareness-Raising

Reframing Migration at the Athens Democracy Forum

Recognising that migration remains at the forefront of public discourse and is often politicised, SolidarityNow hosted the roundtable “The Difficult Search for Truth in Migration” at the **Athens Democracy Forum**. The event provided an oppor-

tunity to discuss the narratives dominating public debate on migration.

The discussion was opened by the Chairman of SN’s Board of Directors, Mr. Stelios Zavvos who stressed that migration is not a crisis but an opportunity, highlighting its contribution to the economy, the social security system, and the country’s demographic balance. Speakers highlighted the urgency of dismantling far-right rhetoric portraying migration as an “invasion,” underlined the importance of using accurate terminology to prevent fear and misinformation, and explored emerging challenges linked to climate change and displacement. Timely and essential, the event reinforced the need to reframe migration as a global reality shaped by complex social, economic, and political dynamics, calling for informed dialogue and evidence-based policymaking.

Speakers:

- Stelios Zavvos, *Founder & Chairman of the SolidarityNow Board of Directors*
- Dimitris Kairidis, *Member of the Hellenic Parliament and Professor of International Politics*
- Angeliki Dimitriadi, *Head of the Migration Programme of ELIAMEP*
- Stella Nanou, *Head of Communications for UNHCR Greece*
- Alexander Rhodes, *Partner and Head of Mishcon Purpose, Mishcon de Reya*
- Michael P. Nash, *Filmmaker and Director*

Tackling Educational Inequalities Across Borders

In March 2024, SolidarityNow in collaboration with the Bodossaki Foundation and the Active Citizens Fund managers in Bulgaria, organised the transnational conference “*Inequalities in Education*” in Athens.

The conference brought together civil society actors, academics, national and European representatives, to exchange best practices for inclusive education. Discussions focused on barriers faced by vulnerable groups, such as refugee and migrant children, Roma children, and children with disabilities, while also showcasing innovative approaches to reducing educational inequalities. The event underscored the importance of both national and cross-border synergies in building an education system that ensures no child is left behind.



Legislative Monitoring and Institutional Initiatives

The adoption of the bill on marriage equality marked a historic moment for human rights in Greece, removing institutionalised inequality and recognising the long-standing struggles of the LGBTQI+ community. SolidarityNow welcomed this development, submitting observations and recommendations to further strengthen the protection of all families’ rights.

SolidarityNow will continue to stand alongside the LGBTQI+ community, actively supporting every individual’s right to visibility, equality, and the freedom to be themselves. Marriage equality is a step toward an inclusive society, yet **the effort to eliminate discrimination and ensure equal rights across all areas of life remains an unwavering commitment of our organisation.**

SolidarityNow also closely monitored the adoption of the new EU Directive 2024/1712 on hu-

man trafficking, which updates the European legal framework and incorporates new forms of exploitation, including forced marriage, surrogacy, and illegal adoption. The Directive strengthens Member States' tools to support victims and to combat trafficking facilitated through technology. SolidarityNow emphasised the importance of aligning Greek legislation with EU provisions to ensure effective victim protection and to prevent re-victimisation.

Additionally, the organisation actively participated in a child protection coalition advocating for the ratification of the Optional Protocol to the UN Convention on the Rights on the Child (OPIC). Through a joint resolution addressed to the Prime Minister and relevant Ministers, the State was urged to ratify the OPIC, thereby enabling children living in Greece to access an international recourse mechanism in case of rights violations.

Following the adoption in May 2024 of the New Pact on Migration and Asylum, alongside the comprehensive reform of the Common European Asylum System, SolidarityNow highlighted to the relevant authorities the need for a thorough assessment of the legal and practical impacts of the new EU regulations, due to be implemented in 2026, on the Greek asylum system.

Alliances and Anti-Trafficking Actions

The protection of victims of human trafficking victims the prevention of exploitation remained a core advocacy focus in 2024. SolidarityNow continued the implementation of the ProCap project in collaboration with KMOP and EKKA, aiming to strengthen the protective framework for victims, and potential victims, of trafficking. Through its mobile units and Solidarity Centres in Athens and Thessaloniki, the organisation provided comprehensive psychosocial and legal support, reaching vulnerable populations both in accommodation facilities and within urban areas.

At the same time, SolidarityNow engaged in extensive advocacy through workshops, awareness-raising events, and institutional consultations. In particular, the organisation contributed to the preparation of an updated National Action Plan against Human Trafficking, working alongside civil society and international stakeholders. SolidarityNow submitted concrete proposals and measures to enhance prevention, improve victim identification and referral, enhance coordination between national mechanisms, and protect the most vulnerable groups from the risks of exploitation.

International Advocacy and Joint Interventions

In 2024, the international dimension of SolidarityNow's advocacy was significantly reinforced through participation in European campaigns and joint interventions. The organisation joined the *It's Not Over campaign*, urging the European Parliament, particularly the FEMM and LIBE committees, to reintroduce on the political agenda the need for a unified consent-based definition of rape and to promote the immediate ratification of the Istanbul Convention by all Member States.

SolidarityNow also participated in a broad European alliance of **139 civil society organisations**, co-signing the letter *Paving the Way for an Equality-Centred Policy Cycle*. The letter emphasised that, despite significant progress in the past five years through the EU gender equality strategy, measures for LGBTQI+ rights, anti-racism, Roma inclusion, and disability rights protection, serious inequalities and multiple forms of discrimination persist. This joint initiative calls for equality and

non-discrimination to be placed at the heart of the new EU political cycle (2024–2029).

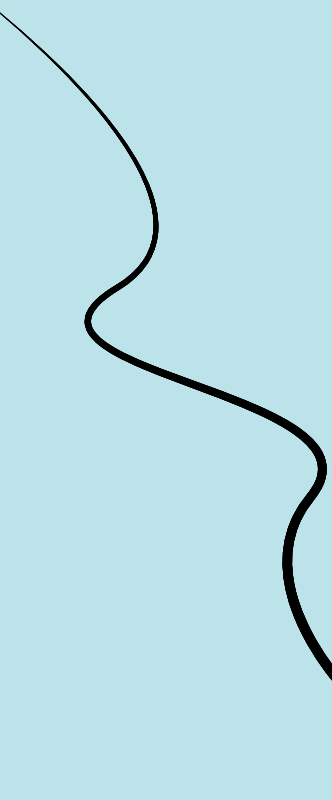
Finally, within the framework of *#EUCivicSpaceNow* and on the occasion of International Democracy Day, SolidarityNow joined the voices of 416 other EU organisations to advocate for the strengthening of civil society and democratic institutions, affirming its role as part of a wider European movement committed to defending rights, equality, and democracy.

Children's Rights

As an active member of the Child Rights Advocacy Network (CRAN), in May 2024 SolidarityNow co-signed a joint press release on measures to tackle school bullying. The statement expressed concern over the punitive nature of the proposed measures and instead advocated for a focus on prevention, the empowerment of teachers and parents, and the creation of a democratic school environment that fosters children's active participation.



PUBLICITY & EVENTS



for all

In 2024, our beneficiaries' voices were brought into the public discourse through targeted publicity actions, strengthening institutional recognition of their needs and challenges.

IMPACT STORIES

Invitation to a Meal

From Support to Entrepreneurial Autonomy

In 2024, another beneficiary of SolidarityNow's Blue Refugee Centre (BRC) in Thessaloniki took the next decisive step toward integration: opening her own business.

Shaimaa, after four years in Greece, transformed her professional experience and passion for cooking into a sustainable business by launching the restaurant "Ustura" in the heart of Thessaloniki. This journey was far from straightforward. Through

the BRC Livelihoods programme, implemented in collaboration with UNHCR Greece, Shaimaa received comprehensive support from the BRC Employment Service.

The opening of the restaurant, whose name means "myth" in Greek, was celebrated with Shaimaa's family and friends, journalists, and a large public audience, in a grand inauguration party co-organized by SolidarityNow and UNHCR.



Bridging the Gap *From Social Exclusion to Sustainable Employment*



With the support of Alpha Bank, the “Bridging the Gap” project continued in 2024, a targeted initiative addressing a longstanding social challenge: **the structural distance between vulnerable groups and the labour market.**

Four Cases, One Common Outcome

In 2024, four women facing different social and professional barriers successfully entered the labour market through the project, and their experiences were showcased through dedicated articles:

- A 56-year-old beneficiary facing age discrimination secured a part-time position, achieving financial stability and improved quality of life.
- A 27-year-old with a history of homelessness, who also participated in a state housing programme, obtained stable employment in retail, supporting sustainable social reintegration.
- A 66-year-old woman with a migrant background and extensive experience in education re-entered the workforce while continuing to receive support for further professional development.
- A 56-year-old woman with a history of mental health challenges secured public sector employment through the 55+ programme of the Greek Public Employment Service, gaining stability and social reintegration.

International Women’s Day 2024: Stories of Empowerment of Migrant Women

On the occasion of International Women’s Day, SolidarityNow presented a series of initiatives aimed at recognising and empowering migrant women who have successfully integrated into society and the labour market. Through short videos and feature stories, the experiences of women from diverse backgrounds were highlighted:

- **Nese** from Turkey, a volunteer interpreter, shared her experiences of ageism and prejudice against women who do not have children.
- **Jacqueline** from Sudan and **Mira** from Ukraine spoke about their adaptation to the Greek labour market, the challenges they faced, and the strength of their perseverance.
- **Mamie** from the Democratic Republic of the Congo and **Xanthoula** from Himara presented their professional journeys, achieving stable employment despite difficulties, emphasizing the importance of social inclusion and dignified work.



Small Stories of Solidarity and Support

Legal Support and Rights Protection

Legal support can change lives. A woman from Senegal faced the risk of losing her asylum status, while a young man from Sri Lanka lived without documentation and access to basic rights. Through the intervention of the Athens Solidarity Centre's legal team, both were able to secure recognition and protection.

Their cases demonstrate that persistence, justice, and proper legal representation are crucial tools for the dignity and safety of vulnerable individuals.

Holistic Support and Employment

Individuals such as Mrs. P., Mr. D., and B. from Guinea found new opportunities through guidance from the Athens Solidarity Centre. Through training, interview preparation, and job search support,

they enhanced their skills and secured stable employment.

Their perseverance, combined with counselor support, shows that work is not only a means of survival but also a vehicle for self-esteem, growth, and creating a stable life.

Social Care and Resilience

Klaudi and A. faced serious health and personal stability challenges, yet holistic support, psychological, social, and professional enabled them to regain their footing.

The organisation's psychological services provide guidance and empowerment, particularly for young people navigating transitional phases, uncertainty, anxiety, or social challenges.

Highlighting a Social Issue

Legal Victory for the 2nd Generation of Migrants

In 2024, the Legal Service of the Athens Solidarity Centre achieved a landmark ruling for Androniki Kifti, daughter of migrants, at the Athens Administrative Court (decision 305/2024). The decision sets a legal precedent for all 2nd-generation children, ensuring that residence permits are not contingent on uninterrupted residence or specific ties to Greece.

The case was highlighted in *Kathimerini*, bringing attention to an urgent social issue and advancing the recognition of rights.



- **Empower YOUth Programme Completion Event,**
January 2024

The event was attended by Prodromos Pyrros, Secretary General for Social Solidarity & Combating Poverty, and Gelly Aroni, Representative of the General Secretariat for Vulnerable Citizens & Institutional Protection. Filmmaker Vera-Iona Papadopoulou documented the youth's journey in *Empower YOUth*, and the video was screened at the event and posted on the organisation's YouTube channel.



- **International Day of Education,** with the students of the “All Children in Education” programme at the Athens Solidarity Centre, January 2024

To celebrate the International Day of Education, the Centre welcomed the Deputy Minister of Migration and Asylum, Ms. Sofia Voultepsi, together with the singers Elena Papparizou and Giorgos Perris, UNICEF Goodwill Ambassadors. The classrooms were filled with smiles, music, and messages of hope, while the guests were welcomed by the organisation's Chairman, Mr. Stelios Zavvos. Children of all ages from different countries spoke in Greek with the visitors about their lives and their experience at school in Greece and took part in activities together. The event concluded with the older children performing a Greek song. The visit was jointly organized with UNICEF Greece.





• Employment Days, +Ergasia, a joint initiative by SolidarityNow and Odyssea, February 2024



For the two-day Employment event, a variety of audiovisual and printed promotional materials were produced to highlight the initiative and its significant outcomes:

- **20 companies**
- **2000 interviews conducted on-site**
- **350+ people received job offers**

• Conference “Inequalities in Education,” March 2024

Co-organized by Active Citizens Fund (ACF) managers in Greece, SolidarityNow and Bodossaki Foundation, and the counterparts in Bulgaria. The conference highlighted challenges and convergence, emphasizing that inclusive education for all children is a societal responsibility. Speeches are available on blod.gr.



• Job Fair at the Blue Refugee Centre, Thessaloniki, March 2024

More than 230 job positions were offered following approximately 770 interviews conducted during the job-matching event successfully organized by SolidarityNow and the UNHCR in Thessaloniki on 13 March. The aim of the event was to connect refugees and asylum seekers looking for employment with employers from various sectors operating in Northern Greece.

The event, which took place at the Blue Refugee Centre, aimed to promote refugee employability, for the benefit of refugees as well as the Greek economy and society as a whole.



- **World Roma Day Events, Katerini and Thessaloniki, April 2024**

As part of the “Amaro Magipe” initiative, SolidarityNow organized events to honor Roma Day through dialogues, videos, storytelling, and a photo exhibition to raise awareness, challenge stereotypes, and promote inclusion.

- **Completion Event of the EN-Taxi Programme, April 2024**

Hosted at SolidarityNow’s Athens Solidarity Centre, attended by representatives from educational institutes, civil society, and government ministries.



- **EuroPride and Athens & Thessaloniki Pride, June 2024**

As every year, SolidarityNow teams joined Athens and Thessaloniki Pride to support equality and inclusion for LGBTQI+ communities.

- **Christmas Celebration at the Athens Solidarity Centre, December 2024**

We celebrated Christmas by offering gifts to the children! During the celebration, we made cards and organized a small photography workshop. The event was honoured by the presence of Ms. Sofia Voultepsi, Deputy Minister of Migration and Asylum, and Tobias Schlöpfer, Head of the Swiss Contribution Office in Greece and Cyprus.



Publications



Research Publication: “Work Experience of Asylum Seekers and Refugees in the Tourism Sector, 2023”

This study evaluates working conditions in the sector from the perspective of employees.



Empower YOUTH Programme Impact Report

Showcases programme outcomes, the difference made in young participants' lives, and the need for future initiatives empowering youth and communities. Available on the organisation's website.



City and Services Guide by the Thessaloniki Refugee Support Centre

Aimed at informing refugees, migrants, and asylum seekers about civil society organisations, free services, and support resources, facilitating smoother integration. Produced in six languages: English, French, Arabic, Farsi, Urdu, Ukrainian.



Trafficking in Human Beings: Definitions, identification and protection of victims

This manual was developed for professionals working in the field of human trafficking, aiming to provide essential knowledge on key concepts and approaches related to the identification, communication with, and protection of victims.



εν-τάξη: A Resource Book for Language Teachers

This publication provides a detailed presentation of the unified curriculum for Greek and English developed and implemented within the framework of the En-Taxi programme, serving as a valuable resource for language teachers.



Research on School Dropout among Refugee/ Migrant Children in the Greek Education Sys- tem: Findings Report

This publication presents the findings of the research conducted by National and Kapodistrian University of Athens in collaboration with SolidarityNow on the factors contributing to school dropout among students with refugee and migrant backgrounds within the Greek educational system.



1. Everything you need to know about volunteering: A guide for volunteers

2. Everything you need to know about volunteering: A guide for volunteers' coordinators

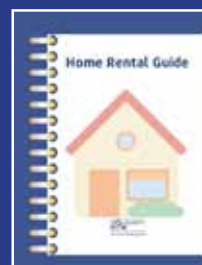
A Tax Guide for Everyone

Prepared by SolidarityNow's Accounting Service, providing essential guidance on mandatory tax filing in Greece. Published in eight languages: English, Arabic, French, Greek, Ukrainian, Urdu, Somali, Farsi.



House Rental Guide

Provides essential advice for prospective tenants before and during rental, practical tips to prevent misunderstandings and exploitation, in seven languages: English, Arabic, French, Greek, Ukrainian, Somali, Farsi.





This is our common ground

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Honorary Professor of Constitutional Law – University of Athens

Vidalis Efthimios

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Cavounidis Jennifer

*Senior Research Fellow – Centre of Planning and Economic Research,
Visiting Associate Professor, Athens University of Economics and Business*

Boutaris Yiannis

Businessman, Chemist, Oenologist, ex-Mayor of Thessaloniki (until November 9, 2024)

Nomikou Calypso

President of A.M. Nomikos Transworld Maritime Agencies S.A.

Rozakis Christos

*Professor of International Public Law – University of Athens,
Vice President of the European Court of Human Rights*

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Fay Koutzoukou, *Deputy General Manager*

Ioanna Fourkiotou, *Regional Director for Northern Greece*

Eva Stefanaki, *Finance & HR Director*

Nicholas Rangos, *Senior Programmes & Operation Manager*

Marina Kanta, *Senior Lawyer & Advocacy Manager*

Valia Savvidou, *Communications Manager*

Panos Lioukas, *Head of Accounts*

Sofia Gkarane, *Human Resources Manager*

Nafsika Waggoner, *Monitoring, Evaluation & Accountability Manager*

Sotiris Perperidis, *Interim Procurement & Logistics Manager*

Mary Asvesta, *Employability Service Coordinator*

Theo Bogeas, *Athens Solidarity Centre Coordinator*

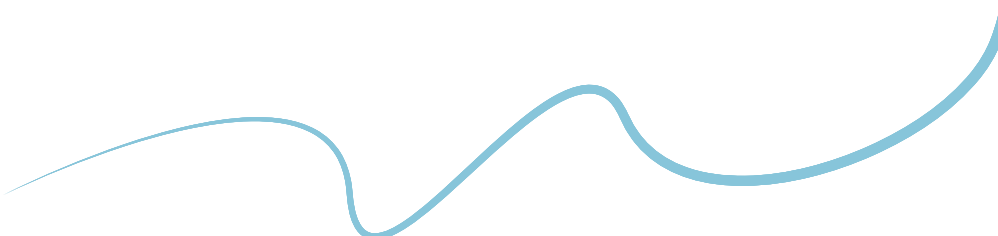
Eva Mellou, *Senior Project Manager*

Dora Seitanidou, *Senior Project Manager*

AL KRENAWY WARD A	VASILAKOU EVAGGELIA	ISMAIL IBRAHIM
ARADZHYONI MARGARYTA	VAFEIADI EVAGGELIA	IOANNIDOU OLGA
AZIZIRAD MOHAMMAD-ALI	VELALI ALEXANDRA ANNA	KAIRI AGGELIKI
BAH ANGYE	VLAGKA STAMATIA	KAISARI ERNST PANAGIOTA
BAKHTAWAR KHAN	VOUTSARIDI LIDA	KALONAROU VICTORIA
BARRY MAMADOU MOUSSA	GAVRIELATOU MARIKA	KALPAZIDOU GEORGIA
HABIB NAJIBOULLAH	GERAKI MARIANNA	KALTSIDOU GEORGIA
HALLAK NADWA	GEORGOPOUPOU DOMNIKI	KANTA MARINA
HASANI HAMID	GEORGOPOULOU MELPOMENI	KARAVASILI MARGARITA
HASANI KHAIRULAH	GIAZITZI VASILIKI	KARATHANASI AGGELIKI
KARIMI AMIR	GIANNAKOPOULOU ANASTASIA	KARGIOU RAFAELA DESPOINA
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TIURINA MARIIA	GOUDA EVAGGELIA	KEFALA DIMITRA
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AL IMANTI NANTIN	DELVOIS PANAGIOTIS	KOSMA AGGELIKI
ANAGNOSTOPOULOU ALEXANDRA	DIMA OLGA	KOTSIKARI PANAGIOTA
ANDRAKAKOU VASILIKI	DIMADI PARASKEVI	KOTTAKIS PANAGIOTIS
ANTONAKOU ANASTASIA	DIONELLIS VASILEIOS	KOUTZOUKOU FOTEINI
AOYAD ANASTASIA	DOTSA CHRYSOULA	LEGGA OLYMPIA
APERGI FOTEINI	EL SAGIENT AZZA	LIOUKAS PANAGIOTIS
ARGYROU ANTONIOS NIKOLAOS	EFSTRATOUDAKIS IOANNIS	LOLI ANISA
ARONIS KONSTANTINOS	ZANTRIMA CHRISTINA	MANOU PANAGIOTA
ASVESTA MARIA	ZARZOU VASILIKI	MANOUSI EKATERINI
ASMANI SOPHIA	ZAFEIROPOULOS IOANNIS	MAOUTSIDOU MARIA
AHMENT MIRHAS	ZAFEIROPOULOU MARIA	MATZIRIS TRIANTAFFYLOS
VAGGELINOI ELISAVET	ZACHARIADOI ZOI	MAVRIDOI THEODORA
WAGGER NAFSIKA	ZEHS THEODOROS	MAVROMOUSTAKI EIRINI
VARVARIOTIS ASTERIOS	ZIZOPOULOU CHRYS A	MELLOU EFSTATHIA
VARTHALAMI MARIA	THEODOROPOULOU THEODORA	MERTZANI PERSIANA

OUR TEAM

MICHALOU EIRINI	PERPERIDIS SOTIRIOS	
BAZOUKA ARGYRI	PLATANISIOTI IOANNA	
BAKA NIKOLETA	POLENA MARILYN	
BAKALI ASIMINA	POUMPOURIDI PANAGIOTA	
BAKR AHMET	RAGKOS NIKOLAS	
BAXEVANOGLOU GEORGIA	SAVVIDOU ELEFThERIA	
BASDEKI MARIA	SAKELLARIOU ALEXANDROS	
BENDAI LORENA	SAKONIDOU STYLIANI	
BITOUNI ROELA	SANNAS DIMITRIOS	TSALAMANDRIS GEORGIOS
BOGEAS THEODOROS	SEITANIDOU THEODORA	TSAMIS KONSTANTINOS
BOLETSI AGGELA	SIMATIS PAVLOS	TSAOUSIDOU KYRIAKI
BOLMATIS GEORGIOS	SIASIOU ALEXANDRA	TSEKOURLOUKI ELENi
BOUZI- PHILIPPIDI STAVROULA	SIRETI AGGELIKI	TSELIOU ATHINA
BOUMPOPOULOU ANASTASIA	SKOUTARI ALEXANDRA	TSIMPRIS VASILEIOS
BOURBOU CHRISTINA	SKRETAS KONSTANTINOS	TSITIRIDIS GEORGIOS
BRIASOULI ALEXANDRA	SPYROPOULOU GEORGIA	TSOUROS GEORGIOS
NAXOPOULOU ATHINA	STAMELOU AIKATERINI	FAIAZ ASIF
NEGREPONTI ARGYRI	STAVRAKAKI VIRGINIA	FLOROS GEORGIOS
NIKITA KIRIAKI	STAVROPOULOU ATHINA	FOUANT,SAID IOUSIF
NINOU MARIA	STAVROPOULOU THEODORA -	FOURKIOTOU IOANNA
DREOU DORINA	ELENI	FOURLI MARIA ANNA
OIKONOMOPOULOU ANNA MARIA	STEFANAKI EVAGGELIA	HAN DIMITRIOS
OIKONOMOU ANASTASIA	STYLIDOU VILELMINI	CHATZIDOU MARIA ELENI
OIKONOMOU ELENI-STYLIANI	SYKARI VIOLETTA	CHARALAMPOPOULOU VASILIKI
OIKONOMOU MARIA	TANNI MARIA	HATZIKYRIAKOU EVI
PANAGIOTAKOPOULOU ZEINA	TARABEKOU MARIA-ELENI	HATZIKYRIAKOU ZAKELIN
PANAGIOTAKOPOULOU ELENI	TATSOUDI KYRIAKI	CHATZOUDI KONSTANTINIA
PANTAZOPOULOU THEODORA	TZAGKA CHRYSANTHI	CHERAKI RITA
PANTERMALIDOU EVGENIA	TZELEPI SOPHIA	CHOLEVA DANAE
PAPAKONSTANTIKOU AIKATERINI	TZIVELEKI PARASKEVI	CHRISTAKI IOANNA
PAPANIKOLAOU GEORGIA	TZIRAKI ANTONIA	CHRISTOU CHRISTINA
PAPANIKOLAOU PANAGIOTA	TOPALIDOU TRIADA	CHRISTIDOU MELPO
PAPIGGI ATHANASIA	TRIANTAFYLLIDOU ZOI	CHRISTOPOULOU MARIA VASILIKI
PARADEISOU CHRYSANTHI	TRIANTAFYLLOU PARASKEVI	CHRYSOCHOOU ELENI
PATLIAKA SOULTANA	TRIFEROPOULOU ATHINA	PSATHAS NIKOLAOS



VOLUNTEERING AT SOLIDARITYNOW

OVERVIEW

Volunteering and internships remain a cornerstone of SolidarityNow's mission, contributing fresh ideas, diverse perspectives, and vital capacity to our programmes. In line with European guidelines, volunteers and interns are encouraged to actively shape their involvement, either by proposing and implementing their own initiatives or by contributing to ongoing activities. This approach not only fosters meaningful participation but also builds a sense of ownership, inclusivity, and shared responsibility in addressing community needs.

In 2024, **85 volunteers and interns** contributed their time and expertise to SolidarityNow's programmes across the country. They supported our work in **offices, field activities, and community spaces**, making a direct difference in the lives of the people we serve. The group was almost evenly split between 46 volunteers and 39 interns, representing both national and international academic institutions.

The diversity of our volunteer and intern base was one of our greatest strengths:

- **81% women**,
- **55% aged 18–25** (with ages ranging from 16 to 65),
- Coming from the **EU and USA**, as well as fur-

ther afield, including **Syria and Guinea** with nearly half (**48%**) being Greek nationals.

EDUCATIONAL PARTNERSHIPS

Interns and trainees came from a wide range of educational institutions, including:

- National and Kapodistrian University of Athens (Departments of Greek Philology and Preschool Education)
- University of Peloponnese
- University of the Aegean
- University of Sheffield
- Otto Friedrich Universität Bamberg
- Universität Bremen
- VIA University College

Several European students and graduates joined us through **Erasmus+ student mobility grants**, enabling a rich exchange of skills, cultures, and learning approaches. In 2024, SN also registered as a partner of the **Hellenic Initiative** volunteer initiative "Volunteer Connect", through the mediation of **HIGGS**, creating new avenues for collaboration with overseas volunteers and expanding our global network of support. "Volunteer Connect" will be connecting the Greek Diaspora, and Philhellenes, with impactful volunteer opportunities within Greece's philanthropic sector, including at SolidarityNow.

ROLES AND CONTRIBUTIONS

In 2024, volunteers and interns supported SolidarityNow's mission across programmes, locations, and functions, tailoring their contributions to the diverse needs of the communities we serve:

- **All Children in Education (ACE) – 47%**

Volunteers and interns strengthened non-formal education and recreational activities for school-aged children in both urban areas and open accommodation sites in remote locations. Their presence supported educators, enriched the learning environment, and offered children the opportunity to interact with peers from different cultural backgrounds, broadening their knowledge and fostering inclusion.

- **Athens Solidarity Centre & Blue Refugee Centre, Thessaloniki – 23%**

At the heart of SN's frontline services, volunteers and interns contributed to psychosocial support and community-building activities. They worked

alongside professionals supporting individuals facing poverty, mental health challenges, and complex legal situations. They also engaged in awareness-raising initiatives, such as the annual Refugee Week celebrations, strengthening social cohesion and dialogue. Their academic skills and fresh perspectives added value to protection, self-care, and community engagement efforts.

- **Headquarters and Programme Support**

Volunteers and interns contributed to administrative tasks, programme management, and research, ensuring smooth operations and effective project delivery. Many highlighted the unique opportunity to see their academic studies in social and political sciences applied in the humanitarian field, and to witness the tangible impact of their contributions. With close guidance from SN staff, they participated in all stages of project work including design, implementation, and data analysis, gaining hands-on experience while directly supporting the organisation's mission.

Volunteer's feedback:

"What strikes me most is the life-changing support we offer. People were in a dead-end and we somehow found a solution that will help them go further". Athens Solidarity Centre Intern from Denmark.

"Children, regardless of having a refugee or migrant background, or just local, are all thirsty for fun and play! I really enjoyed it, and I stopped being worried on how I will communicate with them" ACE intern from the United States



COMMUNITY ENGAGEMENT AND NETWORKING

SolidarityNow's role in promoting a culture of volunteering extended beyond our own programmes. We actively participated in and coordinated two voluntary networks in Thessaloniki:

- **Thess Diktio** – an informal network of voluntary organisations and civil society actors founded in 2011, promoting collaboration, knowledge exchange, and joint action to address local social challenges.
- **Select Respect** – a coalition advocating for an inclusive society, combating discrimination based on gender, race, sexual orientation, disability, and religion.

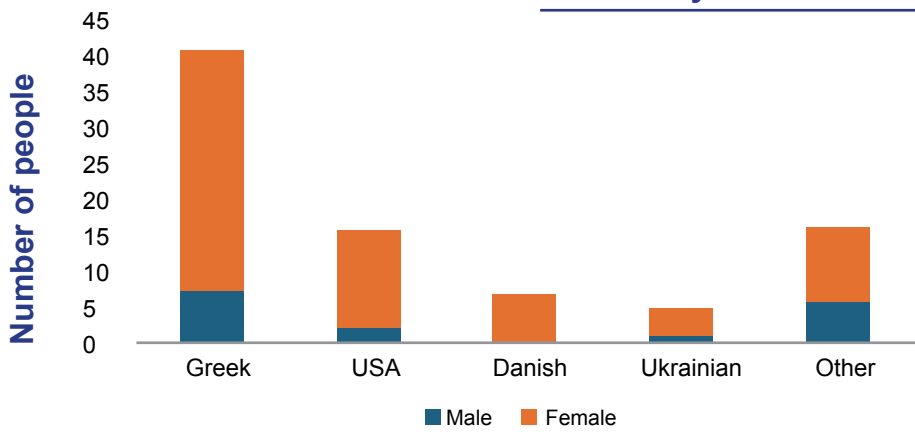
Our engagement in these networks strengthened civil society collaboration, increased visibility for social causes, and inspired a stronger volunteering culture across Greece.

TRAINING AND SUPPORT

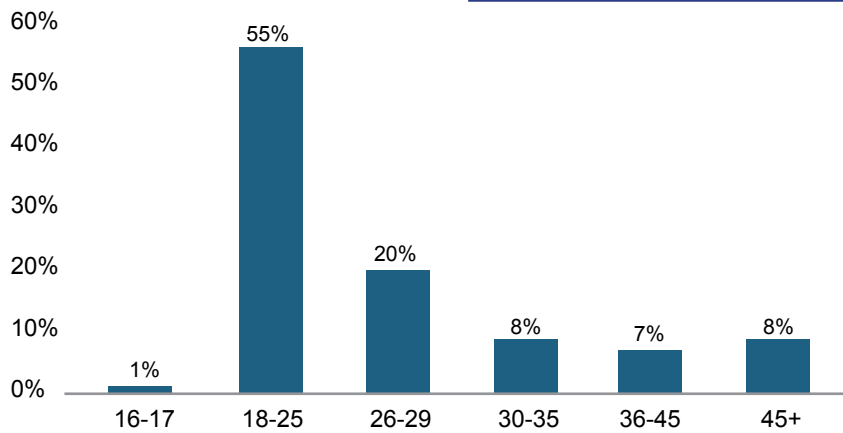
All volunteers and interns follow a structured induction process, during which they are briefed on SolidarityNow's mission, values, policies, and safeguarding procedures. Training covers protection principles, child protection, and the prevention of sexual harassment, exploitation, and abuse (PSEAH). Volunteers also have access to relevant online learning resources, ensuring they are well-equipped and confident in their roles.

VOLUNTEERING AT SOLIDARITYNOW

Nationality & Gender Breakdown



Ages



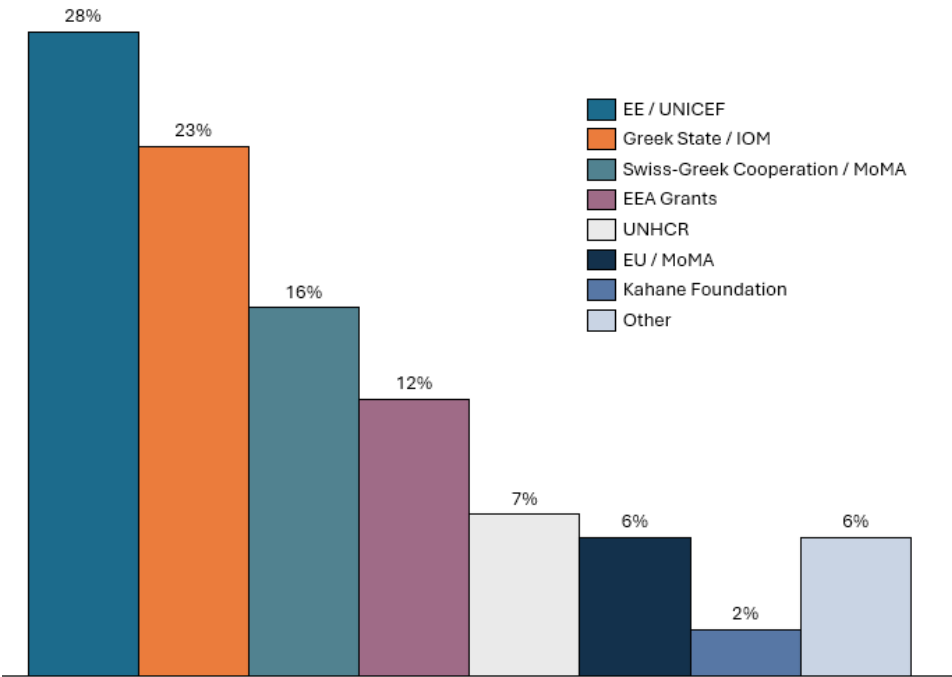
Field of Work



SolidarityNow in Numbers

Statement of activities January-December 2024

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.



Expenses by Strategic Priority

(amounts in euro)

Inclusive Education	2.250.543
Livelihoods	895.652
Social Protection	856.490
Access to Justice	281.803
Civil Society Strengthening	75.551
Emergency Response	12.440

Allocation of Expenses

(amounts in euro)

Personnel Cost	3.330.215
Rent & Utilities	67.311
Supplies / Services for beneficiaries	775.110
Regranting	99.046
VAT on expenses	100.797

*Estimated thematic allocation

Average number of employees

134

Total number of volunteers

53

STATEMENT OF FINANCIAL POSITION

according to GREEK ACCOUNTING STANDARDS 01/01/2024 – 31/12/2024 (amounts in Euros)

ASSETS	1/1/24-1/12/24	1/1/23-31/12/23
Tangible & intangible assets	1,160,431.27	1,150,448.96
Less: Accum. Depreciation	(1,156,539.22)	(1,117,645.23)
Net Assets	3,892.05	32,803.73
Accounts receivable	106,472.73	821.072,09
Advances	858,423.32	1,040,614.05
Other receivable	1,137,856.74	452,990.67
Total Assets	2,106,644.84	2,347,480.54
EQUITY & LIABILITIES	1/1/24-1/12/24	1/1/23-31/12/23
Capital & reserves	49,793.81	49,793.81
Non-current Liabilities	311,506.54	204,324.80
Current Liabilities	1,745,344.49	2,090,361.93
Total Equity & Liabilities	2,106,644.84	2,344,480.54

STATEMENT OF PROFIT OR LOSS

according to the GREEK ACCOUNTING STANDARDS 01/01/2024 – 31/12/2024 (amounts in Euros)

	1/1/24-31/12/24		1/1/23-31/12/23	
Revenue		4,509,870.59		5,387,497.92
Less:				
Payroll	(3,330,215.41)		(4,296,721.65)	
Depreciation	(38,893.99)		(44,732.34)	
Other expenses	(1,142,467.59)	(4,511,576.99)	(1,049,160.55)	(5,390,614.54)
Plus:				
Other income		2,970.64		7,144.30
Less:				
Finance expense		(1,264.24)		(4,027.68)
(Loss)/Profit before tax		(0.00)		0.00
Income tax		0.00		0.00
(Loss)/Profit after tax		(0.00)		0.00



This is our common ground

DONORS-SUPPORTERS

European Commission

UNICEF

International Migration Organisation

Ministry of Migration and Asylum

EEA Grants

UNHCR

Ministry of Citizen Protection

Ministry of Family and Social Cohesion

Kahane Foundation

Bodossaki Foundation

Platform for International Cooperation on Undocumented Migrants

Danish Refugee Council

Eurolife

Open Society Foundations

John S. Latsis Public Benefit Foundation

OlamAid

Alpha Bank

Anatolia College

Kind Things Public Benefit Foundation



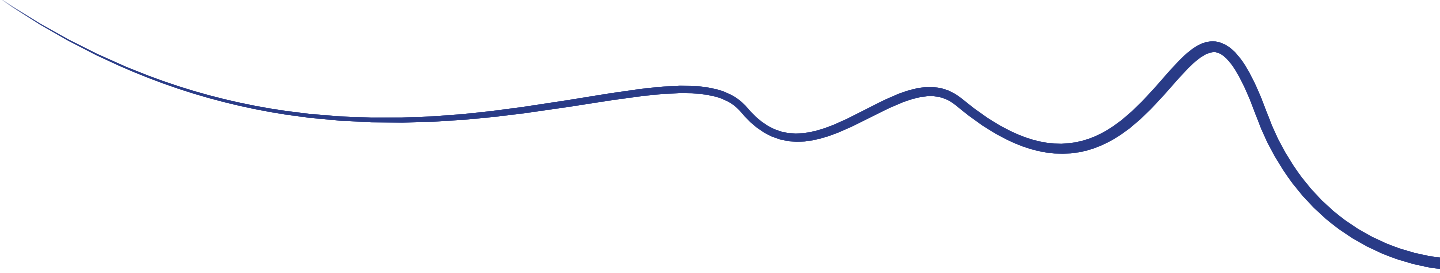
for all

MEMBERSHIPS

SolidarityNow joins forces with national and international organisations, 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 Organisations 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 organisation which is active in matters of international protection, migration, and social inclusion in Greece.



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.

- <https://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.

- <http://ec.europa.eu/transparencyregister/>

PICUM

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

- <https://picum.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.

- <http://www.thessdiktio.gr/?lang=en>

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. • <https://selectrespect.org/network/>

CIVICUS

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

FEANTSA

FEANTSA is the European Federation of National Organisations 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 organisations and individuals founded in 2020 with the goal of improving mental health practices and policies for refugees.

- <https://coremh.net/>

Athens Coordination Committee for Migrants and Refugees (ACCMR)

The Athens Coordination Centre 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 organisations and central government and enabling effective integration policies. • <https://www.accmr.gr/>

Greek Network for Shelter and Housing

The Greek Network for Shelter and Housing was founded in 2010 by twenty social and public organisations 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>



This is our common ground

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.



for all

CORPORATE DONATIONS

Corporate Social Responsibility (CSR) is an established practice among many companies operating in Greece.

At SolidarityNow, we seek to build meaningful partnerships with the private sector, based on shared values and social impact. These partnerships may include financial contributions, in-kind donations, awareness-raising initiatives, and employee engagement through volunteering activities.

SHARE YOUR PRECIOUS TIME

SolidarityNow is always looking for volunteers to support its work. If you are interested in getting involved, please contact us at volunteer@solidaritynow.org.

We will be happy to explore together how you can contribute to our efforts and make a meaningful impact.





This is our common ground

annual report

for all



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www.solidaritynow.org



solidarity_now



SolidarityNowGreece



SolidarityNow



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