



HELLENIC REPUBLIC
MINISTRY OF JUSTICE



MINISTRY OF JUSTICE
NSRF Executive Body

NATIONAL ACTION PLAN AGAINST RACISM AND INTOLERANCE

2020-2023

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Introduction

The National Council against Racism and Intolerance (NCRI) was established by Law 4356/2015 as a collective advisory body and comes under the General Secretariat for Human Rights of the Ministry of Justice. It was constituted by virtue of decision of 10.03.2016 by the Minister of Justice.

The Council has, inter alia, the following important responsibilities:

- (a) Design policies to prevent and combat racism and intolerance in order to ensure the protection of persons and groups that become targets due to race, colour, national or ethnic origin, descent, social origin, religious or other beliefs, disability, sexual orientation, gender identity or gender characteristics,
- (b) Supervise the implementation of the laws against racism and intolerance and the compliance thereof with international and European laws and promote and coordinate the activities of involved bodies for more effectively addressing the phenomenon and boost cooperation with civic society in such matters and
- (c) The drafting of the National Action Plan against Racism and Intolerance, the implementation of which is systematically monitored regularly updated.

During its four years of operation, and after successive consultations between its members, the Council successfully completed the elaboration of the first and most important National Action Plan against Racism and Intolerance, for the years 2020-2023. This reflects and implements in practice the zero tolerance of the Greek State towards any kind of racism and intolerance within our country. Of course, a policy is not only a text, but includes the constant monitoring of the actions that we have to implement.

Greek society must prove in rough times that it is a society of integration and acceptance of diversity. The Greek State, as a modern European state, must legislate, implement the corresponding legal framework and monitor its implementation. The Greek State through its spectrum of powers is the one that ensures the operation of the institutions. Our support for all those actions and policies that aim to put an end to all racist perceptions and prejudiced rhetoric is now fully endorsed.

The President of NCRI and
Secretary General of Justice and Human Rights

Panos Alexandris
Athens 14-12-2020

Part A

The National Action Plan against Racism and Intolerance

The protection and promotion of democracy, human rights and fundamental freedoms constitute the basic principles of the Constitution of Greece. Greece attaches the utmost importance to the safeguard of the human rights and fundamental freedoms of all persons located within the Greek territory, the protection of democratic institutions and the respect for the rule of law.

Racism and other ideologies of inequality are in conflict with these principles. Racism, intolerance and discrimination constitute a violation of fundamental rights and human dignity and jeopardize social cohesion and peace, while undermining the foundations of democracy and the rule of law.

The development and implementation of the National Action Plan against Racism and Intolerance is paramount as it complements the national and European legislative framework with robust actions and commitments. The long term objectives of the National Action Plan are:

- To address effectively the phenomenon of racism, intolerance, racist violence and discrimination.
- To ensure respect for human rights and fundamental freedoms in accordance with the Constitution and the international commitments of the State, providing the opportunity for people to live in a democratic society without discrimination, while effectively reinforcing the stage of prevention.
- To raise awareness about respecting the principle of equality, equal treatment and dignity of all living in the Greek territory in a pluralistic society based on the rule of law.

The National Action Plan against Racism and Intolerance is supported by the European Commission's "Rights, Equality and Citizenship"(REC) programme (2016-2020).

Necessity of a National Action Plan against Racism and Intolerance

Combating racism, intolerance and racist crimes has been a recognized priority in Greece in recent years. Racism and xenophobia are in direct conflict with the principles of freedom, democracy, respect of human rights and fundamental freedoms, and the rule of law, on which the European Union is founded. Furthermore, according to the European Court of Human Rights, tolerance and respect of the equal dignity of all human beings are the foundation of a democratic, pluralistic society¹.

The *European Union Agency for Fundamental Rights* in its 2019 report on human rights in the EU concludes that racism, racist crimes and discrimination are perpetrated by people from all walks of life and in all walks of life. However, victims and witnesses sometimes do not report incidents to the authorities. A reason for that is the belief that nothing would change as a result of the report².

Within the European Union, a new EU Action Plan against Racism was announced on 16 September 2020, setting out a series of measures for the next five years. The Commission calls on the Member States to maximize the use of all the tools at their disposal, in particular the funding available under the next EU long-term budget and the Next Generation EU. The action plan brings together entities at all levels to fight racism more effectively in Europe, including through the adoption of national action plans against racism³.

The EU Action Plan against Racism 2020-2025 envisages a list of actions so as to tackle racism through EU law and other means - in cooperation with Member States, including national law enforcement, media and civil society. Among other things, the action plan calls for:

- **Better enforcement of EU law** - The EU has a strong legal framework to combat discrimination, racism and xenophobia, but there is a clear need to re-evaluate this framework and identify any gaps that need to be filled. In 2021, the Commission will report on the implementation of **the Directive on Racial Equality**⁴ and will follow the possible legislation by 2022. It will also ensure full and proper transposition and application of the **Framework Decision on combating certain forms and expressions of racism and xenophobia by means of criminal law**, inter alia through infringement proceedings.
- **Closer coordination** - The Commission will appoint an **anti-racism coordinator** and start a **regular dialogue** with stakeholders, which will meet at least twice a year. The coordinator will work with individuals participating to minority racial or ethnic groups and will interact with Member States, the European Parliament, civil society, academics and the Commission to strengthen anti-racism policy measures.

¹*Erbakan v. Turkey*, 6 July 2006, par. 56.

² FRA - Fundamental Rights Report 2019, Luxembourg: Publications Office of the European Union, 2019 available on the website : https://fra.europa.eu/sites/default/files/fra_uploads/fra-2019-fundamental-rights-report-2019_en.pdf

³https://ec.europa.eu/greece/news/20200918_1_e

⁴Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.

- **Fair policing and protection** - with the support of EU agencies such as the Fundamental Rights Agency (FRA) and the European Union Agency for Law Enforcement Training (CEPOL), Member States are encouraged to intensify their efforts to prevent discrimination by law enforcement authorities and to enhance the credibility of the hate crime law enforcement project.
- **Enhanced action at national level** - Member States are encouraged to adopt **national action plans** against racism and racial discrimination by the end of 2022. By the end of 2021, the Commission, in cooperation with national experts, will gather the basic principles so as to prepare effective national action plans and submit a first progress report by the end of 2023.
- **Increasing the diversity of EU staff** - The Commission will take action to significantly improve the representativeness of Commission staff through recruitment and selection measures. The other EU institutions are called upon to take similar action⁵.

Other measures mentioned in the action plan include: raising awareness and tackling racial and ethnic stereotypes through the media, education, culture and sport, and improving the collection of detailed data by ethnic or racial origin. The Commission will also launch an annual designation of European integration and diversity capitals and hold an anti-racism summit in spring 2021. The action plan also points out that gender, sexual orientation, age and disability can be combined with other areas of discrimination, and this should be taken into account through a cross-sectoral approach.

In addition, the European Union is preparing a new "European Agenda for the Rights of Persons with Disabilities" for the period 2020-2030, which will be a follow-up to the European Disability Strategy 2010-2020, which included specific interventions to eliminate Discrimination against People with Disabilities (Action Area 3)⁶.

In 2019, the EU High Level Group on Combating Racism, Xenophobia and Other Forms of Intolerance agreed to set up three working groups with the support of the Organization for Security and Co-operation in Europe - Office for Democratic Institutions and Human Rights, the European Union Agency for Law Enforcement Training, so as to assist national authorities in establishing effective and adequate support services for victims of hate crime, as well as targeted law enforcement training strategy and the recording, data collection and encouragement of reporting by victims of racist crimes⁷.

The EU attaches particular importance to the protection of victims of racist violence, which is reflected in its 2020-2025 victim rights strategy. With regard to victims' rights, the initiatives of the European Commission to combat racism and xenophobia are aimed at promoting the reporting of racist crimes, at improving the detailed investigation of the motives leading to prejudice (bias) and supporting victims of racism and xenophobia. In addition, the European

⁵ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – A Union of Equality: EU anti-racism action plan 2020-2025.

⁶ <https://eur-lex.europa.eu/legal-content/EL/ALL/?uri=CELEX%3A52010DC0636>

⁷ See http://ec.europa.eu/newsroom/just/document.cfm?doc_id=48874.

Commission will continue to apply the recently adopted guiding principles to ensure justice, protection and support for victims of crimes of racist and hate speech. In addition, the Commission will continue to support Member States in the process of drawing up national strategies to combat anti-Semitism, aiming at empowering and protecting victims of anti-Semitic crimes. In addition, actions for victims' rights will be complied with activities under the forthcoming Roma Equality and Inclusion Initiative and the forthcoming LGBTQ + Equality Strategy⁸.

In Greece, the data leaves no room for complacency. Already since the beginning of 2000, in reports published by institutional national human rights institutions such as the National Commission for Human Rights (NCHR) and the Ombudsman, by international organizations mechanisms such as the European Commission against Racism and Intolerance of the Council of Europe (ECRI), by international non-governmental organizations such as Human Rights Watch, and the Fundamental Rights Agency, have repeatedly referred to the continuing manifestation of racism and intolerance and in the absence of effective remedies⁹.

In its report, the Racist Violence Incident Reporting Network points out that racist violence and the spread of hate speech have increased significantly since 2010, with several fluctuations over the last decade¹⁰, which coincides with the unfolding financial and economic crisis of the country.

On November 5, 2015, the *UN Commission on Human Rights* published its Final Observations on Greece's second periodic report on the implementation of the International Covenant on Civil and Political Rights. In this report, the Commission noted that the lack of trust in the authorities and the absence of an effective complaint mechanism have as a consequence a limited number of racism complaints and that the sanctions imposed were not sufficient to discourage and prevent discrimination (Articles 2, 19-20 and 26)¹¹. According to the Commission, Greece will have to ensure that:

1. any defense of ethnic, racial or religious hatred is prohibited by law and that
2. in all cases of racist violence, the authorities systematically investigate that perpetrators are prosecuted and punished and that compensation is provided to victims. According to this aspect, Greece should:
 - take effective measures to improve the reporting of crimes (prejudice) with racist characteristics; and

⁸ COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS -EU Strategy on victims' rights (2020-2025), COM (2020) 258 final.

⁹ FRA - European Union Agency for Fundamental Rights, Racism, Discrimination, Intolerance and Extremism: Learning from Experience in Greece and Hungary, Luxembourg: Publications Office of the European Union, 2014, available in greek at: https://fra.eur.eu/sites/default/files/fra-2013-thematic-situation-report-3_el.pdf

¹⁰ See the reports of the Racist Violence Incident Reporting Network from 2011 to 2019. <http://rvrn.org>.

¹¹ UN – Human Rights Committee, Concluding observations on the second periodic report of Greece, available on the website: https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CCPR%2fC%2fGRC%2fCO%2f2&Lang=en

- intensify its efforts in order to eliminate stereotypes and discrimination against immigrants, refugees and Roma, inter alia, adopting public awareness campaigns to promote tolerance and respect for diversity.

In 2016, the UN *Committee on the Elimination of Racial Discrimination* published its Concluding Observations on the 20th to 22nd periodic reports of Greece. The committee's experts identified the complicated situation in Greece, which was characterized by the economic recession and the humanitarian crisis, which was exacerbated by the rise of racism throughout Europe. Inter alia, the Commission called on Greece to:

- Prevent, combat and effectively punish racist hate speech and hate crimes
- Strengthen education on the identification, recording, prevention and control of hate crimes, hate speech and bias motives, in particular for the judiciary, police, prosecutors and labour inspectorate, and improve coordination between these institutions
- Organize intensive campaigns across the country, in collaboration with national human rights bodies and civil society actors
- Adopt concrete measures, in consultation with stakeholders, so as to increase allegations of racist hate crimes, ensuring that the reporting mechanism is transparent and accessible and finding ways for victims to have more trust in the police and the justice system¹².

According to ECRI, there is a continuation of racist violence cases against immigrants, refugees and asylum seekers¹³. In addition, ECRI notes that hate speech is particularly prevalent on the Internet and in the media. It states, inter alia, that discrimination against LGBTQI + individuals as well as crimes with a homophobic / transphobic motive, such as physical violence and verbal harassment, as well as homophobic / transphobic speech are quite widespread in Greece¹⁴. The ECRI has drafted a broad list of recommendations to Greece in order to address these phenomena, such as the development of a national strategy to combat discrimination and homophobia / transphobia, which includes educational institutions. In addition, it is suggested that teachers be encouraged and supported to help victims of bullying in the school environment¹⁵.

¹² Committee on the Elimination of Racial Discrimination - Concluding observations on the twentieth to twenty-second periodic reports of Greece, Adopted by the Committee at its ninetieth session (2-26 August 2016), available on the website:

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CERD/C/GRC/20-22&Lang=en

¹³ For the documentation of the racist phenomenon in Greece, ECRI also utilizes the special report of the Ombudsman on racist violence, in which as early as 2013, the Ombudsman had found, inter alia: a) the serious inconsistency of the official record of racist violence incidents by the police with a much larger number of such incidents recorded by civil society organizations, b) the inaction or unconcern of the police, and in any case the ineffective investigation of complaints involving police officers; and c) the Shortcomings of the legal framework for confronting racist crimes and for the effective protection of victims in practice, available on the website: <https://www.synigoros.gr/?i=human-rights.en.diakritiki-metaxeirisi-astunomiki-prostasia.125089>

¹⁴ Fifth report on Greece (adopted on 10 December 2014 / published on 24 February 2015), available on the website: <https://rm.coe.int/fifth-report-on-greece-greek-translation-/16808b5798>

¹⁵ ECRI, Collection of Trans specific recommendations from the European Commission Against Racism and Intolerance (ECRI), available on the website: <https://tgeu.org/wp-content/uploads/2016/07/Trans-specific-recommendations-from-ECRI-July-2016.pdf.pdf>

At the same time, the developments that have taken place at the legislative level for the treatment of racism are evaluated positively, namely:

- the establishment and operation of special police units to deal with racist violence,
- the assignment to a special prosecutor of the prosecution of acts of racist violence in October 2013,
- the enactment of the new anti-racism law in 2014, but also the amendments made to criminal provisions so as to combat racism.

The reports provide immediate implementation recommendations to address the phenomenon such as:

- Establishment of a national strategy to combat racism and intolerance by a taskforce composed of all relevant authorities, including the Ombudsman, the National Commission for Human Rights and NGOs.

On October 29, 2019, the United Nations Commission on the Rights of Persons with Disabilities published its Final Observations and Recommendations.

The Commission in par. 8 recommends to our country:

- To take legislative measures to ensure protection from discrimination based on disability, included the provision of specific measures, individualized support and protection from denial of reasonable compliances in all areas of life, according to the United Nations Convention on the Rights of Persons with Disabilities.
- To improve the implementation of standards for specific measures and individualized support in the public and private sector, especially in schools and in relation to refugees, asylum seekers and migrants with disabilities.
- To enact the secondary legislation provided in Article 74 of Law 4488/2017¹⁶ so as to guarantee equal treatment and prevent discrimination against persons with disabilities in the fields of education and the provision of goods and services¹⁷.

The *Racist Violence Incident Recording Network*, based on the latest data it has collected, expresses concern about the political polarization at European level and the spread of intolerant speech worldwide, which in combination to national and local factors shape the situation in Greece. According to the Network's report for 2019, cases of organized violence have decreased from the period before and during 2013, however it continues to record attacks that present elements of organization or are carried out by organized groups but also incidents with

¹⁶ According to paragraph 4 of this article, the extension of the principle of equal treatment due to disability or chronic illness concerns "in the fields of social protection, including social security and health care, social benefits and tax incentives, education and access to the availability and supply of goods and services made available to the public on a commercial basis, including housing [...]".

¹⁷ <http://docstore.ohchr.org/SelfServices/FilesHandler.ashx?enc=6QkG1d%2fPPRiCAqhKb7yhskOcZ9CO6Ipa1r3wEJzoMtZPRIsn2F8ch6qzYChDHrmBTMH%2bqHKEyy9IkiKsnfl7vYm%2b%2fX3mXiOTCPBgssnHIOpTdzNgr31DcGr9IV91pb> The Final Remarks and Recommendations of the Committee have been translated into Greek by the NATIONAL CONFEDERATION OF PEOPLE WITH DISABILITIES (Ε.Σ.Α.µΕΑ), (Available at <https://www.esamea.gr/pressoffice/press-releases/4442-i-e-s-a-mea-dimosieiei-tis-telikes-systaseis-tis-epitropis-toy-oie-pros-tin-ellada-gia-ta-dikaiomata-ton-atomon-me-anapiria>)

perpetrators individuals (neighbors, house owners in the homes of refugees, public transport employees, etc.). The Network has found that LGBTQI people are targeted by a wide range of perpetrators, including organized groups, neighbors, citizens, civil servants and security forces officers, and even their family members¹⁸.

The *Platform for International Cooperation on Undocumented Migrants* (PICUM) in its report points out that the presence of migrant workers proves that there is a demand in the labour market in low-wage occupations, mainly in catering, hospitality, agriculture, construction, retail, as well as the domestic work sectors. Nevertheless, national and European immigration policy of continue to offer few opportunities for immigrants from third countries that are regularly given work and residency permits. Due to the extensive informal employment contracts, undeclared activity and informal routes of recruitment in these areas, very few comprehensive data are available, registered or counted in national statistics concerning the terms and immigrant working conditions as these workers are often not recorded. Low-wage migrant workers are constantly between the legal and irregular situation, which makes a social strategy based solely on residence status counterproductive¹⁹.

The issue of racist violence in Greece has been also addressed by the *European Court of Human Rights* in the cases of *Sakir v. Greece* (application no. 48475/09) and *Gjikondi and others v. Greece* (application no. 17249/10)²⁰. Sakir case concerns the violation by the authorities of their obligation under the European Convention on Human Rights, to conduct an effective investigation into a violent attack against an immigrant which resulted injury. In particular, the Court found, inter alia, that the authorities had failed to investigate the possible racist motive for this attack (breach of the procedural part of Article 3 of the ECHR). The case of *Gjikondi and others* concerned the murder of a foreigner and, inter alia, the failure to investigate the possible racist motives of the perpetrators (violation of the procedural part of Article 2 right to life of the ECHR).

In the 1362nd meeting (3-5 December 2019) on general measures of execution of the case the Committee of Ministers:

- welcomed the determination and the continued efforts of the (Greek) authorities, reflected in the wide range of measures taken to combat hate crime, in particular the training of the Police and the Prosecutors and the methodological guidance provided by the Prosecutor of the Supreme Court to the Prosecutors of the country
- encouraged the Greek authorities to continue training of prosecutors and judges on the protection of human rights and the enforcement of hate crime legislation, in order to ensure the sustainability of progress made, possibly on the basis of Council of Europe know-how in this area
- also noted with interest the positive conclusions of the European Commission against Racism and Intolerance (ECRI) in 2018 regarding the implementation by the Greek

¹⁸<http://rvrn.org/wp-content/uploads/2020/06/ETHSIA-EKTHESH-2019-GREEK.pdf>. See also <https://hatecrime.osce.org/greece>

¹⁹ "UNDOCUMENTED MIGRANTS AND THE EUROPE 2020 STRATEGY: MAKING SOCIAL INCLUSION A REALITY FOR ALL MIGRANTS IN EUROPE", http://picum.org/wp-content/uploads/2017/11/UndocumentedMigrantsandEurope2020Strategy_EN.pdf

²⁰*Sakir c. Grèce, Requête no 48475/09, 24 mars 2016.*

authorities of its recommendation that the issue of racist motivation in cases of violence should be an integral part of the investigations and court proceedings

- taking into account the official statistics provided, called on the authorities to provide more detailed and up-to-date statistics on racist violence, including information on the results achieved in this area, and finally,
- decided to continue the supervision of Sakir case under the standard procedure²¹ and closed the monitoring of individual measures in the Gjirkondi case.

Finally, the case of *Lavida and others v. Greece (application no. 7973/10)* should be mentioned, in which the Court concluded that the compulsory attendance of Roma children in a primary school in which the only students were other Roma children consists violation of Article 14 (prohibition of discrimination) of the European Convention on Human Rights in conjunction with Article 2 of the 1st Protocol to the Convention (right to education)²². The monitoring of the execution of this case has been closed by a decision of the Committee of Ministers CM / ResDH (2017) 96 of 10.3.2017 on the cases of Sampanis and others v. Greece (*application no. 59608/09* - reference case) and Lavidas and others v. Greece (repeated case)²³.

²¹[https://hudoc.exec.coe.int/eng#{%22EXECIdentifier%22:\[%22004-15691%22\]}](https://hudoc.exec.coe.int/eng#{%22EXECIdentifier%22:[%22004-15691%22]})

²²*Lavida and Others v. Greece, Application no. 7973/10*, 30 may 2013.

²³[https://hudoc.exec.coe.int/eng#{%22EXECIdentifier%22:\[%22001-172490%22\]}](https://hudoc.exec.coe.int/eng#{%22EXECIdentifier%22:[%22001-172490%22]})

Dealing with the phenomenon in Greece

With regard to the fight against racism, intolerance and crimes with racist characteristics, a list of measures have been adopted in Greece in recent years: the relevant legislative framework strengthened. In addition, institutional and operational measures have been enacted so as to facilitate the reporting and recording of racist crimes. The recording of racist crimes has improved on the one hand thanks to the role of civil society, but also due to the efforts of the Hellenic Police and the Ministry of Justice to record and monitor all crimes with a possible motive of prejudice (bias). Specifically, in 2012, 85 cases were recorded while in 2019 282 incidents were recorded²⁴. The increase of reporting cannot be safely considered as an exacerbation of the phenomenon of racist violence, on the contrary it can be interpreted as improving the efficiency of the relevant police services and improving the trust of victims of racist violence in the Police and easier reporting.

In addition, Law 4356/2015 (articles 15-19) established the **National Council against Racism and Intolerance**, as an advisory body, which has as its object the planning of policies against racism, the coordination of the bodies and the services involved for the harmonization of the law with international and European standards and best practices and development initiatives across the spectrum of the Administration in order to effectively protect individuals and groups who are targeted due to race, colour, national or ethnic origin, descent, social origin, religious or other values and beliefs, disability, sexual orientation, gender identity or gender characteristics. The National Council against Racism and Intolerance consists of representatives²⁵ of the ministries involved, the National Commission for Human Rights, the UN High Commissioner for Refugees, the Racist Violence Incident Registration Network, the National Confederation of Persons with Disabilities, the Ombudsman and other important civil society organizations. One of its main responsibilities is to develop a comprehensive strategy against racism, intolerance and racist crimes.

In 2018, in its conclusions on the implementation of its recommendations, the *European Commission against Racism and Intolerance* (ECRI) positively assesses Greece's efforts, such as strengthening the legal framework and the establishment of the National Council against Racism and Intolerance.

The measures include seminars organized by the Hellenic Police and the School of National Security, which contribute to the intensification of police training through courses on the protection of human rights and racial discrimination. Since 2015, these seminars have included more and more lectures on hate speech and racist crime. At the same time, close cooperation is sought with the Office for Democratic Institutions and Human Rights (ODIHR) of OSCE for the training of police officers. In addition, the Ombudsman gave a series of lectures at the Police Academy on human rights and police action with special reference to racism, sexual orientation and gender identity.

²⁴<https://hatecrime.osce.org/greece>

²⁵ See Annex.

The National School of Judges also included courses on criminal law dealing with racism and xenophobia in the curriculum for judges and prosecutors and cooperates with the ODIHR.

Moreover, the issue of making a complaint and recording racist violence has been tackled through better protection of undocumented immigrants who are victims of crimes with racist characteristics, for example by providing free legal aid and granting temporary residence permits²⁶.

In more detail²⁷:

Combating Racism and Racist Violence

Training of Prosecutors in matters of racist violence

Establishment of a Working Group on Racist Crimes. As part of the effort to harmonize and improve the data collection systems of key stakeholders in the fight against racist violence, such as the police, prosecutors and NGOs, an informal working group was set up at the Ministry of Justice in March 2015 with representatives of the Police, NGOs (in particular the Racist Violence Incident Recording Network, set up on the initiative of the UNHCR and the National Commission for Human Rights (NCHR) and with the participation of 47 NGOs and civil society organizations), the High Commissioner for Refugees, the National Commission for Human Rights, the Ministry of Justice and the Special Prosecutor against racist violence in Athens.

Improving statistical data

Continued efforts are being made to improve the statistical data collected by the country's judicial and prosecuting authorities in relation to racist crimes, as well as to improve the joint database created by the Ministry of Justice and the Hellenic Police to record these crimes and the monitoring of relevant criminal cases. This effort has already yielded greater homogeneity in the statistical recordings of the phenomenon. The ultimate goal is to form an objective perception of the problem and to improve the ways of dealing with it by adapting the police action on a case basis and per police district. It also takes into account the need for disclosure of both quantitative and qualitative analysis of these data in order to:

- Clarify trends and match the type of crime with the target groups,
- Strengthen transparency and trust in authorities,
- Improve the coordination of stakeholders and officers as well as the planning of actions to combat racist crime.

In this direction, the differences in the prevailing social conditions are taken into account, as they are reflected in the statistical studies and in the Reports of the Regional Services.

²⁶ ECRI Conclusions on the Implementation of The Recommendations In Respect Of Greece subject to Interim Follow-Up (adopted on 5 December 2017 / published on 27 February 2018), available on the website: <https://rm.coe.int/interim-follow-up-conclusions-on-greece-5th-monitoring-cycle/16808b57a7>

²⁷ <https://www.ministryofjustice.gr/wp-content/uploads/2019/10/%CE%88%CE%BA%CE%B8%CE%B5%CF%83%CE%B7-%CE%A5%CF%80%CE%BF%CF%85%CF%81%CE%B3%CE%B5%CE%AF%CE%BF%CF%85-%CE%94%CE%B9%CE%BA%CE%B1%CE%B9%CE%BF%CF%83%CF%8D%CE%BD%CE%B7%CF%82-2015.pdf>

According to par. 3 of article 68 of Law 4488/2017 *“The Hellenic Statistical Authority and the administration and bodies included in the Hellenic Statistical System develop, produce and disseminate official statistics in accordance with the principles of the Greek Statistical System and the current legislation on people with disabilities and the obstacles they face in exercising their rights. For the purposes of the scheduling of the above statistics and the dissemination of the produced data, they are in consultation with the Observatory for Disability Issues of the National Confederation of Persons with Disabilities”*²⁸.

International Cooperation

a. The Ministry of Justice works closely with international organizations such as the Council of Europe and the Organization for Security and Co-operation in Europe (OSCE) in the field of tackling racism and racist violence. In particular, in June 2015, with the support of the Council of Europe, a conference was organized on the topic: "Hate speech: routes of racism in public discourse". Inter alia, the latest report of the European Commission against Racism and Intolerance (ECRI) on Greece and its relevant recommendations were presented there. The Ministry of Justice is also working with the OSCE Office for Democratic Institutions and Human Rights (ODIHR) to address racist crimes in criminal justice and the training of judges and prosecutors. Finally, the Ministry of Justice cooperates with the Representation in Greece of the UN High Commissioner for Refugees, through its participation in the National Council against Racism and Intolerance, on the prevention and treatment of racism against refugees and asylum seekers.

b. Participation of Hellenic Police at the group “Enhancing Stakeholder Awareness and Resources for hate crime victim support (EStAR)” of the Office for Democratic Institutions and Human Rights (ODIHR) of the Organization for Security and Cooperation in Europe (OSCE).

c. Participation of the Hellenic Police in a European Day of Action against the posting of hatred on the internet.

d. Establishment of an expert group of European Commission for the monitoring of the transposition of Council Framework Decision 2008/913/JHA. The Ministry of Justice actively participated in the European Commission's expert group on crimes with racist characteristics.

e. Establishment of a working group of the EU Agency for Fundamental Rights for the improvement of the complaint and the recording of hate crimes. The Ministry of Justice by some of its representatives participated in the year 2015 in all the meetings of this group as well as in two workshops²⁹.

²⁸The importance of statistical data for the proper implementation of the United Nations Convention on the Rights of Persons with Disabilities was also reflected in the Final Comments and Recommendations of the United Nations Commission, which expresses its concern that the data collection for people with disabilities in Greece "is fragmentary, non-systematic and incomplete, as well as insufficient to understand the situation of people with disabilities in order to develop effective public policies". In the context of the aforementioned demand and concern, the close cooperation of the Ministry of Justice and the Hellenic Police with the Disability Observatory of the National Confederation of Persons with Disabilities is considered particularly important on the issue of statistical data.

²⁹ In particular, concerning the workshops, the first one had been held in London, in collaboration with the British Ministry of Justice on March 23, 2015, and had been entitled "Reporting and recording of hate crimes: Learning from the UK" and the second one had been on "Synergies of Stakeholders to Improve the Recording of Hate Crimes" and took place in Madrid on 27 and 28 October 2015.

Civil partnership

According to the Law 4356/2015 (articles 1-14) the civil partnership has been extended to same-sex couples and the distinction was introduced by the previous law has been eliminated, which led to the condemnation of Greece by the European Court of Human Rights (*case Vallianatos and others v. Greece*). The new law recognizes family relationships between the parties of the partnership and rights that the parties did not have until now, in order to ensure the enjoyment of family life, but also respect for the principle of equal treatment regardless of sexual orientation. Family relationships are protected, while at the same time the private will of the parties is respected. Some critical issues are regulated by mandatory law provisions, while at the same time private autonomy is promoted, namely respect for the private will of the parties. The parties can freely regulate their property relations, in accordance with the principles of equality and solidarity, maintaining to a greater extent their property independence from marriage, if they wish so, even in matters of inheritance. If, however, they do not choose so, they have full rights on property and inheritance.

Repeal of article 347 of the Penal Code

Article 347 of the Penal Code was repealed by article 68 of the Law 4356/2015. Article 347 stipulated that unnatural indecency between men committed a) by abusing a dependent relationship in any service, b) by an adult seducing a person under fifteen years of age or for speculation is punishable by imprisonment of at least three months. The article maintained an **obvious direct distinction between homosexual and heterosexual relationships**, since specific acts between persons of the same sex were treated differently from those between persons of opposite sex.

Abolition of the provision on "ableism" for admission to the Higher Schools of Dramatic Art

By the article 32 of the Law 4452/2017, the provision on "ableism" of the third quotation of case c) of par. 1 of article 8, of Presidential Decree 370/1983 for the admission to the Higher Schools of Dramatic Art was repealed.

Legal recognition of gender identity

Law 4491/2017 on legal recognition of gender identity provides that the person has the right to recognition of gender identity as an element of his personality and the right to respect of his personality on the basis of gender characteristics (Article 1). Gender identity means the internal and personal way in which a person experiences his or her own gender, regardless of the gender that was registered at birth based on his or her biological characteristics. Gender identity includes the personal perception of the body, as well as the social and external expression of gender, which correspond to the will of the person. The personal feeling of the body can also be associated with changes due to medical treatment or other freely chosen medical procedures. The law does not

The Ministry also contributed to the Compilation of Best Practices of the European Union Agency for Fundamental Rights for reporting and recording hate crimes.

provide for any medical conditions or opinions, the procedure is judicial through article 782 of the (Greek) Code of Civil Procedure under the condition that the person is unmarried, while there are special provisions for minors over 15 years.

Dealing with undeclared work

Towards the objective of the implementation of the 204th International Labour Recommendation³⁰ "Concerning the transition from the informal to the formal economy", adopted by the International Labour Conference in June 2015, the Ministry of Labour and Social Affairs has taken specific initiatives in the field of undeclared work, in the context of providing technical assistance by the International Labour Office with funding from the European Commission. Specifically, the ILO, in collaboration with the Greek Government and the social partners in Greece, as part of a program funded by the European Commission, on "Supporting the transition from the informal to the formal economy and addressing undeclared work in Greece", prepared a diagnostic report on undeclared work which was approved and ratified by the Hellenic Government and the social partners on July 6, 2016 and provides a set of 25 policy recommendations that reflect the vision of the ILO for a balanced approach that combines incentives with compliance measures.

The reach of a tripartite agreement on the main features and factors leading to the informal economy in Greece resulted to the planning through the tripartite dialogue of a 3-year roadmap for tackling undeclared work in Greece, which was ratified on October 26, 2016. The aim of this roadmap is to provide a balanced framework of regulations and policies for preventive and appropriate remedial measures that will facilitate the transition to the formal economy and combat undeclared work. The roadmap includes tables with actions, in a 36-month clear schedule, grouped into five different categories:

- i. Institutional reforms and actions
- ii. Information data interoperability
- iii. Policy measures
- iv. Information and awareness campaigns
- v. Various actions

The implementation of the planning of the various actions provided in the roadmap presupposes the establishment of a tripartite body that will take responsibility for the planning, evaluation and possible review of the holistic integrated strategic approach to tackling undeclared work in Greece. According to the Article 15 of Law 4468/17 (GG 61 A', 28.4.2017) a department so as to tackle undeclared work has been established to the Supreme Council of Labour.

The ratification of the 129th International Labour Convention (ILC) "For the Labour Inspection in Agriculture" is included in policy measures that shall be adopted with a maximum time frame of

³⁰ Recommendation No. 204 concerning the Transition from the Informal to the Formal Economy.
https://www.ilo.org/ilc/ILCSessions/previous-sessions/104/texts-adopted/WCMS_377774/lang-en/index.htm

implementation 24 months, namely 31 December 2018. The ratification of the ILC will help identify and address racism that may be reported to undeclared foreign workers in the agricultural sector.

Legislative measures to address forced labour

Our country, in accordance with its statutory obligation as a member state of the International Labour Organization, submitted in September 2015 to the Parliament the Protocol to the Forced Labour Convention (1930) and the International Labour Recommendation No. 203 on the *"Supplementary measures for effective fight against forced labour"*, for the information of the Body. Along with the submission of the text of the Protocol and the text of the Recommendation, the views of the competent Services on the state of Greek legislation and practice were submitted, as well as a positive suggestion for its ratification.

Taking into account the importance given to the ratification of this fundamental regulatory text of the ILO both from our country and from the EU, the Ministry of Labour and Social Affairs proceeded on January 29, 2018 to the convocation of the competent Department *for the promotion of the implementation of the International Rules* of the Supreme Labour Council, in order to give the opinion of the tripartite body on the possibility of ratification of the Protocol. Following the unanimous decision of the Department for the ratification of the Protocol, the Ministry will start as soon as possible the planned procedure for submitting the text to Parliament for ratification. Ratification of the Protocol will contribute to further legal shielding for the protection and compensation of victims of forced labour and racism.

Institutional framework

National institutional framework

The provisions of criminal law for the fight against racism and racial discrimination are included in Law 927/1979, as amended by Laws 1419/1984, 2910/2001 and 4285/2014. Law 4285/2014 was passed on September 9, 2014 with the aim of adapting Law 927/1979 to Framework Decision 2008/913/JHA on combating certain forms and expressions of racism and xenophobia by means of criminal law. Article 1.1 of Law 927/1979 criminalizes intentional public incitement to acts or activities that may lead to discrimination, hatred or violence against individuals or groups on the basis of racial, national or ethnic origin, colour, religion, sexual orientation, gender identity and gender characteristics. The creation or leadership or participation in a group that promotes racism is prohibited by the article 1.4 of the above law.

The act of denying, approving or trivializing genocide, crimes against humanity and war crimes is criminalized by the amendments introduced in article 2 of Law 927/1979 with article 2 of Law 4285/2014.

Crime with racist characteristics - Penal Code

According to article 82A of the Penal Code (as amended by Law 4619/2019), a crime with racist characteristics has been committed³¹, if the victim was selected on the basis of race, colour, nationality or ethnicity, genealogical descent, religion, disability, sexual orientation, identity or gender characteristics of the victim.

This crime leads to increased punishment. That is, the crime (e.g. homicide, body harm, lechery, rape, insult to sexual dignity, threat - intimidation, insult, etc.) is punished more severely when committed with a racist motive (targeting / selecting the victim because of his / her race, colour, national or ethnic origin, descent, religion, disability, sexual orientation, identity or gender characteristics).

a) In the case of a misdemeanor, punishable by imprisonment of up to one year, the minimum sentence shall be increased by six months. In other cases of misdemeanors, the minimum limit of the sentence is increased by one year.

b) In the case of a felony, the minimum sentence is increased by two years.

Torture

According to article 137A par. 2 of the Penal Code, which punishes torture, *"With the same punishment (with that of paragraph 1 of the article, that is with imprisonment of up to ten years) the tortures which are made by the persons and under the circumstances of the previous paragraph are punished, even without the purpose mentioned therein, if the choice of*

³¹ In the international literature, different terms for "crime with racist characteristics" are often used, such as the term "hate crime" and the term "bias motivated crime".

the victim is made due to the characteristics of race, colour, national or ethnic origin, descent, religion, disability, sexual orientation, identity or gender characteristics. In that case, Article 82a shall not apply."

Incitement to commit crimes, violence or discord

According to article 184 par. 2 of the Penal Code, the act of the previous paragraph (incitement to commit crimes, violence or discord) is punished with imprisonment for up to three years or a fine, if it is attempted in order to commit acts of violence against a group or a person identified on a basis of race characteristics, colour, national or ethnic origin, genealogical decent, religion, disability, sexual orientation, identity or gender characteristics.

Provocation/ incitement / exhortation to racist acts (hate speech)

According to article 1 of Law 927/1979 (as in force) "1. Anyone who intentionally, publicly, verbally or through the press, through the internet or in any other medium or manner, incites or provokes acts or actions that may cause discrimination, hatred or violence against a person or group of persons identified on the basis of race, colour, religion, genealogical decent, national or ethnic origin, sexual orientation, gender identity, gender or disability, in a way that endangers public order or poses a threat to life, liberty or physical integrity of the above persons, is punished with imprisonment of three (3) months to three (3) years and with a fine of five to twenty thousand (5,000 - 20,000) euros.

2. The same penalties shall be imposed on anyone who intentionally and by the means and manners referred to in paragraph 1 instigates, provokes, causes or incites to commit acts of harm or damage to things, if they were used by the above groups or persons, in such a way that endangers public order.

3. If the provocation, incitement or exhortation of the previous paragraphs resulted in the commission of a crime, imprisonment of at least six (6) months and a fine of fifteen to thirty thousand (15,000-30,000) euros shall be imposed.

In case of imprisonment of at least one (1) year, the deprivation of civil rights from one to five years is imposed.

4. Whoever forms or participates in an organization or association of persons of any form who systematically seeks to commit the acts of paragraphs 1 and 2 shall be punished by the penalties of paragraph 1, unless the act is more severely punished by another provision.

5. If the act of the previous paragraphs was committed by a public officer or employee, during the exercise of the duties assigned to him : a) in the cases of paragraphs 1 and 2, imprisonment of six (6) months to three (3) years and financial a fine of ten thousand to twenty-five thousand (10,000-25,000) euros is imposed and b) in the case of paragraph 3, imprisonment of at least one (1) year and a fine is imposed.

Denial / trivialization of genocides, war crimes, etc.

Article 2 of Law 927/1979 (as amended by 4285/14) provides that "Any person that intentionally, publicly, orally or through the press, via the Internet or by any other means or manner publicly condones, trivializes or maliciously denies the existence or seriousness of crimes of genocide, war crimes, crimes against humanity, the Holocaust and the Nazi crimes recognized by decisions of international courts or the Hellenic Parliament, against group or persons identified on the basis of race, colour, religion, genealogical decent, national or ethnic origin, sexual orientation, gender identity , gender or disability, when such behavior is manifested in a way that may incite violence or hatred or engage in a threatening or abusive nature against such a group or member, shall be punished by the penalties provided for paragraph 1 of the previous article".

Committed via internet

Article 3 of Law 927/1979 (as in force) stipulates that "When the acts of the previous articles are performed via internet or other means of communication, the Greek Territory is also considered as a place of execution, if that access to the specific means is provided in its territory, regardless of their place of establishment."

Liability of legal entities or associations of persons

Article 4 of Law 927/1979 (as in force) provides that "1. If any of the criminal offenses of this Law has been committed for the benefit or on behalf of a legal entity or association, by an individual acting either individually or as an officer of the legal entity or union of persons as a representative in any way, at the legal entity or association of persons, by joint decision of the Minister of Justice and the competent Minister, cumulatively or dissociatively, after irrevocable referral of the individual to trial, the following administrative sanctions are imposed: a) a fine from ten thousand (10,000) to one hundred thousand (100,000) euros, b) exclusion from public services, grants, aid, subsidies or assignments of projects and services, procurement, advertising and tenders of the public or legal entities of the public sector from one to six months. The administrative sanction of point a is always imposed, regardless of the imposition of other sanctions. In case of recurrence the penalties of point b may be increased up to twice.

2. When the lack of supervision or control by an individual referred to in paragraph 1 has made it possible for any of the criminal offenses of this law to be committed by a person under his authority, for the benefit or on behalf of a legal entity or association of persons, the following administrative penalties shall be imposed on the legal entity or association of persons, cumulatively or dissociatively, after the irrevocable referral of the person in power or supervision to a trial: a) a fine from five thousand (5,000) to fifty thousand (50,000) euros, b) those provided for in point b of the previous paragraph, for a period of up to six months.

3. No sanction shall be imposed without prior summons of the legal entity or association of persons for explanations. The call is notified at least ten days before the day of the

hearing. Respectively, the provisions of paragraphs 1 and 2 of article 6 of the Code of Administrative Procedure apply.

4. The prosecuting authorities shall inform the Minister of Justice after the irrevocable referral of cases involving an individual, within the meaning of paragraphs 1 and 2, and shall notify him of the relevant court decisions issued.

5. If the act was committed on a radio or television broadcast, the penalties provided for in this Article shall be imposed by the National Broadcasting Council, to which the file shall be forwarded by the Minister of Justice."

Ex-officio prosecution

The acts described in Law 927/1979 (as in force), as well as the crimes committed as a result thereof, are prosecuted ex officio. The victim is exempted of the obligation to pay a fee for the initiation of criminal proceedings.

Prohibition of discrimination

The prohibition of discrimination is enshrined in the Constitution: In particular, article 5 par. 2 provides that all those who are in the Greek territory, regardless whether they are Greeks or foreigners, enjoy the absolute protection of their life, honour and freedom, without discrimination of nationality, race, language and religious or political beliefs, in conjunction with article 2 par. 1 which guarantees respect and protection of human dignity. In addition, article 116 par. 2 provides that: "Adoption of positive measures for promoting equality between men and women does not constitute discrimination on grounds of sex. The State shall take measures for the elimination of inequalities actually existing, in particular to the detriment of women".

The promotion of the principle of equal treatment and the fight against discrimination are provided in Law 4443/2016. With the Law 4443/2016 which incorporated in our national legislation a) the Directive 2000/43/EC on the application of the principle of equal treatment of persons irrespective their racial or ethnic origin, b) the Directive 2000/78/EC on the establishment a general framework for equal treatment in employment and occupation; and (c) the Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers, measures shall be adopted to prohibit all forms of discrimination and promoting the principle of equal treatment and combating discrimination:

(a) due to race, colour, national or ethnic origin, descent;

(b) due to religious or other beliefs, disability or chronic condition, age, marital or social status, sexual orientation, gender identity or characteristics in the field of employment and occupation, and for

(c) to facilitate the exercise of workers' rights in the context of freedom of movement for workers.

It provides, inter alia, dialogue between the social partners, as well as dialogue with non-governmental organizations, whose statutory purpose is to combat discrimination on the grounds of race, colour, national or ethnic origin, descent, religion or other belief, disability or chronic condition, age, marital or social status, sexual orientation, gender identity or characteristics, with the aim of promoting the principle of equal opportunities and equal treatment. Based on article 14 par. 1 of Law 4443/2016, the Ombudsman was appointed as the monitoring body to promote the implementation of the principle of equal treatment in the private, public and wider public sector.

Law 4443/2016 replaced Law 3304/2005 for the application of the principle of equal treatment regardless of racial or ethnic origin, religious or other beliefs, disability, age or sexual orientation.

Rights of persons with disabilities

Part D of Law 4488/2017 established organizational guidelines for the implementation of the United Nations Convention on the Rights of Persons with Disabilities. According to Article 61 of the above law *"every individual or legal entity under public or private law is obliged to ensure the equal exercise of the rights of persons with disabilities in the field of their responsibilities or activities, taking all appropriate measures and refraining from any action or practice that may affect the exercise of the rights of persons with disabilities. In particular, everybody is obliged:*

- (a) to remove existing obstacles of any kind;*
- (b) to comply with the principles of whole-approach scheduling in each area of its competence or activity in order to ensure the accessibility of the infrastructure, services or goods offered to persons with disabilities;*
- (c) to provide, where appropriate, reasonable accommodation in the form of individual and suitable modifications, arrangements and appropriate measures, without imposing a disproportionate or unjustified burden;*
- (d) to abstain from practices, criteria, habits and attitudes that involve discriminations against persons with disabilities;*
- (e) to promote with positive measures the equal participation and exercise of the rights of persons with disabilities in the field of their competence or activity".*

According to the above law, the Minister of State is defined as the Coordinating Mechanism of the Government with the main responsibility, among others, the coordination of the competent bodies for the formulation and implementation of public policies that promote the rights of persons with disabilities (article 69). In addition, with par. 1 of article 70 of the same law, the Secretary General of Justice and Human Rights of the Ministry of Justice is defined as the Central Focal Point for issues related to the implementation of the Convention.

According to par. 2 of article 70, among the responsibilities of the Central Focal Point are the provision of information and directions on issues related to the rights of persons with disabilities as well as the preparation and submission to the Parliament of a national action plan for persons

with disabilities. As part of this obligation, it was put up for public consultation³² by the Minister of State from 21.09.2020 to 5.10.2020 the National Action Plan for the Rights of Persons with Disabilities for the period 2020 - 2023.

Registered gender correction

Law 4491/2017 established the possibility of correcting a registered gender, given that the person has the right to recognize his gender identity as an element of his/her personality and has the right to respect his/her personality based on his/her gender characteristics.

Prohibition of discrimination by police officers

According to the Code of Ethics of the police officer (article 1 p.d. 254/2004), the police staff is obliged to respect the value of the person and to take care of the protection of his rights as an individual and as a member of society and must act in the performance of his duties on the basis of the principles of legality, equal treatment and respect for the diversity of individuals. They must also avoid prejudices caused by colour, gender, ethnicity, ideology and religion, sexual orientation, age, disability, marital status, economic and social status or other distinctive element (article 5 par. 3 p.d. 254/2004).

Establishment of the National Council against Racism and Intolerance

Law 4356/2015 establishes the National Council against Racism and Intolerance, with the participation of representatives of the Administration and Civil Society, the responsibilities of which include the development of a National Action Plan against Racism and Intolerance.

Legal provisions against discrimination in broadcasting legislation and the code of journalistic ethics

In Law 2328/1995 (G. G. A' 159 / 3.8.1995) for the "Legal status of private television and local radio, regulation of radio and television market issues and other provisions" there are the following relevant and important provisions:

According to article 3 par. 14 a' p. 2 *"The programs of E.R.T. – S.A. and private television stations must not include any incitement to hatred on grounds of race, sex, religion or nationality. "*

The p.d. 77/2003 ratifies according to article 3 par. 15 of Law 2328/1995, the Code of Ethics for news and other journalistic and political broadcasts, prepared by the National Broadcasting Council. According to Article 4 par. 1 *"It is not allowed to present persons in a way that, under the specific circumstances, can encourage humiliation, social isolation or unfavorable discrimination against them by members of the public under particular gender, race, nationality, language, religion, ideology, age, illness or disability, sexual orientation or profession".*

³² See <http://www.opengov.gr/yep/?p=700>

According to par. 2 of the above article of the p.d. 77/2003 *"the projection of derogatory, racist, xenophobic or racist messages and characterizations as well as intolerant views is not allowed and in general ethnic and religious minorities and other vulnerable or weak population groups should not be affected"*.

According to article 11 par. 1 of p.d. 77/2003 *"The principle that the accused is presumed innocent until his irrevocable conviction is respected and therefore neither the outcome of the trial is not discounted nor the accused are directly or indirectly mentioned as guilty. The alleged perpetrator neither should be referred to in a derogatory manner, nor should be referred with the sole identification of his ethnic origin or religion. "*

Finally, according to the Code of Professional Ethics and Social Responsibility of the journalists-members of Journalists' Union of Athens daily Newspapers, indicatively:

According to article 2a' *"the journalist is entitled and obliged: To treat citizens equally, without discrimination of national origin, sex, race, religion, political opinion, economic status and social status"*, according to Article 2d' *"the journalist is entitled and obliged: To respect the guaranteed by international conventions protection of minors and persons with special needs and serious health problems"*³³ and according to Article 4c' *"the journalist is entitled and obliged: Not to exercise and not to accept any form of discrimination related to the gender or professional age of his colleagues"*.

According to par. 1 of article 67 of law 4488/2017 (G.G. 137A ' / 13.09.2017), *" 1. The public and private media, print and electronic, promote mainstreaming and respect of the principle of non-discrimination. For this purpose, the National Broadcasting Council (ΕΣΡ) in the Codes of Conduct for News Broadcasts, Advertisements and Entertainment should draw up provisions aimed at implementing the principle of non-discrimination on the grounds of disability, at the development of a pluralistic dialogue about the issues of persons with disabilities and at the promotion of substantive equality between people with and without disabilities"*.

International institutional framework

The contemporary International Human Rights Law is based on the principle of equality and non-discrimination. Moreover, according to article 1 par. 3 of the Charter of the United Nations, the purposes of the United Nations are: *"To achieve international co-operation in solving international problems of an economic, social, cultural, or humanitarian character, and in promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language, or religion"*.

United Nations Organization³⁴

³³ According to par. 1 of the art. 8 of the UN Convention on the rights of persons with disabilities *"1. States Parties undertake to adopt immediate, effective and appropriate measures: (a) To raise awareness throughout society, including at the family level, regarding persons with disabilities, and to foster respect for the rights and dignity of persons with disabilities; (b) To combat stereotypes, prejudices and harmful practices relating to persons with disabilities, including those based on sex and age, in all areas of life; (c) To promote awareness of the capabilities and contributions of persons with disabilities"*.

³⁴ In chronological order of their ratification by Greece

- **United Nations Convention on the Elimination of All Forms of Racial Discrimination (CERD), ratified in Greece by the legislative decree 494/1970.** Article 1 of the Convention provides: *"the term "racial discrimination" shall mean any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life"*. Inter alia, article 4 imposes on states the commitment to take immediate action so as to criminalize the "dissemination" of ideas based on racial superiority or hatred, the incitement to racial discrimination and all acts of violence or incitement to such acts against any race or group of persons of another colour or ethnic origin.
- **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified in Greece by Law. 1342/83:** Countries that have ratified the CEDAW - including Greece from 1983 are required take action to end discrimination against women and girls in all forms. This includes enacting laws and policies to protect women and girls from discrimination and repealing all existing discriminatory laws, policies, customs and practices.
- **International Covenant on Economic, Social and Cultural Rights, ratified in Greece by Law 1532/1985:** Article 2 provides: *"The States Parties to the present Covenant undertake to guarantee that the rights enunciated in the present Covenant will be exercised without discrimination of any kind as to race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status."*
- **Convention on the Rights of the Child, ratified in Greece by Law 2101/1992:** inter alia, in Article 2 provided it is provided that States Parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- **International Covenant on Civil and Political Rights, ratified in Greece by Law 2462/1997:** Article 2 states that *"Each State Party to the present Covenant undertakes to respect and to ensure to all individuals within its territory and subject to its jurisdiction the rights recognized in the present Covenant, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status"*. Article 20 states that *"Any advocacy of national, racial or religious hatred that constitutes incitement to discrimination, hostility or violence shall be prohibited by law"*. Article 26 provides that *"All persons are equal before the law and are entitled without any discrimination to the equal protection of the law. In this respect, the law shall prohibit any discrimination and guarantee to all persons equal and effective protection against discrimination on any ground such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status"*.

- **United Nations Convention on the Rights of Persons with Disabilities, ratified by Law 4074/2012:** According to Article 2, *Discrimination on the basis of disability* "means any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation;". In accordance with paragraph 1 of Article 4 "General Obligations" "States Parties undertake to ensure and promote the full realization of all human rights and fundamental freedoms for all persons with disabilities without discrimination of any kind on the basis of disability. To this end, States Parties undertake: [...] (b) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices that constitute discrimination against persons with disabilities; [...] (d) To refrain from engaging in any act or practice that is inconsistent with the present Convention and to ensure that public authorities and institutions act in conformity with the present Convention; (e) To take all appropriate measures to eliminate discrimination on the basis of disability by any person, organization or private enterprise;" and in accordance with Article 5 "Equality and Non-Discrimination" "1. States Parties recognize that all persons are equal before and under the law and are entitled without any discrimination to the equal protection and equal benefit of the law. 2. States Parties shall prohibit all discrimination on the basis of disability and guarantee to persons with disabilities equal and effective legal protection against discrimination on all grounds. 3. In order to promote equality and eliminate discrimination, States Parties shall take all appropriate steps to ensure that reasonable accommodation is provided. 4. Specific measures which are necessary to accelerate or achieve de facto equality of persons with disabilities shall not be considered discrimination under the terms of the present Convention".³⁵

International Labour Organization

- **International Labour Organization Convention no. 29:** "on forced or compulsory labour", ratified in our country by Law 2079/52 (G.G. 108A', 13-6-52).
- **International Labour Organization Convention no. 105:** "on the abolition of forced labour", ratified in our country by the legislative decree 4221/61 (G.G. 173A', 19-6-61).
- **International Labour Organization Convention no. 111:** "on Discrimination in Employment and Occupation", ratified by Law 1424/84 (G.G. 29 A', 14-3-84), prohibits discrimination in the fields of employment and work.

³⁵<https://www.esamea.gr/about-us/welcome-note/86-legal-framework/symbasi/547-symbasi-oie-gia-ta-dikaiomata-ton-atomon-me-anapiria>

- **International Labour Organization Convention no. 159:** on the vocational rehabilitation and employment of persons with disabilities (1983), ratified by Law 1556/85 (G.G. 100A', 28-5-85), provides for the vocational rehabilitation and employment of persons with disabilities.
- **Recommendation 200:** on HIV / AIDS and the World of Work.

European Union

- **Article 21 of the Charter of Fundamental Rights of the European Union:** provides that *"Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited"*.
- **Article 2 of the Treaty on European Union (TEU),** which states that "The Union is founded on the values of respect for human dignity, freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities. These values are common to the Member States in a society in which pluralism, non-discrimination, tolerance, justice, solidarity and equality between women and men prevail."
- **Article 10 of the Treaty on the Functioning of the European Union (TFEU)** which states that "In defining and implementing its policies and activities, the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation",
- **Article 19 TFEU** which gives to the EU a political mandate to "... take appropriate action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation."
- **Article 67 TFEU** which provides that the EU "shall endeavor to ensure a high level of security through measures to prevent and combat [...] racism and xenophobia",
- **Council Framework Decision 2008/913 / JHA** of 28 November 2008 on combating certain forms and expressions of racism and xenophobia by means of criminal law.
- **Council Directive 2000/43/EC** of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin. Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation. Article 1 of the Directive states that the purpose of this Directive is to lay down a general framework for combating discrimination on the grounds of religion or belief, disability, age or sexual orientation as regards employment and occupation, with a view to putting into effect in the Member States the principle of equal treatment.
- **Directive 2010/13/EU of the European Parliament and of the Council** of 10 March 2010 on the coordination of certain provisions laid down by law, regulation or administrative action in Member States concerning the provision of audiovisual media services (Audiovisual Media Services Directive) - Member States (a) shall ensure by appropriate

- means that audiovisual media services provided by media service providers under their jurisdiction do not contain any incitement to hatred based on race, sex, religion or nationality. (Article 6); and (b) shall encourage media service providers under their jurisdiction to ensure that their services are gradually made accessible to people with a visual or hearing disability (Article 7).
- **Directive 2012/29/EU of the European Parliament and of the Council** of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime, and replacing Council Framework Decision 2001/220/JHA.
 - **Directive 2014/54/EU of the European Parliament and of the Council** of 16 April 2014 on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers.
 - **European Parliament resolution** of 25 October 2017 on fundamental rights aspects in Roma integration in the EU: fighting anti-Gypsyism (2017/2038 (INI)), *EU C 346, 27.9.2018, pp. 171-183*.
 - **Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - EU Strategy on Victims' Rights (2020-2025)**, COM (2020) 258 final³⁶.
 - **Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – A Union of Equality: EU anti-racism Action Plan 2020-2025**, COM (2020) 565 final³⁷.
 - **Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - Union of Equality: Lesbian, Gay, Bisexual, Transgender, Intersex, Queer (LGBTIQ) Equality Strategy 2020-2025**, COM (2020) 698 final³⁸.

Council of Europe

- **European Convention on Human Rights (ECHR)**, article 14 provides that *"The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status"*.³⁹
- **(Revised) European Social Charter** of 1961 (as revised in 1996), ratified in Greece by Law 4359/2016. Article 15 of the Charter provides the right of persons with disabilities to independence, social inclusion and participation in social life. The Revised ESC contains Article E which provides, on a *non-exhaustive basis*, reasons of

³⁶<https://eur-lex.europa.eu/legal-content/EL/TXT/?uri=CELEX:52020DC0258>

³⁷<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2020%3A0565%3AFIN>

³⁸https://ec.europa.eu/info/sites/info/files/lgbtiq_strategy_2020-2025_en.pdf

³⁹ Protocol No. 12 to the European Convention on Human Rights for the Protection of Human Rights and Fundamental Freedoms confirms the general principle of equality *"The enjoyment of any right set forth by law shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status"*. The Protocol No. 12 has not yet been ratified in Greece.

prohibited discrimination as follows: race, colour, sex, language, religion, political or other opinion, ethnic origin or social origin, health, association with a national minority, birth or other status. Prohibited grounds of discrimination are a combination of those contained in Article 14 of the ECHR and in the 1961 ESC Preamble.

The European Committee of Social Rights (ECSR) has already added, through its conclusions and its case law on collective complaints, an additional reason for prohibited discrimination which is disability⁴⁰. The ECSR, through its case law on collective complaints under the ESC Protocol on a system of collective complaints, has accepted and incorporated the concept of **systemic discrimination, the prohibition of which is also considered to fall under Article E of the Rev. ESC**⁴¹. As *systemic discrimination* may be perceived the *legal rules, policies, practices or predominant cultural attitudes in either the public or private sector which create relative disadvantages for some groups, and privileges for other groups*⁴². ECSR took a position on this concept, referring directly and adopting literally the General Comment 20 of the Committee of United Nations Committee on Economic, Social and Cultural Rights⁴³.

The adoption of the concept of systemic discrimination by the ECSR, in the context of its case law on collective complaints, took place in the field of cases on the right to housing of the Roma. It is located in the field of administrative deportation (which targets only the specific group of the population, the Roma) and housing, where mass forced evictions and destruction of Roma settlements are carried out (see article 16 and 31 of the rev. ESC on the right to housing, article 19 par. 8 of the rev. ESC for the prohibition of expulsion under certain conditions in combination to art. E of the rev. ESC for non-discrimination).

Moreover, the rev. ESC also includes more specialized provisions such as:

- Article 19, which guarantees the right of migrant workers and their families to protection and assistance,
- Article 20 guarantees the right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex.

⁴⁰ See ECSR, *Decision on the merits*, Complaint 13/2000, *Association internationale Autisme - Europe (AIAE) v. France*, 04/11/2003, par. 51.

⁴¹ See ECSR, *Decision on the merits*, Complaint 64/2011, *European Roma and Travellers Forum v. France*, 24/01/2012, par.41.

⁴² See above.

⁴³ United Nations Committee on Economic, Social and Cultural Rights, *General Comment No. 20 on non-discrimination in economic, social and cultural rights (art. 2, par. 2, of the International Covenant on Economic, Social and Cultural Rights)*, Forty-second session, Geneva, 4-22 May 2009. The content of the concept, according to the Committee, is the *pervasive, persistent and deeply entrenched in social behavior and organization* discrimination against *certain groups*, and often involves unchallenged or indirect discrimination.

Systemic discrimination

12. The Committee has regularly found that discrimination against some groups is pervasive and persistent and deeply entrenched in social behavior and organization, often involving unchallenged or indirect discrimination. Such systemic discrimination can be understood as legal rules, policies, practices or predominant cultural attitudes in either the public or private sector which create relative disadvantages for some groups, and privileges for other groups.

- **Convention on Cybercrime** and its Additional Protocol on the criminalization of acts of a racist and xenophobic nature committed through computer systems.
- **Recommendation CM/Rec (2010)5** of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity (Adopted by the Committee of Ministers on 31 March 2010 at the 1081st meeting of the Ministers' Deputies).
- The **European Court of Human Rights** (ECHR) has consistently held that the slip of the investigation or reporting of racist motive for the commitment of a crime consists a violation of art. 14 of the European Convention on Human Rights (ECHR)⁴⁴.

⁴⁴ See *Menson and others v. UK*, Application no. 47916/99, May 6 2003, *Nachova and Others v. Bulgaria*, Application no. 43577/98 and 43579/98, July 6, 2005, *Ognyanova and Choban v. Bulgaria*, Application no. 46317/00, February 23, 2006, *Mizigarova v. Slovakia*, Application no. 74832/01, December 14, 2010, *M.F. v. Hungary*, Application no. 45855/12, October 31, 2017, *Škorjanec v. Croatia*, Application no. 25536/14, March 28, 2017.

Presentation of actions and research

Actions

- Project "Building a Comprehensive Criminal Justice Response to Hate Crime" held by the Ministry of Justice in cooperation with the Office for Democratic Institutions and Human Rights of the OSCE in the context of application of No. JUST/2015/RRAC/AG/TRAI/9025/16-12-2016 of the signed agreement by the Organization for Security and Cooperation in Europe (OSCE / OSCE), the Office for Democratic Institutions and Human Rights (ODIHR) and the European Commission for the project "Building a Comprehensive Criminal Justice Response to Hate Crime", "Action grants to support transnational projects to prevent and combat racism, xenophobia, homophobia and other forms of intolerance".
- **National Summary Document - Greece OSCE / ODIHR: Development of Inter-Agency Co-operation and Skills Enhancement Activities on Addressing Hate Crimes in Greece, 2018.** This National Summary Document (NSD) provides information on the implementation of project activities aimed at creation of a coherent criminal prosecution of hate crimes and developed by the OSCE Office for Democratic Institutions and Human Rights (ODIHR) in cooperation with the Greek Ministry of Justice. The project was designed in order to encourage inter-agency cooperation in combating hate crimes, including issues such as data collection, and to strengthen the capacity of institutions to implement an integrated approach to hate crimes. This document presents the general trends of hate crimes in Greece, provides practical examples of institutional cooperation in tackling hate crimes, describes the implementation of the project and displays conclusions drawn from the project. It aims to promote further ideas on how to strengthen institutional efforts so as to address hate crimes effectively and how to support the work of law enforcement and prosecutors in ensuring victims' access to restitution, while discouraging potential perpetrators from committing hate crimes.
- **Centre for International and European Economic Law - CIEEL (Greece) - Frederick University (Cyprus) - Action "Training for a European Area of Justice" 2017-2019.** The Action "Training for a European Area of Justice" aims to develop the skills of lawyers and to expand their knowledge in specific areas related to the protection of fundamental rights in the European Union, namely in: a) the implementation of the Charter of Fundamental Rights, b) the Council Framework Decision 2008/913/JHA on combating certain forms and expressions of racism and xenophobia by means of criminal law, (c) the protection of personal data, (d) the rights of refugees and (e) the protection of social rights. As part of the Action, a program of organizing educational seminars, international conferences and publication of scientific and educational material in Greece and Cyprus is implemented. Funding: European Union "Justice" Program.
- **Center for European Constitutional Law - Themistoklis and Dimitris Tsatsos Foundation - National and Kapodistrian University of Athens - University of Nicosia - Hellenic Union for Human Rights - SOPHiSM project: A response to online hate speech through the**

enhancement of high-quality professional and citizen journalism. The project, which is co-financed by the EU Rights, Equality and Citizenship Program (REC-AG-2019/REC-RRAC-RACI-AG-2019) seeks to actively contribute to addressing the issue of online hate speech in Greece and Cyprus, using existing international standards and tools, as well as the views of all stakeholders (young journalists, journalism students, citizen journalists and NGOs). The implementation of the project started in March 2020 and will be implemented over a period of 20 months.

- **Center for European Constitutional Law - Themistoklis and Dimitris Tsatsos Foundation - Project "EMBRACIVE: Embracing Diversity and Fostering Inclusion in the Workplace"** in collaboration with the Institute of Industrial and Business Education & Training of the Association of Businesses and Industries, the Cell of Alternative Youth Solutions and the Center for Social Innovation in Cyprus, which is co-financed by the European Commission and aims to address discrimination in the workplace, focusing on the acceptance and better management of diversity in business. The project focuses on promoting social inclusion and equality in business in Greece and Cyprus, promoting the Charter of Diversity, which, although widespread in European countries, was adopted only in 2019 in Greece and Cyprus and created the theoretical framework for implementation of equal opportunities and diversity in the work environment. The Tsatsos Foundation and the innovative project EMBRACIVE contribute to this by creating the practical framework for the implementation of the Charter of Diversity in Greece and Cyprus and by providing management tools to businesses. **The project started in April 2020 and is expected to be completed in March 2022.**
- **Institute of Research and Training on European Affairs (IRTEA) - Project: Remember Holocaust – Building Bridges for a common future.** In the context of the Europe for Citizens Programme, which, with its focus on the commemoration of the Jewish Holocaust aims to develop a dialogue on the future of the European Union based on an understanding of its own past. The project, focusing on the events and consequences of the Holocaust, seeks to commemorate the victims directly through the strengthening of the values of solidarity, tolerance and peace, values promoted by the EU. The project aims to support participants in an effort to increase active participation in the community by promoting interculturalism and tolerance for diversity within their societies.

Reports - Research - Reports

1. NATIONAL COMMISSION FOR HUMAN RIGHTS - REPORT ON RACIST VIOLENCE: I. TACKLING RACIST VIOLENCE BY POLICE AND JUSTICE (2011) II. EXTREMIST GROUPS, PUBLIC POLITICAL DISCOURSE, RACIST VIOLENCE IN STADIUMS (2012)

The National Commission for Human Rights (NCHR) held a series of activities, some in collaboration with other bodies at national and international level to address the intensification of racist violence. In this context, the NCHR plenary adopted two special reports.

In the first report, the NCHR conceptually clarifies racist violence and presents the obligations of the state, in accordance with international and European legislation and the recommendations of the relevant bodies. The NCHR primarily turned its attention to justice and the police, as well as in the jurisprudence of the European Court of Human Rights.

In the second report, the NCHR attempts to summarize the concerns and the corresponding proposals of the international and European human rights protection bodies regarding the action of extremist groups against foreigners. In particular, the practices of intimidation and systematization of violence by these groups are examined, as well as the particularly worrying aspect of the involvement of minors in some of the racist attacks. In addition, the NCHR expresses its concern about the impact on democracy of the acceptance of racism and intolerance through public political and religious discourse and addresses to political and religious parties specific proposals in order to denounce racist violence and racist speech. Finally, the NCHR is approaching racist violence in stadiums for the first time. In the light of the action of the extremist groups, legislative proposals and recommendations are formulated in the sports clubs and the federations, as the area of the stadiums is the most invisible nursery of racism, where its extreme manifestations "thrive" and coexist.

2. OMBUDSMAN - THE PHENOMENON OF RACIST VIOLENCE IN GREECE AND ITS TREATMENT - SPECIAL REPORT, 2013 LAW 3094/2003 "OMBUDSMAN AND OTHER PROVISIONS", PAR. 5, ARTICLE 3

Report Identity - Purpose

The Ombudsman, taking into account the intensity and escalation of racist violence (especially in cases of its combination with organized and systematic action of extremist groups against of vulnerable social groups), but also the failure of taking measures by the competent state authorities, indicatively in the years 2012-2013, has used the institutional tools provided under its general (Law 3094/2003) and the special competence as a body promoting and monitoring the principle of equal treatment irrespectively of racial or ethnic origin (Law 3304/2005).

The report attempts to record specific findings and conclusions, which emerged from the assiduous investigation of reports, submitted to the independent authority over a period of 16 months (1 January 2012 to 30 April 2013) by the alleged victims of racist behavior, in combination with the study of the characteristics of the phenomenon, as they result from the grouping of the incidents of racist violence that were recorded in the respective period by the Hellenic Police, the Press and Non-Governmental Organizations. In addition, for reasons of completeness, the recording of the phenomenon, the approach of the state, as well as that of the police administration, the approach of the school community and the institutional tools provided by the relevant European experience, but also the current legal framework for dealing with racist violence, constitute the main structural axes of the report. Of course, the research of the independent authority was not limited to the study and analysis of the domestic record of the phenomenon, but incorporated in the material under consideration a significant number of

reports and interventions of international organizations to combat racism and intolerance and institutional tools available and used by other countries. The Greek Ombudsman with this special report aims on the one hand to the extent possible systematic recording of the phenomenon and in particular the formulation of specific comments and suggestions to the State to shield itself and combat racist violence, on the other hand, the Ombudsman continues its settled educational and training actions, as a body for the promotion of equal treatment, for the sensitization of the bodies of the student community and the public administration, especially of the Hellenic Police.

Data collection

Within 16 months, 281 cross-examined complaints were recorded, although not evenly, showing that the majority of racist attacks are either not reported at all, or reported but not recorded, or are not recorded as racist. The reason for the classic case of invisible crime, to the escalation of which seems that the attitude of the police and other state bodies contributes. The recorded data are, therefore, a synthesis (or even cross-checking) of the freely available information on the internet, the report and the petitions - complaints against the police. The sources of these complaints are the media, the NGOs and the Ombudsman itself.

Conclusions

According to the Ombudsman's report, no doubt arises from the above-mentioned examinees, regarding the non-substantial response of the police to the reports received by the Ombudsman for inappropriate behavior of police officers with racist (especially ethnic-racial) motive, thus the image of delays in internal investigations is confirmed and the sense of impunity is intensified. According to the report, the superficial examination of the reported incidents to the police as well as the cessation of the investigation already at its preliminary stage make the ongoing disciplinary checks unreliable and any investigation rather pretextual. There is a discrepancy between official and unofficial reporting: less than 1/3 of the cases (84 cases with probable racist motives in 2012) are recorded by the Hellenic Police compared to the corresponding incidents that the Ombudsman has cross-examined from the investigation he conducted (253 incidents of attacks with obvious racist motives in the same year, according to complaints and testimonies). As a result of the above, the perpetuation of the passivity of the victims regarding the denunciation of the racist practices against them, due to their inherent fear that they will not be justified. Finally, the Ombudsman considers that there is an urgent need for an assiduous in-depth investigation of the issue in order to immediately and actively combat any manifestation of racist prejudice (bias) or violence within bodies and institutions of the Hellenic Republic.

3. RACIST VIOLENCE RECORDING NETWORK - ANNUAL REPORT 2019⁴⁵

Report Identity - Purpose

⁴⁵ Since 2011, the Racist Violence Incident Recording Network has been systematically recording acts of violence with a racist motive, aiming to obtain clear and complete indications of the quantitative and qualitative trends of the phenomenon in Greece.

According to the report, during the period January - December 2019, 100 cases of racist violence were recorded with more than 104 victims, thus a significant number of attacks that are organized or carried out by organized groups, while noting the increasing trend in incidents of daily racist violence. The Network also recorded incidents against individuals who are treated as less Greek, due to the acquisition of Greek citizenship. Added to the above is the finding of the Network that LGBTQI people are once again being targeted by a wide range of perpetrators, which includes organized groups, neighbors, ordinary citizens, civil servants and security forces officers, and even members of their families. Finally, the climate against human rights defenders is particularly worrying. This is the ninth Annual Report, published by the Network, the results of which reflect the quantitative and qualitative trends of the landscape of racist violence in Greece and are presented through an online press conference.

Methodology

The recording of incidents from the Network is framed by a strict methodology and is carried out exclusively through the interview with the victims. What significantly affects the number of recordings, then, is the victim's willingness to share his or her experience. Regarding the recorders, they are known by name, appointed by the organization, trained by the Network and they are responsible for their recording. It therefore becomes clear that the completion of the recording form is based on the testimony of the victim, is anonymous and is used exclusively by the Network in order to combat racism and hate crimes.

Conclusions

The Network continues to record attacks that present elements of organization(s) or are carried out by organized groups and finds an increasing trend in terms of incidents with individual perpetrators and non-organized groups (neighbors, property owners in refugee homes, public transport employees, etc.). In particular, the Network recorded incidents against Greek citizens due to their ethnic origin but also violent attacks on monuments or places of worship of Greek citizens of different religious identities. The record of attacks against LGBT people shows an increase compared to 2018, a fact that reinforces the Network's concern that homophobia and transphobia remain widespread. The recorded incidents with the involvement of security forces officers and public officers are constant. These incidents reinforce institutional racism, exclude or delay victims from access to goods and services to which they are entitled, while in their manipulative appearance contribute to creating a climate of insecurity and intimidation. Attacks on human rights defenders remain worrying. The lack of a protection framework intensifies the Network's concern.

4. European Commission against Racism and Intolerance (ECRI) - COOPERATION FOR EFFECTIVENESS: LOCAL AUTHORITIES AND NATIONAL SPECIALIZED BODIES COMBATING RACISM AND INTOLERANCE by Niall Crowley, 2015

ECRI hosted a seminar on “The role of national Specialized Bodies in supporting local authorities in the fight against racism and intolerance” in May 2014. The seminar concluded with a commitment to review existing good practices found in the field.

This study was prepared on the basis of presentations made by National Specialized Bodies in this seminar on good practices which were explored through interviews with staff of the institutions in Croatia, France, Italy, the Netherlands and Sweden.

The research concludes that cooperation between local authorities and national specialized bodies offers a mutual benefit. Local authorities can strengthen their compliance with legislation concerning equal treatment, their promotion of equality and the fight against discrimination legislation, as well as the impact of the respective policies. However, this cooperation remains limited. At a local level, a lack of skills and knowledge is identified. However, a set of good practices that have already been implemented can serve as an incentive and support for greater cooperation. Strong leadership at European level is needed to promote and support this cooperation.

5. European Commission against Racism and Intolerance (ECRI) - MODELS OF GOVERNANCE OF ONLINE HATE SPEECH ON THE EMERGENCE OF COLLABORATIVE GOVERNANCE AND THE CHALLENGES OF GIVING REDRESS TO TARGETS OF ONLINE HATE SPEECH WITHIN A HUMAN RIGHTS FRAMEWORK IN EUROPE, BY ALEXANDER BROWN, 2020

In recent years, several innovative governance tools have been developed to tackle online hate speech across Europe. New governance tools have been proposed and developed, often through collaboration, by national governments, and intergovernmental and supranational bodies (such as the Council of Europe and the European Commission), internet platforms and civil society organizations. Some of these tools are in a testing phase, others have not yet been implemented, and even more are in the design and final approval phase. These tools must operate within a human rights framework, which, for the Council of Europe Member States, consists of the European Convention on Human Rights, the case law of the European Court, the Additional Protocol to the Convention on Cybercrime and other Council of Europe standards.

From their side, some Internet platforms have developed their own tools for tackling hate speech (and other forms of harmful content). The study identifies 30 separate indicators or metrics that could be used by monitoring bodies or other organizations to assess the success or progress of various governance tools for online hate speech. In addition, the study examines in detail a number of important issues or policy issues that cover recent developments in hate speech in Europe. Finally, the study also draws a number of conclusions and proposes recommendations that cover key areas of online hate speech governance.

6. ORGANIZATION FOR SECURITY AND COOPERATION IN EUROPE - UNDERSTANDING ANTI-MUSLIM HATE CRIMES - ADDRESSING THE SECURITY NEEDS OF MUSLIM COMMUNITIES: A PRACTICAL GUIDE, 2020

Intolerance against Muslims in any form - either violence, discrimination, harassment or cyberbullying - has a detrimental effect on the lives of individuals and communities. This guide is designed to assist governments in their actions in preventing and combating crimes of prejudice (bias), including the analysis of security risks and the necessary actions to be taken to improve the capacity of police and other agencies to respond to security needs of Muslim communities and individuals. It also covers selected issues, such as reporting and signing complaints of crimes of prejudice (bias) against Muslims. In addition, the Guide suggests practical steps that governments can take to address security issues for Muslim communities, in cooperation with those communities.

7. ORGANIZATION FOR SECURITY AND COOPERATION IN EUROPE -HATE CRIME VICTIMS IN THE CRIMINAL JUSTICE SYSTEM, 2020

This guide promotes the fulfillment of OSCE commitments to assist victims of racist crimes. It has been developed in consultation with civil society and government experts and on the basis of good practices found throughout the region. The guide refers to many of the OSCE participating States, where victims of crimes of racist nature often do not receive adequate protection and support. It addresses gaps in criminal justice proceedings and it is primarily designed for victim support professionals, criminal justice officials and policy makers responsible for developing and maintaining victim support systems. It provides practical recommendations for adapting procedures, policies and laws, while taking into account the reality and complexity of criminal justice and victim support systems.

8. EUROPEAN NETWORK AGAINST RACISM (ENAR) - JUSTICE GAP: PERVASIVE RACISM IN CRIMINAL JUSTICE SYSTEMS ACROSS EUROPE, 2019

The ENAR report, which covers 24 EU Member States, provides data on racist crimes for the period 2014-2018 and documents the institutional practice in recording, investigating and prosecuting crimes of prejudice (bias). It reveals how various forms of racism persist in the criminal justice system once a victim reports a racist crime to the police. This leads to a "justice deficiency". Evidence from 2014-2018 suggests that crime is on the rise in many EU Member States. In addition, significant events such as terrorism - and political rhetoric and responses to these attacks - may increase the number of reported racist crimes.

There are also various factors that prevent the successful prosecution and conviction of a crime with racist characteristics, including the lack of clear definitions of these crimes, lack of training and restricted skills.

9. PUBLIC OPINION SURVEYS BY EUROBAROMETER

Since 1973, the European institutions have been conducting regular surveys, the so-called "Eurobarometer", in all EU Member States. These surveys cover a wide range of issues, with an emphasis on citizens' perceptions and expectations regarding action part of the EU, as well as the main challenges faced by the Union.

- **Special Eurobarometer 493: Discrimination in the EU, 2019**

On October 23, 2019, a special Eurobarometer report was published, which reflects the situation of discrimination in the European Union. The purpose of the survey is to reflect the attitude of people towards discrimination. Women and men were asked about discrimination they may have experienced or witnessed at work, education, at the search for accommodation or as a customer of retail or other services. They were also asked about their attitude towards discrimination. EU respondents consider that discrimination against Roma is most prevalent (61%) in their country, followed by discrimination based on ethnic origin and skin colour (59%), sexual orientation (53%), religion and beliefs (47%), disability (44%), age (40%) and sex (35%).

- **Special Eurobarometer 484: Perceptions on antisemitism, 2018**

A Eurobarometer survey was conducted from 4 to 20 December 2018 in the 28 EU Member States on people's perceptions on anti-Semitism. In this survey, 27,643 respondents were asked about their perception of anti-Semitism as a problem, its evolution over the last five years and the specific manifestations of anti-Semitism. Additional questions were asked about the impact of the conflicts in the Middle East on anti-Semitism in Europe, the effectiveness of education about the Holocaust and knowledge of Jewish communities.

10. DISABILITY OBSERVATORY OF THE NATIONAL CONFEDERATION OF PERSONS WITH DISABILITIES⁴⁶

On the occasion of the publication of the Special Eurobarometer - 2019 on the discriminations in the European Union, the Observatory of Disability Issues of the Confederation dedicated the 6th Statistical Information Bulletin⁴⁷ on discrimination based on disability, as reflected in the attitudes and perceptions examined in the Eurobarometer survey. This Bulletin presents on the one hand the latest data of the 2019 survey, on the other hand the developments over time through the secondary statistical processing of data of the years 2015, 2012, 2009, 2006. The Bulletin concludes that contradictory factors act simultaneously on the perceptions and attitudes of the country's citizens. More analytically, on the one hand, there is a majority's acceptance of the principles of equality, justice and tolerance, which are integrated at least at the level of the

⁴⁶ The project is co-financed by Greece and the European Union (European Social Fund) in the Priority Axes: 1 "Systemic Interventions in labour market and welfare institutions", 4. "Human Resources Development in the Region of Central Greece" and 5. "Human Resources Development in the Region of South Aegean" of the Operational Program "Human Resources Development, Education and Lifelong Learning 2014 - 2020".

⁴⁷ <https://www.paratiritirioanapirias.gr/el/news/newsletters/41/eyrwbarometro-gia-tis-diakriseis-sthn-ee-faneres-kai-kryfes-antilhpseis-gia-thn-anaphria-sthn-ellhnikh-koinh-gnwmh>

obvious perceptions for people with disabilities, on the other hand, phobic and conservative attitudes associated with persistent negative disability stereotypes emerge in a large part of the population. At the same time, in our country, in contrast to the EU, as pointed out in the Bulletin, the majority of citizens today perceive discrimination based on disability as widespread, and in fact this sense of citizens does not seem to have declined significantly during 2006-2019.

11.SURVEYS BY THE EUROPEAN UNION AGENCY FOR FUNDAMENTAL RIGHTS

The European Union Agency for Fundamental Rights (FRA) has conducted a wide range of surveys showing high levels of discrimination in the EU. Indicatively:

- Second European Union Minorities and Discrimination Survey - Main results (2017)
- Second European Union Minorities and Discrimination Survey. Muslims – Selected findings (2017)
- Experiences and perceptions of antisemitism - Second survey on discrimination and hate crime against Jews in the EU (2018)
- Second European Union Minorities and Discrimination Survey Roma – Selected findings (2016), Being black in the EU (2018)
- Antisemitism: Overview of anti-Semitic incidents recorded in the European Union 2009-2019 (2020)
- A long way to go for LGBTI equality: Second survey on discrimination against and victimization of LGBTI people across the EU (2020)

The surveys have also spotted areas of life where racial discrimination is more prevalent. Discrimination in the labour market is a concern not only when looking for a job but also at work where 22% of respondents felt discriminated against due to their ethnic origin or immigrant background. The triggers for discrimination when trying to rent or buy an apartment (or when house seeking)/ or a house were names (44%), followed by skin colour or physical appearance (40%), and citizenship (22%). As regards access to goods and services (public administration, public transport, shops, restaurants, etc.), Roma people (28%) and people of North African descent (27%) faced the highest level of discrimination. Racial discrimination was less common in healthcare (3% in the past year), though with major differences between different groups: discrimination was highest among Roma people (8%), who also have a lower life expectancy compared to the general population⁴⁸.

12.CONSORTIUM FACING FACTS! - MAKING HATE CRIMES VISIBLE

GUIDELINES FOR MONITORING HATE CRIMES AND HATE MOTIVATED INCIDENTS, 2012

⁴⁸ From: Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – A Union of Equality: EU anti-racism Action Plan 2020-2025.

Identity - Objective

Putting pressure to prevent and combat hate crimes in a parallel direction towards both improvement of public order and provision of services that meet the needs of victims can be achieved through the collection of reliable data, their analysis and reporting of hate crimes, which also constitute a powerful tool capable of being used by communities and CSOs (Civil Society Organizations), in order for them to express their concerns to the media, the police, the government.

The under discussion FacingFacts! guidelines, drafted in 2012, provide advice to CSOs on hate incidents data collection methodology, verification and classification of collected data, and finally the hate crime and hate motivated incidents reporting process, without seeking to impose a single way of collecting data or reporting hate crimes. The FacingFacts! is based on the rich experience of CSOs, which count several years of action in the fight against hate crimes, and cooperates with them aiming at their further improvement.

Methodology - Data collection

Individuals can report incidents that have happened to them even anonymously. However, the knowledge of the relevant service, the point of contact with it, as well as the confidence that their anonymity will be treated and respected as they deserve, are also considered as necessary conditions.

1. Advertising the way the incidents are reported

- phone line
- website
- centre
- leaflets, posters in community centers, advertisements in the media, as well as notification of the service to the police. The advertisement must be factual in nature.

2 . The use of standard reference forms is proposed, so that extraction – recording of all relevant information as well as accurate classification and analysis to be possible.

3. It is deemed necessary to verify the reports and possibly cross-examine with testimonies (ή Verification of the reports and possibly cross-examination with testimonies is deemed necessary), since apart from the version of the victims in a hate crime, that of the witnesses is also interesting. Interviews with victims or witnesses come to supplement press and other media reports.

4. The verification of the recording of the crime by the police is achieved through the discussion of the reports with the police, in order to determine the additional relevant information (any deficiencies from the report of the victim, the identification of the perpetrators, etc.).

5. The collection and analysis of non-criminal incidents is recommended, in view of the fact that hate crimes do not occur out of the blue, as well as the

6. Taking and sorting of photos by date and subject, when possible.

Recommendations and Best Practices

The general recommendations and general comments of international bodies are of particular interest on the international, regional and national level in tackling racist crimes and hate speech. In addition, attention should be driven to a number of "good practice" initiatives that seek to address the problem in a variety of ways. A number of initiatives focus on practical ways to improve police data collection mechanisms on racist violence and racist crime⁴⁹.

General Recommendations and General Comments

UN Human Rights Committee⁵⁰

- General Comment No. 11 - Prohibition of Propaganda for War and Inciting National, Racial or Religious Hatred (Article 20)
- General comment no. 18 – Non - discrimination
- General comment no. 25 - The right to participate in public affairs, voting rights and the right of equal access to public service (Article 25)
- General comment no. 34 - Article 19: Freedoms of opinion and expression

Committee on the Elimination of Racial Discrimination (CERD)⁵¹

- General recommendation no. 13 on the training of law enforcement officials in the protection of human rights
- General recommendation no. 25 on the dimensions related to gender in matters of racial discrimination
- General recommendation no. 27 on discrimination against Roma
- General recommendation no. 30 on discrimination against non citizens.
- General recommendation no. 31 on the prevention of racial discrimination in the administration and functioning of the criminal justice system
- General recommendation no. 35 – Combating racist hate speech

European Commission against Racism and Intolerance (ECRI)⁵²

- ECRI General Policy Recommendation No. 1: Combating racism, xenophobia, antisemitism and intolerance

⁴⁹ See Annual Report on racism and xenophobia in the Member States of the EU, 2006, available online at: [http://www.media-diversity.org/additional-files/documents/b-studies-reports/EUMC%20Data%20Inadequacies%20on%20racist%20crime%20\[EL\].pdf](http://www.media-diversity.org/additional-files/documents/b-studies-reports/EUMC%20Data%20Inadequacies%20on%20racist%20crime%20[EL].pdf)

⁵⁰ <https://www.ohchr.org/en/hrbodies/ccpr/pages/ccprindex.aspx>

⁵¹ https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/TBSearch.aspx?Lang=en&TreatyID=6&DocTypeID=11

⁵² <https://www.coe.int/en/web/european-commission-against-racism-and-intolerance/ecri-standards>

- ECRI General Policy Recommendation No. 2: Equality bodies to combat racism and intolerance at national level
- ECRI General Policy Recommendation No. 3: Combating racism and intolerance against Roma/ Gypsies
- ECRI General Policy Recommendation No. 4: National surveys on the experience and perception of discrimination and racism from the point of view of potential victims
- ECRI General Policy Recommendation No. 5: Combating Intolerance and Discrimination against Muslims
- ECRI General Policy Recommendation No. 6: Combating the dissemination of racist, xenophobic and antisemitic material via the Internet
- ECRI General Policy Recommendation No. 7: National legislation to combat racism and racial discrimination
- ECRI General Policy Recommendation No. 8: Combating racism while fighting terrorism
- ECRI General Policy Recommendation No. 9: The fight against antisemitism
- ECRI General Policy Recommendation No. 10: Combating racism and racial discrimination in and through school education
- ECRI General Policy Recommendation No. 11: Combating Racism and Racial Discrimination in Policing
- ECRI General Policy Recommendation No. 12: Combating racism and racial discrimination in the field of sport
- ECRI General Policy Recommendation No. 13: Combating antigypsyism and discrimination against Roma
- ECRI General Policy Recommendation No. 14: Combating racism and racial discrimination in employment
- ECRI General Policy Recommendation No. 15: Combating hate speech
- ECRI General Policy Recommendation No. 16: Safeguarding irregularly present migrants from Discrimination

"Good practices" against racism and all forms of discrimination at international and European level

At international level, the United Nations have always played a key role in developing mechanisms to combat racism and xenophobia, in the context of which, immediately after the end of World

War II, texts were adopted such as the United Nations Charter⁵³, the Universal Declaration of Human Rights⁵⁴ and the Convention on the Prevention and Punishment of the Crime of Genocide⁵⁵, which promoted the fight against all forms of discrimination. In this spirit, the International Convention on the Elimination of All Forms of Racial Discrimination⁵⁶, the International Covenant on Civil and Political Rights⁵⁷, the International Covenant on Economic, Social and Cultural Rights⁵⁸, the United Nations Convention on the Rights of Persons with Disabilities, the Convention on the Rights of the Child, the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment and the International Convention on the Elimination of All Forms of Discrimination against Women⁵⁹ were adopted, inter alia. At the same time, conventional and non-conventional mechanisms for monitoring and supervising the implementation by the states of the above international texts and the related standards were developed.

Since then, international conferences, congresses and campaigns to combat racism and eliminate all forms of discrimination have been held. Characteristically, the Durban Declaration and Programme of Action, which was adopted by consensus at the 2001 World Conference against Racism (WCAR) in Durban, South Africa, is a comprehensive, action-oriented text proposing concrete measures to combat racism, racial discrimination, xenophobia and related intolerance⁶⁰. In addition, national action plans and policies have been adopted to promote the rights of people of African descent, to strengthen respect for people of different nationalities living in the territory of a country, to develop mechanisms for recording and managing incidents of racist violence or discrimination in general by establishing judicial posts investigating such cases, to set up specially designed websites for reporting xenophobic crimes, to set up special committees to inform the public about the legal framework and actions being taken to combat racism. Furthermore, the United Nations regularly organizes discussions, film screenings and other events, and promotes the organization of seminars for those who will be called upon to manage a related crime.

⁵³ Charter of the United Nations, available at: <https://www.refworld.org/cgi-bin/texis/vtx/rwmain/opendocpdf.pdf?reldoc=y&docid=4c10af9a2>

⁵⁴ Universal Declaration of Human Rights, available at: https://www.ohchr.org/EN/UDHR/Documents/UDHR_Translations/grk.pdf

⁵⁵ Convention on the Prevention and Punishment of the Crime of Genocide, available at: <https://www.refworld.org/cgi-bin/texis/vtx/rwmain/opendocpdf.pdf?reldoc=y&docid=4cb2fb692>.

⁵⁶ International Convention on the Elimination of All Forms of Racial Discrimination, available on the website: <https://www.refworld.org/cgi-bin/texis/vtx/rwmain/opendocpdf.pdf?reldoc=y&docid=4c2aff2b2>.

⁵⁷ International Covenant on Civil and Political Rights, available at: <https://www.refworld.org/cgi-bin/texis/vtx/rwmain/opendocpdf.pdf?reldoc=y&docid=4bd686e52>.

⁵⁸ International Covenant on Economic, Social and Cultural Rights, available at: <https://unric.org/el/%CE%B4%CE%B9%CE%B5%CE%B8%CE%BD%CE%AD%CF%82-%CF%83%CF%8D%CE%BC%CF%86%CF%89%CE%BD%CE%BF-%CE%B3%CE%B9%CE%B1-%CF%84%CE%B1-%CE%BF%CE%B9%CE%BA%CE%BF%CE%BD%CE%BF%CE%BC%CE%B9%CE%BA%CE%AC-%CE%BA%CE%BF%CE%B9-2/>

⁵⁹ International Convention on the Elimination of All Forms of Discrimination against Women https://www.unhcr.org/cy/wp-content/uploads/sites/41/2018/04/Conventions_Women.pdf?fbclid=IwAR1loZfLesBJ8QED06zHYji6t4Z1yquzc7I5WTPisxi1xq80C0YgLNp22Kg.

⁶⁰ See the Declaration of Durban against racism, racial discrimination and xenophobia and the Programme of Action adopted, available online in the online website https://www.ohchr.org/Documents/Publications/Durban_text_en.pdf. See also Synaplidou-Kafetsouli, UNESCO Against Racism, available at: <https://www.eleftheria.gr/m/%CE%B1%CF%80%CF%8C%CF%88%CE%B5%CE%B9%CF%82/item/16658.html>.

Another area in which countries are encouraged to invest is research. In *Argentina*, for example, the School of Social Sciences in collaboration with the International Center for the Promotion of Human Rights has set up a research project to promote academic interest in African culture⁶¹.

Within the Council of Europe, in recent years almost all its Member States have set up independent national equality bodies. These are bodies that play a leading role in promoting the principle of equal treatment and in combating discrimination and intolerance⁶². Their activities vary and often include helping victims of racist crimes, initiating their integration into society and organizing workshops and conferences. A large part of their action consists in overseeing the legal framework and providing guidelines and advice for its improvement. These bodies record the content and gaps of the legislation of each state, instruct its implementation by the state authorities, and design policies for managing such incidents to specific recipients, such as the police authorities⁶³. In addition, they develop links with the local communities of their states, which makes easier their goal achievement. In *France*, for example, the Commissioner for Rights is in charge of handling complaints of discrimination in the workplace due to disability or pregnancy of women⁶⁴. This French authority has developed a network of around 300 volunteers across the country, compiled an Anti-Discrimination Handbook and a Guide on how to make a building more accessible to people with some form of disability⁶⁵.

Within the Council of Europe the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) was established in 2019. CDADI advises the Committee of Ministers on issues related to the prevention and fight against hate speech and discrimination, the fight against anti-Gypsyism, the protection of the rights of persons belonging to national minorities and the promotion of intercultural integration. The Commission promotes the exchange of good practice for the development of common policies and has been specifically tasked with developing a new and comprehensive legal framework for combating hate speech, analyzing and evaluating specific issues related to Roma integration, conducting a study regarding the active political participation of persons belonging to groups that suffer discrimination, especially of young people, and finally, developing a multilevel policy framework for intercultural integration⁶⁶.

Initiatives to fight racism, discrimination and xenophobia, have been also taken over by the EU. In February 2017, the EU published a detailed guide to the prosecuting authorities of Member States on identifying and detecting hate crimes. The objectives of this guide were to ensure the existence of appropriate means and resources of the police authorities in the investigation of hate crimes

⁶¹ See also <https://www.un.org/en/observances/decade-people-african-descent/actions-taken>.

⁶² See <https://www.coe.int/en/web/european-commission-against-racism-and-intolerance/equality-bodies>.

⁶³ See <https://rm.coe.int/national-specialised-bodies-effective-implementation-of-their-advisory/16808b3c95>.

Anti-Discrimination Bodies: Recent Trends and Challenges, Seminar of the Council of Europe's Anti-Racism Committee (ECRI) with National Specialised Bodies to Combat Racism and Racial Discrimination, 31 May-1 June 2012, available at: http://www.coe.int/t/dghl/monitoring/ecri/activities/43-Seminar_national_specialised_bodies_2012/ecri12-49%20%20Report%20on%20seminar%20with%20NSB%202012%20final.pdf

⁶⁴ <https://rm.coe.int/cooperation-for-effectiveness-local-authorities-and-national-specialis/16808b3c96>, accessed on 13.08.2020.

⁶⁵ A recent example of action by a national, independent authority was the organization of a survey by the British Equality Committee following allegations of antisemitic views within the Labor Party, see <https://rm.coe.int/25-years-ecri-impact-in-the-field-of-equality/1680972f3e> Equality and Human Rights Commission (2019), 'Investigation Opened into The Labor Party Following Complaints About Antisemitism' (Press release, 28 May 2019).

⁶⁶ <https://www.coe.int/en/web/committee-antidiscrimination-diversity-inclusion>

as well as to protect the victims and to ensure the cooperation of prosecutors and police authorities in order to gather all the necessary evidence to convict the perpetrator of such crimes⁶⁷.

The adoption of the Code of conduct on countering illegal hate speech online is also considered as important⁶⁸. The purpose of the Code is to ensure that requests for the removal of racist content are dealt immediately by online platforms. Managing companies are committed to review the majority of these requests in less than 24 hours and to remove the content, if necessary, while, of course, taking into account the fundamental principle of freedom of speech⁶⁹.

The new EU Strategic Framework for Equality, Inclusion and Participation of Roma (2020-2030) highlights **seven key areas: equality, integration, participation, education, employment, health and housing**. For each area, the Commission has set new targets and recommendations to the Member States on how to achieve them. The targets and recommendations will be important tools for the monitoring of the progress and ensuring that the EU makes more progress in providing the vital support that many Roma living in the EU still need. The goal is full equality and The Commission has suggested minimum goals for 2030, based on the progress made in the previous framework. These include the following:

- Reducing the proportion of discriminated Roma at least in half
- Doubling the percentage of Roma who make a complaint when faced with discrimination
- Reducing the poverty gap between the Roma and the general population at least in half
- Reducing the gap in participation in pre-school education by at least in half
- Reducing the proportion of Roma children attending segregated primary schools at least in half in Member States with a significant Roma population
- Reducing the employment gap and the gender gap in employment at least in half
- Reducing the life expectancy gap at least in half
- Reducing the housing deprivation gap at least in a third
- Ensuring that at least 95% of Roma have access to tap water.

In order to achieve these goals, it is vital that Member States adopt appropriate policies. The Commission provides guidance to the Member States and has drawn up a list of measures to be taken by the Member States in order to accelerate progress towards Roma equality, inclusion and participation of the Roma. Guidance and measures include developing support systems for Roma victims of discrimination, school awareness campaigns, supporting basic financial literacy, promoting Roma employment in public institutions and improving access to quality medical examinations, screening health check and family planning for Roma women⁷⁰.

⁶⁷https://fra.europa.eu/sites/default/files/fra_uploads/ec-2017-key-guiding-principles-recording-hate-crime_en.pdf

⁶⁸https://ec.europa.eu/commission/presscorner/detail/en/qanda_20_1135

⁶⁹<https://ec.europa.eu/transparency/regexpert/index.cfm?do=groupDetail.groupDetailDoc&id=29738&no=1>

⁷⁰https://ec.europa.eu/greece/news/20201007_4_el

National Action Plans of EU Member States

The policy of adopting National Action Plans and good practices is currently followed by 15 EU Member States⁷¹.

In *Germany*, for example, the National Action Plan against Racism includes better awareness of the public about the legal framework for racism and hate crimes, promoting cooperation in the field of education, training and public awareness, better education of police, law enforcement and judicial authorities in order to better deal with a racist crime. In addition, it proposes the recording, analysis and study of incidents of racist violence, so that the competent authorities, with the conclusions to which they will be led, take more appropriate precautionary measures to prevent their recurrence, as well as the creation of a database of such crimes. Another mechanism proposed by the German government is to conduct surveys with a sample of victims of racist crime, in order to identify the causes of their victimization and to examine any other parameters that prompted the perpetrator to act. Finally, special mention is made in cases of gatherings of extremist groups, which will probably be a threat and a source of danger and so on⁷².

In *Finland*, the National Action Plan includes action in the field of education and training on human rights issues at all levels of government (schools, public services, government officials) and the provision of information to asylum seekers about their rights. Regarding equality issues, a model is promoted according to which there will be one person or a group of people responsible for equality issues and the elaboration of relevant plans in each ministry. Anti-discrimination programs for LGBTQI people are also being developed at a local level, and a study is being prepared by the country's Ministry of Justice on the problems they face due to their diversity. In the field of sports, compliance with the legislation on equality and non-discrimination is a precondition for the state funding of sports clubs - measures are also taken to combat discrimination in the workplace⁷³.

In *France*, one of the main goals is to amend the legislation in such a way as to deal more effectively with hate speech on the Internet. In order to achieve this goal, a declaration of registered office in France by all websites addressed to the French public is proposed in order to enable the application of French law, the easy access of users to complaint tools when they realize the existence of hate speech, the deactivation of accounts of users who systematically reproduce and transmit racist comments and opinions, the use of nicknames and the participation in online

⁷¹https://fra.europa.eu/sites/default/files/fra_uploads/fra-2019-fundamental-rights-report-2019_en.pdf

⁷² National Action Plan of Germany, available at:
http://www.bmi.bund.de/SharedDocs/downloads/DE/publikationen/themen/heimat-integration/nap.pdf?__blob=publicationFile&v=7

Similar actions are proposed in the Federal Strategy for the Prevention of Extremism and the Promotion of Democracy, where the areas the authorities seem to focus on are education, lifelong learning, participation in civil society, research, international cooperation and impact of the internet and social media. See also the website:
<https://www.bmfsfj.de/blob/115448/cc142d640b37b7dd76e48b8fd9178cc5/strategie-der-bundesregierung-zur-extremismuspraevention-und-demokratiefoerderung-englisch-data.pdf>.

⁷³ National Action Plan of Finland, available at:
http://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/79849/OMML_25_2017.pdf?sequence=1&isAllowed=y

discussions by the police authorities in order to prevent any criminal acts with racist motives and to identify their perpetrators. In combination with the above, cooperation with the providers and managing companies of such sites is proposed, in order to reproduce messages that promote the idea of equality and the fight against discrimination⁷⁴, to raise awareness and best inform of the dangers of the internet on hate speech, to set up a "national response team", which will go to schools when racist violence occurs among students to suggest treatment at teachers, to train all school staff in the management of cases of racist violence, to promote academic research on these issues, to take measures for protection of victims, to staff police departments with specially trained officers⁷⁵.

In *Portugal*, the National Action Plan focuses on the migratory flows that are addressed to the country during the past years and suggests solutions for incorporation / integration of these people in local communities by organizing programs aimed at interaction and mutual understanding between locals and immigrants, at contact with the different cultures that they represent, at motives provision for their employment in the labour market⁷⁶.

In *Sweden*, the country's education system is proposed as the main area of action, taking into account that, as it is mentioned, schools are considered as a key institution in the long-term promotion of values⁷⁷. Since 2017, the National Education Council of the country has been holding information days on the issues of racism and xenophobia, adapted to the respective age groups to which they are addressed. In addition, funding and scholarship programs of higher education institutions and various organizations in order to conduct surveys on xenophobia issues and the fight against it are promoted. Emphasis is also placed on the field of cooperation between the country's authorities, in order to create an effective network for the prevention and effective treatment of these phenomena⁷⁸. Finally, special importance is given to the internet and in particular to the fact that it can be a platform for expressing extremist views. To avoid this, the government will conduct a survey on measures that can be taken to protect young people in particular.

In *Spain*, the National Action Plan developed by the government mainly focuses on training the country's police authorities in tackling hate crimes, preventing and assisting victims. The main tool in this direction was the elaboration of a Police Action Plan against incidents and crimes of violence, which includes clear instructions and guidelines for police officers on the identification, proper collection and classification of evidence of such crimes⁷⁹. In addition, the National Office

⁷⁴ National Action Plan of France, available at: https://www.gouvernement.fr/sites/default/files/contenu/piece-jointe/2018/06/national_plan_against_racism_and_anti-semitism_2018-2020.pdf

⁷⁵ National Action Plan of France, available at: https://www.gouvernement.fr/sites/default/files/contenu/piece-jointe/2018/06/national_plan_against_racism_and_anti-semitism_2018-2020.pdf

⁷⁶ National Action Plan of Portugal, available at: https://www.acm.gov.pt/documents/10181/222357/PEM_ACM_final.pdf/9ffb3799-7389-4820-83ba-6dcfe22c13fb

⁷⁷ National Action Plan of Sweden, available at: <https://www.government.se/492382/contentassets/e6047ff54c00452895005f07e2e2ba39/a-comprehensive-approach-to-combat-racism-and-hate-crime>

⁷⁸ National Action Plan of Sweden, available at: <https://www.government.se/492382/contentassets/e6047ff54c00452895005f07e2e2ba39/a-comprehensive-approach-to-combat-racism-and-hate-crime>

⁷⁹ National Action Plan of Spain, available at: <http://www.interior.gob.es/documents/642012/3479677/Plan+de+accion+ingles/222063a3-5505-4a06-b464-a4052c6a9b48>

for Combating Hate Crime has been established so as to formulate policies for an effective treatment.

PART B

The drafting of the National Action Plan

The fight against racism and intolerance requires a variety of measures within a comprehensive framework. In this light, the National Action Plan is a unique tool for the implementation of an integrated and coherent, cross-sectoral anti-racism policy framework with coordinated strategies and tangible guiding principles in order to maximize the results of the relevant actions.

The design of the National Action Plan is the responsibility of the National Council against Racism and Intolerance (ESRM).

The National Action Plan takes into account other national Plans such as:

- National Action Plan on the Rights of Persons with Disabilities, under the responsibility of the Minister of State as Coordinating Mechanism on the basis of Article 69 of the Law 4488/2017.
- National Action Plan for Gender Equality, under the responsibility of the General Secretariat for Family Policy and Gender Equality.
- National Action Plan on the Rights of the Child, under the responsibility of the Ministry of Justice.
- National Strategy for Integration, under the responsibility of the Ministry of Migration and Asylum, which highlights strategic goals and axes of political integration and proposes actions to achieve them.

The steps followed for the design of the National Plan are the following:

1. Assessment of the current situation in Greece through research studies and reports, national and European bodies and civil society data.
2. Analysis of the current legal framework at national, European and international level as well as recent legislative initiatives.
3. Study of best practices and policies implemented in other Member States of the European Union.
4. Consultation with stakeholders.
5. Sending a request to the entire public administration for the purpose of data collection and information on future planning.
6. Processing of data provided by national administration bodies.
7. Composition of findings, evaluation and recording.

Definitions

In the context of the design, implementation and monitoring of the National Action Plan, the following definitions are accepted:

Racism: The belief that a ground such as “race”, colour, language, religion, nationality or national or ethnic origin disability, medical condition, sexual orientation, gender identity and gender characteristics justifies contempt for a person or a group of persons, or the notion of superiority of a person or a group of persons⁸⁰. Power and its use and misuse are heavily bound up with racism. Racism is at one and the same time defined by those who have power and it defines power relations between perpetrators and victims. The victims of racism find themselves in a powerless position. Prejudice (bias), or the negative judgment of other persons or groups (without significant knowledge or experience of those persons or groups), is also bound up with racism. Hence, racism can be understood as the practical translation of prejudices into actions or forms of treatment of others by those who hold power and who are therefore in a position to carry those actions out⁸¹.

Intolerance: Lack of respect or tolerance, lack of respect for practices or beliefs other than one's own. It also involves the rejection of people whom we perceive as different because of characteristics such as race, colour, language, religion, nationality, ethnic and national origin, disability, health status, sexual orientation, and gender identity and characteristics. Intolerance can manifest itself in a wide range of actions from avoidance, to hate speech and physical injury or even murder⁸².

Discrimination: Discrimination occurs when individuals are treated less favorably than other persons in a comparable situation because they belong or considered to belong to a particular group or class of persons. People may be discriminated against by characteristics such as "race", colour, language, religion, nationality, ethnicity, disability⁸³, health status, sexual orientation, gender identity and gender characteristics, and for many other reasons. Discrimination, which is often the result of prejudices people hold, makes people powerless, impedes them from becoming active citizens, restricts them from developing their skills and, in many situations, from accessing work, health services, education or accommodation⁸⁴.

Discrimination can take the following forms⁸⁵:

- (a) "direct discrimination" means when a person suffers, on grounds of race, colour, ethnic or national origin, descent, religious or other belief, disability or chronic condition, age, marital or social status, sexual orientation gender identity or characteristics, less favorable treatment than that which is, has been or would be given to another person, in a similar situation,
- (b) "indirect discrimination" occurs when a seemingly neutral provision, criterion or practice may place persons with specific characteristics of race, colour, ethnic or national

⁸⁰ECRI Glossary, ECRI, 25 May 2020, available at: <https://rm.coe.int/ecri-glossary/168093de74>

⁸¹ http://www.eycb.coe.int/compass/en/chapter_5/5_4.html

⁸² <https://www.coe.int/en/web/compass/discrimination-and-intolerance>

⁸³ According to Article 2 of the United Nations Convention on the Rights of Persons with Disabilities, 'discrimination on the basis of disability' means any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation;. See <https://www.esamea.gr/about-us/welcome-note/86-legal-framework/symbasi/547-symbasi-oie-gia-ta-dikaiomata-ton-atomon-me-anapiria>

⁸⁴ <https://www.coe.int/en/web/compass/discrimination-and-intolerance>

⁸⁵ Law 4443/2016, article 2.

origin, descent, religious or other belief, disability or chronic condition, age, marital or social status, sexual orientation, gender identity or characteristics, at a disadvantage compared to other persons⁸⁶.

(c) "harassment" amounts to discrimination if there is undesirable conduct with the intent or effect of insulting the dignity of the person and creating an intimidating, hostile, humiliating, or aggressive environment;

(d) "discrimination" also means any order to the application of discrimination against a person on the grounds of race, colour, ethnic or national origin, decent, religious or other beliefs, disability or chronic condition, age, marital or social status, sexual orientation, gender identity or gender characteristics;

(e) "Discrimination on the basis of relationship" means a less favorable treatment of a person because of his or her close relationship with a person or persons of a particular race, colour, nationality or ethnic origin, decent, religion or belief, disability or chronic condition, age, marital or social status, sexual orientation, gender identity or gender characteristics,

(f) "discrimination on the basis of perceived characteristics" means a less favorable treatment of a person presumed to have specific characteristics of race, colour, ethnic or national origin, decent, religion or other beliefs, disability or chronic condition, age, marital or social status, sexual orientation, gender identity or characteristics;

g) "multiple discrimination" means any discrimination, exclusion or restriction against a person, based on more than one the above grounds,

h) the "refusal of reasonable accommodation" for persons with a disability or chronic condition amounts to discrimination,

i) "reasonable accommodation" means the necessary and appropriate modifications, arrangements and measures, required in a particular case, to safeguard the principle of equal treatment for persons with a disability or chronic condition, as long as a disproportionate or unjustified burden on the employer is not imposed.

Crime with racist characteristics: A crime with racist characteristics is an offence that has been committed against a victim chosen due to race, colour, national or ethnic origin, descent, religion, disability, sexual orientation, gender identity or characteristics⁸⁷.

According to the Organization for Security and Co-operation in Europe (OSCE), hate crimes (or bias motivated crimes, or crimes motivated by prejudice/bias) are crimes committed out of hatred or prejudice against certain groups of people. Therefore, to be considered a hate crime, the offense must meet two criteria:

⁸⁶ There is no «indirect» discrimination when the provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary to comply with the public policy, the protection of public order, the prevention of criminal offenses, the protection of the health, the rights and freedoms of others or, in the case of persons with disabilities or chronic conditions, measures taken in their favor.

⁸⁷ 82 A of the Penal Code.

- (a) the act must constitute an offense under criminal law; and
- b) the act must have been motivated by bias.

Bias motives can be broadly defined as biased negative views, stereotypes, intolerance or hatred against a particular group that has common characteristics such as race, ethnic origin, language, religion, nationality, sexual orientation, gender identity or any other fundamental characteristic. People with disabilities can also be victims of hate crimes.

Crimes with racist characteristics include threats, intimidation, vandalism and damage to property, assault, murder or any other criminal offense committed with the motive of bias. However, any other criminal offense committed with the intent to express hatred against an individual or a group with protected characteristics falls under the definition⁸⁸.

Public incitement to violence or hatred : the intentional, public, oral or through the press, the internet or any other medium or means, incitement, provocation, cause, arousal or encouragement of actions or activities that may cause discrimination, hatred or violence against a person or group of persons determined on the basis of race, colour, religion, descent, national or ethnic origin, sexual orientation, gender identity, “gender characteristics” or disability in a way that exposes public order to danger or entails threats to life, freedom or physical integrity of these persons.

In addition, the intentional, public, oral or through the press, the Internet or any other means or medium, applause, trivialization or malicious denial of the existence or severity of genocide, war crimes, crimes against humanity, the Holocaust and Nazi crimes recognized by judgments of international courts or the Hellenic Parliament when this behavior turns against a group of persons or members thereof determined on the basis of race, colour, religion, descent, national or ethnic origin, sexual orientation, gender identity, “gender characteristics” or disability, when this behavior is manifested in a way that may incite violence or hatred or has a threatening or insulting character against such group or member⁸⁹.

Public incitement to violence or hatred is often accompanied by the dissemination of false information on the internet and through the popular social networking services eventually becoming acceptable by a large section of the public.

Xenophobia: Hatred, fear or bias against people from other countries or cultures⁹⁰.

Antisemitism: a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities⁹¹.

⁸⁸OSCE Office for Democratic Institutions and Human Rights (ODIHR), Preventing and responding to hate crimes - A resource guide for NGOs in the OSCE region, 2009, available at : <https://www.osce.org/files/f/documents/8/a/39821.pdf>

⁸⁹ Law 4285/2014 and Law 927/1979.

⁹⁰<https://rm.coe.int/ecri-glossary/168093de74>

⁹¹https://www.holocaustremembrance.com/sites/default/files/press_release_document_antisemitism.pdf. Also, FRA - Antisemitism: Overview of antisemitic incidents recorded in the European Union 2009-2019, Luxembourg: Publications Office of the European Union, 2020, available at: https://fra.europa.eu/sites/default/files/fra_uploads/fra-2020-antisemitism-overview-2009-2019_en.pdf.

Contemporary examples of anti-Semitism in public life, in the media, in schools, in the workplace and in the field of religion could, given the broader context, include, but are not limited to:

- Motivation, support or justification for killing or injuring Jews in the name of a radical ideology or extremist views on religion.
- Making false, demonizing or stereotypical claims about the Jews themselves or the power of the Jews as a collective.
- To accuse the Jews as a people responsible for real or imagined crimes committed by an individual Jew or group of Jews, or even for acts committed by non-Jews.
- Denial of the fact, the scope, the mechanisms (eg gas chambers) or the deliberate nature of the genocide of the Jews in the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).
- Assigning responsibility to the Jews collectively for the actions of the state of Israel.
- The vandalism of Jewish cemeteries or other monuments.
- Property damage.

Greece adopted the working definitions of the International Holocaust Remembrance Alliance on Anti-semitism and Holocaust Denial on November 8, 2019⁹².

The Ministry of Foreign Affairs since 24.4.2019 has appointed a Special Envoy to Monitor and Combat Anti-Semitism and the defense of the Memory of the Holocaust.

In addition, in 2021 Greece will hold the Presidency of the International Alliance for the Remembrance of the Holocaust (IHRA).

Anti-Gypsyism: A common form of racism, which has its roots in the way society sees and treats those considered as "Gypsies" in a historic process of "alienation", based on stereotypes and behaviors, often unintentionally or unconsciously. Antigypsyism is a historically constructed, persistent complex of customary racism against social groups identified under the term 'gypsy' or other related terms. It incorporates a homogenized perception and description of these groups⁹³, attribution of specific characteristics to them and is deeply rooted in the social and cultural attitudes and institutional practices. Since 2005, the European Parliament uses the term "antigypsyism" in its reports and resolutions. In 2016, the Council recognized the need to "combat all forms of racism against Roma as it is a major cause of their social exclusion and discrimination". In 2020, the new "Strategic framework on equality, inclusion and participation of Roma" declares equality and combating anti-Gypsyism as one of the seven key priorities for the next decade⁹⁴. Several international bodies and civil society organizations have recognized the phenomenon, also referring to it as "anti-Roma", "romaphobia" and "antiziganism".

⁹²See <https://primeminister.gr/2019/11/08/22507>

⁹³https://ec.europa.eu/info/sites/info/files/2019_05_31_antigypsyism-guidance_to_combat_antigypsyism_0.pdf

⁹⁴COM (2020) 621 final, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=COM:2020:621:FIN&rid=5>

Islamophobia: The fear or biased view against Islam, Muslims and matters that concern them. It can take the form of everyday forms of racism and discrimination or more violent practices⁹⁵.

Aphrophobia: A specific form of racism that refers to any act of violence or discrimination, including racist speech, fueled by historical injustices and negative stereotypes, that leads to the exclusion and inhuman treatment of persons of African descent. It can take many forms, including: dislike, prejudice (bias), oppression, racism and structural and institutional discrimination⁹⁶.

Homophobia - Transphobia: irrational fear, and disgust against lesbians, homosexuals, bisexuals, trans queer or intersex (LGBTQI+), based on bias⁹⁷.

Ableism: refers to a set of beliefs, processes and practices that produce a particular type of self and body image/model, which is projected as the perfect, representative of the human species, thus as fully human. In this context, disability is perceived as the state of being "something less" than a human being⁹⁸.

Disablism: negative attitudes, behaviors, practices and environmental factors that intentionally or unintentionally discriminate against people with disabilities⁹⁹.

Sexual orientation: The need for each person for emotional companionship and sexual attraction with people of the opposite sex or the same sex or for more than one sex¹⁰⁰.

Gender identity: The internal and personal way in which a person experiences their gender, regardless of the gender registered at birth based on their biological characteristics¹⁰¹.

Gender characteristics: the chromosomal, gonadal and anatomical features of a person, which include primary characteristics such as reproductive organs and genitalia and/or in chromosomal structures and hormones; and secondary characteristics such as muscle mass, hair distribution, breasts and/or structure¹⁰².

Stereotype: the application to a member or members of a group of persons of a generalized belief about the characteristics of those belonging to that group that involves viewing all of them in a poor light regardless of the particular characteristics of the member or members specifically

⁹⁵<https://rm.coe.int/16807037e1>

⁹⁶European Network Against Racism (ENAR), Towards an EU Framework for national strategies to combat Afrophobia and promote the inclusion of people of African descent and Black Europeans, available on the website: http://www.enar-eu.org/IMG/pdf/afrophobia_strategydoc_final.pdf. Also, EU High Level Group on combating racism, xenophobia and other forms of intolerance, EU High Level Group on combating racism, xenophobia and other forms of intolerance, EUROPEAN COMMISSION Directorate-General for Justice and Consumers Directorate C — Fundamental Rights and Rule of Law Unit C.2 — Fundamental Rights Policy, 2018.

⁹⁷<https://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+TA+P6-TA-2006-0018+0+DOC+XML+V0//EN>. Also, ECRI Glossary/Glossaire de l'ECRI, 25 May 2020, available at: <https://rm.coe.int/ecri-glossary/168093de74>.

⁹⁸Campbell, Fiona Kumari. "Inciting Legal Fictions: Disability's Date with Ontology and the Ableist Body of the Law." Griffith Law Review 10 (2001): 44.

⁹⁹Dodd, J. (2015), "The called Socially Purposeful Museum", Museologica Brunensia, 4 (2), 29, available on website: https://digilib.phil.muni.cz/bitstream/handle/11222.digilib/134745/2/MuseologicaBrunensia_4-2015-2_7.pdf?sequence=1

¹⁰⁰<https://rm.coe.int/ecri-glossary/168093de74>

¹⁰¹Law 4491/2017.

¹⁰²<https://rm.coe.int/ecri-glossary/168093de74>

concerned¹⁰³. Theorists point out that categorization by stereotypes is unfair as individual differences are ignored in group judgments.

Prejudice (bias): A consistent tendency to respond, usually in a negative way to members of a particular group. It often functions as a “prism” through which information and data are perceived¹⁰⁴. Prejudices, which are based on stereotypes, prevent effective communication between groups.

Radicalization: The process through which one adopts extreme political, religious or social values that are inconsistent with those of a democratic society¹⁰⁵.

¹⁰³ECRI Glossary/Glossaire de l'ECRI, 25 May 2020, available on the website: <https://rm.coe.int/ecri-glossary/168093de74>. Also <https://www.coe.int/en/web/compass/glossary>

¹⁰⁴<https://www.coe.int/en/web/compass/discrimination-and-intolerance>

¹⁰⁵<https://rm.coe.int/ecri-glossary/168093de74>

Objectives – Priority axes

The main purpose of the National Action Plan is to promote more effectively and protect the rights of individuals and groups facing racism, racial discrimination and other forms of intolerance in all areas of public and private life. Addressing the issues of racism, intolerance and discrimination will be achieved through a series of short-term, medium-term and long-term initiatives that respond to the specific circumstances and characteristics of the state, as identified above. The primary objectives of the project are therefore:

1. Effective prevention and prosecution of racist incidents.
2. Effective prevention and treatment of discrimination and harassment based on racial, ethnic, religious characteristics, disability and/or chronic condition or sexual orientation, identity, expression and gender characteristics.
3. Empowerment of vulnerable groups and enhancement of their participation in the social, economic, political and cultural life of the state.
4. Increase of trust and cooperation between the authorities responsible for combating racist crime and stakeholders and civil society organizations.
5. Clarification and delimitation of the responsibilities and the way of interconnection of the services as well as the way of their coordination, for a more effective investigation of cases of racist violence and for the protection of the victim.
6. Raising awareness of anti-racism, equality and anti-discrimination issues among civil servants, civil society and the public.
7. Coordination between state and civil society actors.

The above objectives will be achieved through the design and implementation of programs and actions that involve all relevant institutions of the government and civil society and will be structured under the following priority axes:

A) Discrimination, stereotypes, prejudices (bias)

The prohibition of discrimination and the principle of equal treatment are enshrined in the Constitution (article 5 par. 2) but also in international and European law¹⁰⁶. Despite the existence of a clear institutional framework, several weaknesses are pointed out regarding the application of the principle of equal treatment. Discrimination and inequalities on the grounds of sex, race, nationality or ethnicity, religion, age, disability, marital or social status, sexual orientation and gender identity or gender characteristics are found both in the field of work and employment, as well as in other areas of public and private life.

Since the implementation of the anti-discrimination provisions, there is a significant increase in the number of complaints in the field of discrimination submitted to the Greek Ombudsman, as evidenced by the Ombudsman's annual reports¹⁰⁷ on equal treatment, which is partly justified by

¹⁰⁶See details European Union Agency for Fundamental Rights and Council of Europe, Handbook on European non-discrimination law, 2018 edition, Luxembourg: Publications Office of the European Union, 2018, available on the website : https://fra.europa.eu/sites/default/files/frauploads/fra-2018-handbook-non-discrimination-law-2018_en.pdf

¹⁰⁷<https://www.synigoros.gr/?i=equality.el.ifeidikesektheseis>

the systematic implementation of anti discrimination information and awareness raising actions. Yet ignorance and fear of stigma remain the major obstacles to combating and preventing discrimination.

"According to the data of the special report (of the Greek Ombudsman published on 27.04.2020), in 2019, the reports of citizens and residents of the country to the Ombudsman show an increase of 31% compared to 2018, recording the largest increase since 2016. 44% of new reports concerned discrimination based on sex, 37% discrimination based on disability or chronic condition, 7% discrimination based on marital status, 5% discrimination based on age, 3% discrimination based on race or colour"¹⁰⁸.

At the same time, stereotypes and prejudices shape the self-perception, influence academic and career choices of individuals, and the options in terms of employment and the reconciliation of work and private life.

Operational Objectives

1. Informing the population on issues of equality and non-discrimination in accordance with the current legal framework.
2. Promoting the principle of equal treatment and combating discrimination in education, employment, training, lifelong learning, public services (eg health services) and housing.
3. Implementation of actions at all levels of education to promote mutual understanding and tolerance of diversity - combating stereotypes.

Target groups

General population –civil servants - groups vulnerable to discrimination (asylum seekers, beneficiaries of international protection, immigrants, Roma, people with disabilities and / or chronic condition, LGBTQI+) - students

Evaluation indicators

- Number of stakeholders
- Number of public officials informed
- Number of students who participated in the action
- Number of events - Number of participants in events
- Deliverables of actions
- Action reports - internal evaluation documents
- Geographical dispersion

¹⁰⁸<https://www.synigoros.gr/resources/20200427-ee-im-2019-enimerotiko.pdf>

B) Fight against racist crime

A crime with racist characteristics is a crime committed because of the characteristics of race, colour, ethnicity, descent, religion, disability and / or sexual orientation, identity or gender characteristics of the victim.

The impact of racist crimes may be much greater than the consequences of non-bias crimes, particularly with regard to the victims, people connected and the wider society. The effects of hate crimes can be found on three levels:

- At the individual level, crimes with racist characteristics are a clear discrimination against individuals and violate their human dignity.
- At a group level they have the potential to discriminate and sow fear and intimidation, endangering the fundamental rights of individuals.
- At the social level, the racist crimes reinforce discrimination, alter the boundaries of social structures and contradict the principles of human dignity, individual autonomy and pluralistic society.

In addition, in order to tackle racist crime effectively, it is necessary to reduce the dark figure of crime due to the phenomenon of "underreporting", i.e. the reluctance of victims to report incidents of racist violence to the competent authorities. The reasons identified at European level for this phenomenon focus mainly on the lack of trust in the justice system and the competent authorities, on the ignorance of the victims about their rights but also on the fear or shame that the victims themselves feel¹⁰⁹.

Underreporting leads to impunity of perpetrators which undermines the whole criminal justice system of a State. Encouraging and supporting victims to report their victimization not only serves their rights as individuals, but also strengthens the functioning of the police and the entire criminal justice system. For this reason, various measures have been proposed to deal with the phenomenon, such as the continuous information of the victims about their rights, as well as the possibility for specialized Non- Governmental Organizations to intervene in criminal proceedings and in the main trial¹¹⁰.

Recording and processing incidents of racist violence

The Hellenic Police - in the framework of the "Agreement on inter-agency co-operation on addressing racist crimes in Greece" - has improved the electronic recording of incidents of racist violence through the PoliceOnLine network and the application "Significant Reports", where there is the option "RACIST CRIME" in the electronic process of the recording of crimes, which includes

¹⁰⁹FRA - European Union Agency for Fundamental Rights, Ensuring justice for hate crime victims: professional perspectives, Luxembourg: Publications Office of the European Union, 2016, available on the website: https://fra.europa.eu/sites/default/files/fra_uploads/fra-2016-justice-hate_crime-victims_en.pdf . See and <https://ec.europa.eu/eurostat/documents/64346/2989606/Methodological+guide+for+users/bfd3bb4a-67b7-44de-860e-cb911df9e17a> .

¹¹⁰FRA - European Union Agency for Fundamental Rights, Ensuring justice for hate crime victims: professional perspectives, Luxembourg: Publications Office of the European Union, 2016, available on the website : https://fra.europa.eu/sites/default/files/fra_uploads/fra-2016-justice-hate_crime-victims_en.pdf

the obligatory choice of the racist motive- protected characteristic (race, colour, national or ethnic origin, decent, religion, disability, sexual orientation, gender characteristic or gender identity of the victim).

These data are processed by the Directorate of State Security of the Hellenic Police Headquarters, which, by Presidential Decree, is responsible for maintaining statistics on incidents of racist violence, collecting, studying and evaluating them as well as submitting the annual report on cases of racist violence dealt by the relevant Services.

The ultimate goal is to an objective perception of the problem and to improve the ways of dealing with it by adapting the police action on a *case by case* basis and per police district. In this direction, the variations in the prevailing social conditions are taken into account, as they are reflected in the statistical studies and in the reports of the Regional Services.

Furthermore, a uniform way of recording crimes with possible racist characteristics was established, between the State Security Directorate of the Hellenic Police Headquarters and the Ministry of Justice. In this context, a single state mechanism for recording incidents of racist violence has been established at the Ministry of Justice, with the obligation of the Hellenic Police to send, twice a year, the data that are reported or recorded in its Services, so that they can be further processed and contribute in the monitoring of the criminal procedure of the relevant cases.

These data are collected in order to correspond to the State's international obligations (obligations arising from Greece's participation in international organizations, for example the Council of Europe and OSCE) and to provide information to the EU institutions. They are also exploited in the context of the study of the phenomenon as well as the planning of the prevention and suppression of racist crimes.

The main users of these statistics are the following:

- Office for Democratic Institutions and Human Rights (ODIHR) of the Organization for Security and Co-operation in Europe (OSCE)
- European Commission against Racism and Intolerance of the Council of Europe (ECRI)
- United Nations (through Special Rapporteurs, the Human Rights Council, the High Commissioner for Human Rights)
- European Commission
- EU Agency for Fundamental Rights (FRA)
- National Commission for Human Rights
- National Council against Racism and Intolerance
- Ministry of Justice

Based on the data recorded in accordance with the above, the following reports are produced on an annual basis:

1. pending cases at the beginning of the reporting period
2. pending cases at the end of the reporting period
3. criminal prosecutions
4. first-degree convictions
5. second-degree convictions
6. first-degree acquittals
7. second degree decisions
8. final judgments
9. cases filed in the Archive by law provision
10. cases filed in the Archive of Unknown Perpetrators

During the period from 01.01.2019 to 31.12.2019, a total of **two hundred and eighty two (282) incidents with probable racist characteristics** were recorded throughout the Greek territory by the competent Services of the Hellenic Police.

Between the years 2018 and 2019 there is an escalation in the number of cases recorded, from 226 to 282.

The increase in recording cannot be considered as an exacerbation of the phenomenon of racist violence, on the contrary, it can be interpreted as an improvement of the efficiency of the relevant police services, because of the continuous educational activities and training in dealing with racism as well as the direct and constant control - supervised by the Directorate of State Security / Hellenic Police Headquarters and as a restoration of the victims' of racist violence confidence in the Police as well as the easier reporting procedure. In this sense, the determination of the victim to report the incident is also crucial.

At the same time, the data include orders from prosecutors to conduct preliminary examinations concerning, among other things, incidents that, although they took place in previous years, the competent public prosecutors, ex officio or on the basis of relevant complaints, ordered their examination during the previous year.

The increase in reporting is therefore due to the improved ability of prosecutors and police authorities to identify and detect racist characteristics in the crimes reported to them, reflecting more accurately the true extent of the problem.

Attempting to assess the current situation, through the quantitative and qualitative analysis of two hundred and eighty two (282) incidents with probable racist characteristics recorded by the Hellenic Police in 2019, it can be found that:

- in most cases (59%) the perpetrators are known to the victims or to the authorities, while only two (2) incidents were recorded involving organized groups, which in fact concerned an organization (National Organization Cryptia) which has already been disbanded by the

Hellenic Police. At this point it should be noted that the arrests - dismantling of far-right criminal organizations (Golden Dawn, U.M.N/C-18 Hellas, Nationalist Organization Cryptia), with steady racist criminal activity in recent years, has significantly resulted in the reduction of incidents of extreme violence.

- The main motive for racist crimes is the race, colour or origin of the victim (66%), followed by religion (12%), disability (11%), sexual orientation (7%) and gender identity (4%).
- The victims (natural persons) of racist crimes are mainly men (74%).
- The majority of victims, based on their nationality, are foreigners (67%), mainly citizens of Afghanistan (15%), Pakistan (12%), Albania (9%) and Syria (7%).
- Attica collects the most cases of racist crimes over time (203 cases), as within the administrative boundaries of Attica there is the largest concentration of population in the country. Yet, another point of interest is the fact that even though a large immigrant and refugee population lives in the islands of the Aegean for a long time with various occasional problems and opposition from local communities, only a small number of racist crimes (14 incidents) is recorded.

It should also be noted that data collection is expected to be further improved following the operation of the Integrated Case Management System (CMS) for Civil and Criminal Cases (Phase I), which has been implemented under the National Strategic Reference Framework (NSRF) 2014-2020, for the following areas:

- Management of court cases and workflows.
- Provision of external services through the project portal (www.solon.gov.gr).
- Production of statistical and administrative reports for the Administration of Justice
- Interoperability with third parties/systems.
- Digitization of the operational function of the units involved in the flow of 41 courts and prosecutors of the appellate courts of Athens, Thessaloniki, Piraeus and Evia.

It is noted that the use of the above system is expected to be extended to the other Courts and Prosecutors of the Territory (phase II) and also to optimize and expand its functions, services and interoperability with third parties. This will assist on the enrichment of the statistical data in accordance with the relevant national and European standards. In this context, the categorization (by nationality, age and gender) will be taken into account in the improvement and expansion of the data.

Finally, the Hellenic Police, in the context of improving the recording of incidents of racist violence and building trust with the victims, has issued a relevant order to all its Services on racism, xenophobia and discrimination which was accompanied by the relevant order of Prosecutor of the Supreme Court and includes the list of BIAS INDICATIONS as defined by the OSCE-Office for Democratic Institutions and Human Rights (OSCE - ODIHR) in 2017. Similarly the staff of the Hellenic Police that is responsible for investigating racist crimes attends seminars on the

protection of human rights and the treatment of racism and intolerance, as well as seminars on groups of victims of racist crimes with the participation of police officers who are in the frontline in areas that racist crimes mainly occur. In addition, human rights are taught in all Hellenic Police Schools.

Operational Objectives

1. Improving the recording and retention of data on racist violence by the competent authorities, quantitative and qualitative analysis of such data and their publication.
2. Improving the cooperation of the competent public authorities with the civil society.
3. Educate and inform law enforcement authorities (police, prosecutors and the judiciary) on tackling racist crime.
4. Strengthening public confidence in the authorities responsible for reporting racist crimes.

Target groups

Public authorities (police, judiciary, prosecutors) - groups that are potential victims – general population.

Evaluation indicators

- Number of stakeholders
- Number of authorities informed / trained
- Number of events - Number of participants in the events
- Number of incidents of racist violence recorded
- Number of relevant cases pending
- Deliverables of actions
- Action reports - internal evaluation documents
- Geographical dispersion

C) Awareness - Information

Raising public awareness on the problems of racism and discrimination as well as the importance of respecting human rights is an essential part of supporting the National Action Plan since prejudices and intolerance are often based on little or no knowledge of facts.

In light of this, the improved information dissemination to specific audiences - goals and the general population, will contribute to increase awareness of society against racist phenomena, will enhance participation of society and improve support for victims of crimes of racist and xenophobic bias and intolerance.

Operational Objectives

1. Design and implementation of public information campaigns against racism, stereotypes and discrimination.
2. Raising awareness of specific target groups - teachers, members of parliament , police bodies , vulnerable groups - on issues of racism and intolerance

Target groups

General population - Members of Parliament - teachers –police forces - vulnerable groups

Evaluation indicators

- Information material (printed, electronic)
- Number of events, information activities
- Number of participants on events, information activities
- Deliverables of actions
- Action reports - internal evaluation documents
- Geographical Dispersion

D) Integration/Empowerment

Combating Racism and Intolerance is a multifaceted process that should include, inter alia, policies for the full participation of vulnerable groups in the social, political and cultural life of the country. In this light, the process of integration of vulnerable groups will prevent their social marginalization and will encourage the development of skills that will allow their full participation in the social life.

Operational Objectives

1. Increase the participation of refugee, immigrant and Roma children in the education system and children with disabilities in general education
2. Improving the living conditions of marginalized social groups

Target groups

Refugees - Immigrants - Roma - people with disabilities and/or chronic condition - teachers - students

Evaluation indicators

- Number of stakeholders (Central administration, local government, educational institutions)
- Number of teachers who benefited from the action
- Number of beneficiaries of actions

- Deliverables of actions
- Action reports - internal evaluation documents
- Geographical dispersion

E) Horizontal - cross-sectoral policies

Racism and intolerance are very complex phenomena that affect many policies and initiatives. In this light, racism, discrimination and intolerance can be integrated as horizontal issues in the design of more public policies and programs, for example, policies relating to gender-based violence and gender discrimination, the National Plan for Gender Equality and the National Action Plan for the Rights of the Child.

Allocation of Actions according to the responsibilities of the National Council against Racism and Intolerance

The responsibilities of the NCRI (ESRM) are defined by Law 4356/2015. The foreseen actions of the National Action Plan correspond to a specific competence of the ESRM as follows:

No.	Responsibilities of the National Council against Racism and Intolerance	Number of actions
1	Design policies to prevent and combat racism and intolerance to ensure the protection of individuals and groups targeted due to race, colour, national or ethnic origin, decent, social origin, religion or belief, disability, sexual orientation or gender identity.	5
2	Supervise the implementation of legislation against racism and intolerance and its compliance with international and European law.	1
3	Promoting and coordinating the action of relevant institutions to deal more effectively with the phenomenon, as well as strengthening cooperation with civil society on these issues.	5
4	The NCRI prepares studies, issues guidelines and recommendations and proposes measures to prevent and combat racism and intolerance and to adapt Greek legislation and administrative practice to the provisions of international and European law and the recommendations of international organizations.	1
5	The NCRI designs and proposes policies against racism and intolerance for the whole range of government policy and public administration and develops initiatives to promote corporate social responsibility of legal entities on the above issues.	4

6	NCRI promotes human rights, equality and respect for diversity through formal education.	8
7	NCRI takes initiatives for the training of judges and prosecutors, law enforcement authorities and officials of services and bodies of the narrow and wider public sector in dealing with racism and racist violence.	13
8	NCRI collects and exploits statistics on racism and intolerance. The competent administrative services are obliged to provide the requested information.	1
9	NCRI promotes the prevention and treatment of racist violence, as well as the strengthening of the mechanisms for recording the phenomenon.	3
10	NCRI raises public awareness of the phenomena of racism and intolerance through the media, and contributes to the recording and addressing hate speech in public discourses.	9
11	NCRI prepares a National Action Plan against Racism, systematically monitors its implementation and ensures its regular updating. Prepares an annual action report, which is submitted by the end of January each year to the President of the Parliament.	1

Distribution of Actions and Target Groups per axis

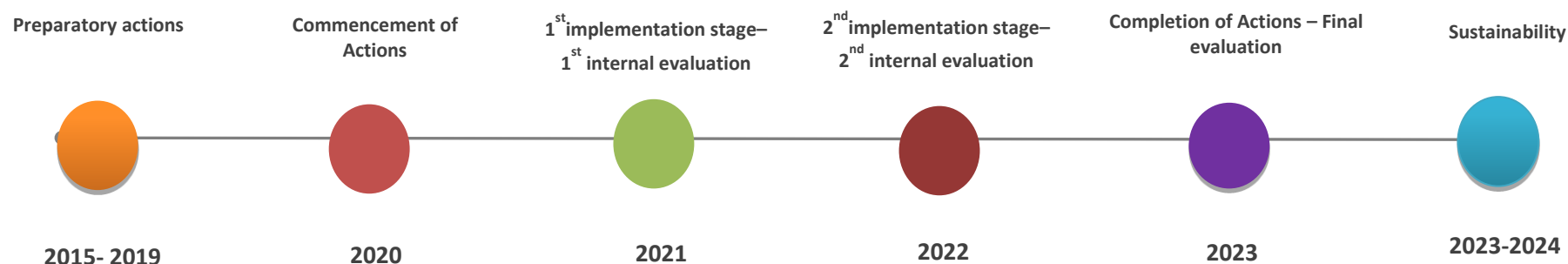
Priority Axis	Number of Actions
Discrimination, stereotypes, prejudices	7
Fight against racist crime	16
Awareness raising- Information	13
Integration / Empowerment	14
Horizontal - cross-sectoral policies	13

Timeframe

The National Action Plan refers to the period of 2020-2023. The setting of a timeframe allows the implementation of medium-term actions as well as the integration of changing priorities in future actions. It is recognized that some actions will not be able to be completed within this time and therefore they must be integrated and form the bridge for future action plans. The Action Plan is drawn up on the condition that it will be followed by future plans which will be based on its achievements and will deal with its possible failures or weaknesses.

The National Action Plan also allows the setting of priorities on annual basis. Therefore, the implementation of the plan will be guided by mid-term evaluations, allowing the prioritization and evaluation of the work of the last year to be set. The Action Plan is a dynamic document, which means that it is still subject to adjustments and changes as real conditions in the area change.

Implementation stages



Target groups

The target groups of the National Action Plan can be divided into two categories, namely a) target groups who are potential victims of racism and intolerance and b) target groups whose role is crucial to combat these phenomena.

Category A	Category B
Asylum seekers / Beneficiaries of International Protection: The years 2015-2016 marked a radical change in the manifestation of the phenomenon of immigration in Greece. The massive influx of streams seeking international protection and, secondarily, non-documented immigrants from the Middle East, the war-torn areas of Asia and Africa and North Africa, to the Greek islands via Turkey, has led to exceeding reception limits and hospitality (Source: National Integration Strategy, 2019), a factor which was associated with xenophobia in local communities	Civil servants: the contribution of public sector in combating racism is crucial both in terms of prevention and repression. Insufficient information of the public sector about the current legislation leads very often to discrimination, and to primary or secondary victimization.
Third country nationals with a migration profile: The immigrant background seems to negatively affect the education and employment status as applicants and recipients of international protection, because of their condition, are not	Teachers - School community: in view of the creation of an inclusive education system and, therefore, the adoption of modern educational policies and actions to raise awareness of student youth against anti-

equipped with the appropriate documents proving the education and their relevant qualifications, either due to the interruption of the educational process in their countries of origin or because they did not join the formal education system. (Source: National Strategy for Integration, 2019). The result of this deficit is the emergence of phenomena of labour exploitation intertwined with xenophobic and racist reflexes of the native population.

Roma: According to research conducted by the Agency of Fundamental Rights of the European Union and other international bodies like the Council of Europe, the Roma people experience discrimination in the areas of public and private services (excluding health, social and educational services), in the labour market (especially when job seeking) and in renting a house (difficulty in finding a property to rent).

Roma are less aware of their rights and the complaint procedures and remedies compared to the majority and face particular difficulties in accessing justice, which explains a decrease in the number of Roma complaints about racist incidents. Roma are very often victims of hate speech in the media by journalists, public figures and politicians, especially during pre-election periods.

People with disabilities and/or chronic condition: Discrimination against people with disabilities / people with chronic condition is typical, multiple or cross-sectoral due to the combination of disability with other causes of discrimination such as gender, racial or ethnic origin, religious beliefs, sexual orientation, etc. They mainly take the form of obstacles (e.g. lack of accessibility to the buildings and public transport), which hinder their autonomous and equal participation in social, economic, political and cultural life. Barriers can be institutional, architectural, technological, and behavioral and can be found in communication, information, practices, procedures, etc.

Semitism, intolerance, racism and xenophobia, it is necessary to inform and provide training to teachers at all levels of the educational system about human rights issues. Furthermore, teachers should be able to cope, at all stages of the education system, with the phenomenon of school dropout among vulnerable social groups as well as issues of conflict management, bullying, domestic violence, matters related to the presence of refugees or immigrants, people with disabilities and/or chronic condition.

Police: Racist violence today is dealt with by the State with greater efficiency and effectiveness, mainly due to the assistance of the Hellenic Police, while the increasingly successful - quantitatively and qualitatively - investigation of incidents has contributed to the increase of the number of complaints of racist incidents .

Judicial staff: The judicial treatment of racist crime and other forms of intolerance is a cornerstone for the effective treatment of racism. In this light, issues such as effective access to justice, the rapid and effective administration of justice and the ongoing education, training and information of judicial and prosecuting staff are at the forefront of a policy that seeks to tackle racism effectively.

People with disabilities are often victims of discrimination, prejudice and abuse. In the Greek Ombudsman's Report *"The phenomenon of racist violence in Greece and its treatment"*¹¹¹ (September 2013) states that "unfortunately there is an increase in cases of parents seeking to expel or not enroll certain students in school (due to origin, disability or special educational needs) or creating problems in the school operation in other ways". Various European and international surveys have found that school bullying rates of students with disabilities and special educational needs are higher than those of students without disabilities and no special educational needs. The European Disability Forum has repeatedly highlighted the vulnerability of women and girls with disabilities to multiple and cross-sectoral discrimination¹¹². Access by persons with disabilities to justice is difficult when deprived of their legal capacity.

In the Convention of the United Nations for the Rights of persons with Disabilities include Article 16 which refers to measures to prevent and protect persons with disabilities from abusive situations, violence and abuse and the **detection, investigation and prosecution** of such situations.

LGBTQI+: LGBTQI+ people become the target of a wide range of perpetrators, which includes organized groups, neighbors, citizens, civil servants and military personnel, and even members of their families. Attacks on LGBTQI+ people need special attention as the issue of the low number of complaints plaguing organizations across Europe intensifies.

Members of Parliament: The Hellenic Parliament has been used by certain of its Members as a platform for racist propaganda. The lack of effective answers against hate speech in Parliament was pointed out by the Council of Europe Commissioner for Human Rights, following his visit to Greece in early 2013. He called on Greek political parties and Parliament to adopt self-regulatory measures to address and sanction intolerant, xenophobic and racist speeches by politicians. In addition, the UN Commission on the Elimination of Racial Discrimination has requested information on the prosecution and criminalization of such acts.

¹¹¹ <https://www.synigoros.gr/resources/docs/eidikiekthesiratsistikivia.pdf>

¹¹² <http://www.edf-feph.org/gender-equality>

Students belonging to vulnerable groups: early school dropouts imply social marginalization of people and their inability to participate effectively into social, economic and cultural life. At the same time, it is necessary to strengthen human rights education in order to create an environment of respect and tolerance for diversity.

General Population: Prejudices and stereotypes, fear and hatred of diversity, traits identified in a large section of the Greek society, constitute reasons of racism, discrimination and intolerance and undermine social cohesion and peace.. Therefore, systematic and evidence-based information as well as raising awareness on issues related to respect for human rights in a democratic society is necessary.

Axis / Target group	General population	Beneficiaries of International Protection	Third country nationals	Roma	People with disabilities and / or chronic condition	LGBTQI+	Public servants	Students	Teachers	Police	Judicial authorities	Members of the parliament
Discrimination, stereotypes, prejudices												
Fight against racist crime												
Empowerment												
Raising awareness - Information												
Horizontal - cross-sectoral policies												

Actions

Thematic Axis: Discrimination, Stereotypes and Prejudice (Bias)

Ministry of Justice								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Social public message of the National Council against Racism and Intolerance	Creating a network to eliminate all forms of discrimination and promote the principle of equal treatment, in accordance with the provisions of the applicable legal framework.	CONTINUOUS ACTION		Combating all forms of discrimination and promoting the principle of equal treatment. Encouraging cooperation with co-responsible Ministries and strengthening dialogue with civil society.			NCRI - Ministry of Justice, General Secretariat for Justice and Human Rights –Greek Ombudsman - Civil society and co-responsible ministries	3
MINISTRY OF EDUCATION AND RELIGIOUS AFFAIRS								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Culture/ in the New School	Reduce and prevent early school dropout and promote equal access to good quality pre-school, primary and secondary education, including (formal and non-formal) learning opportunities for reintegration into education and training. The purpose of the action is the design and implementation of educational programs and actions of cultural content, for primary and secondary education, with the aim of bring students in touch and make them acquainted with cultural heritage on the one hand and on the other with various forms of contemporary artistic expression, such as theater, music, dance and cinema.	2017	2023	Reduce and prevent early school dropout and promote equal access to good quality pre-school, primary and secondary education, including (formal and non-formal) learning opportunities for reintegration into education and training. Upgrade the quality of the content of the educational process, create conditions for equal access and equal opportunities, develop and disseminate educational methods of cultural integration.	15,000,000 Euros	European Social Fund (ESF)	Services of the Ministry of Culture, supervised bodies of the Ministry of Culture, and other cultural institutions.	6

	The implementation of the proposed actions will contribute to the enhancement of the quality of the content of the educational process, the creation of equal conditions of access and equal opportunities, and the development and dissemination of educational methods of cultural integration.							
Student competition - educational program for the teaching of Holocaust Remembrance in Greece	<p>In view of the need to adopt modern educational policies and actions to raise the awareness of student youth against anti-Semitism, intolerance, racism and xenophobia, from the school year 2014-15 onwards video creation competitions for high school students, on the subject of the Holocaust are organized by the General Secretariat of Religions (GGT) in collaboration with the Jewish Museum of Greece and the Youth and Lifelong Learning Foundation.</p> <p>The students, whose works are distinguished by an award or an honorary commendation, will pay an educational visit to the State Monument and Museum of Auschwitz in Poland, accompanied by teachers. This is a competition for the creation of a short video, which is announced at the beginning of each school year and is addressed to students of A' and B' grade of Lyceum, in specific educational regions of Greece, and mainly where the Jewish Museum of Greece conducts teacher training seminars for teaching the Holocaust.</p> <p>The creators of the awarded videos will participate, accompanied by teachers, in a free educational visit to the "State</p>	CONTINUOUS ACTION	<p>Through participation in the competition, students will have the opportunity, with the support of the supervising teachers:</p> <ul style="list-style-type: none">to research sources and local historical archives and to better comprehend the history of the Second World War and the Holocaust in Europe and in Greece,to seek and collect testimonies of Holocaust survivors,to understand, reflect on and identify the various dimensions of racism and intolerance, focusing on the consequences of anti-Semitism,to express themselves freely through the creation of a video on the subject of the Holocaust,to recognize the individual responsibility of the members of a society,to pay, if awarded, an educational visit to the largest memorial site of the Holocaust and one of the most emblematic memorials of mankind.		Own resources of the Jewish Museum of Greece and annual grant up to the amount of twenty thousand euros (20,000 €), not including VAT, from the regular budget of the General Secretariat of Religions.	General Secretariat of Religions, Ministry of Education and Religious Affairs / Department of Religious Education and Interreligious Relations / Department of Religious Freedom and Interreligious Relations Jewish Museum of Greece Youth and Lifelong Learning Foundation.	6	

	Museum Auschwitz-Birkenau" in Poland.							
TRAINING INSTITUTE - NATIONAL SCHOOL OF PUBLIC ADMINISTRATION AND LOCAL GOVERNMENT								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Education and information	Conducting a training seminar for Labour Inspectors as well as the employees of the Ministry of Labour and Social Affairs, for the implementation of the principle of equal treatment.	CONTINUOUS ACTION		More effective implementation of the principle of equal treatment in the field of work and employment, in the public and private sector.				7
MINISTRY OF MIGRATION AND ASYLUM –NATIONAL CENTRE FOR PUBLIC ADMINISTRATION AND LOCAL GOVERNMENT (IMPLEMENTATION)								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Training program: «Intercultural education on migration, international protection and social inclusion of third country nationals».	<p>The increased mixed migration flows in recent years along with sufficiently large number of legal immigrants (600,000) highlighted the need for comprehensive training of public servants engaged in providing services to immigrants / refugees.</p> <p>Target-group: Employees of centralized and decentralized departments involved in reception and identification of third country nationals, issuing residence permits, examining international protection applications,</p>	CONTINUOUS ACTION		<p>Trainees will be able to:</p> <ul style="list-style-type: none">■ acquire basic knowledge through examples of intercultural skills■ understand the need to acquire intercultural skills in today's national and global environment■ understand the roots of cultural diversity, tolerance and its limits■ practice through simulations in tackling specific cultural diversity problems		NATIONAL CENTRE FOR PUBLIC ADMINISTRATION AND LOCAL GOVERNMENT	Greek Ombudsman	7

	<p>social inclusion, health care, insurance, etc.</p> <p>The training program aims to:</p> <p>A) the acquisition of basic intercultural knowledge and elements of intercultural skills both to facilitate the trainees; duties and to serve the citizens of third countries.</p> <p>B) the management of any conflict of cultural diversity and the smooth operation of relevant services as well as services dealing with the integration of immigrants and beneficiaries of international protection.</p> <p>In particular, the program aims to the:</p> <ul style="list-style-type: none">- familiarity with the meaning and content of the national and supranational institutional framework for equal treatment of third-country nationals.- familiarity with key concepts and diversity management models- enchancement of the application of Interculturalism- provision of tools for implementing interculturalism			<ul style="list-style-type: none">■ gain a deeper understanding of attitudes towards diversity and the different factors shaping those attitudes (internal and external)				
MINISTRY OF LABOUR AND SOCIAL AFFAIRS								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Strengthening the responsibilities of the Supreme Labour Council	The responsibilities of the "Department of Gender Equality" of the Supreme Labour Council will include the application of the principle of equal treatment in employment, as reflected in the provisions of Law 4443/2016 and it will be renamed to "Department of	CONTINUOUS ACTION						3

	Gender Equality and equal treatment ". This section of the Supreme Labour Council is an advisory body on issues of gender discrimination. It provides opinions on draft laws, administrative acts and in general on issues related to the application of the principle of equal opportunities and equal treatment of men and women in employment relations. The social partners participate in this body.							
MINISTRY OF SHIPPING AND ISLAND POLICY–HEADQUARTERS OF HELLENIC COAST GUARD								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Preparation of an educational program regarding servicing of People with disabilities and/or chronic condition that travel by Passenger Ships	All Passenger Ships, which perform cabotage, are obliged to include staff/crew members, properly trained to treat and provide services to persons with disabilities and/or chronic condition. Cabotage means the public transport of passengers by ships between Greek Ports or another destination of mainland or island Greece, as well as the transport of passengers by ship between a Greek port and a floating ship. For this purpose, (the) special theoretical and practical training of the crew members is provided.	2020	2021					7

Thematic Axis: Fight against racist crime

MINISTRY OF JUSTICE								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.

Promoting confidence-building between prosecutors and targeted communities on racist crime - Implementation of a project co-financed by the European Program "Rights, Equality, Citizenship" (REC) for the "Development of an Integrated Strategy against Racism, Intolerance and Intolerance"	<p>Within the framework of this project and based on the need to inform the victims of hate crimes, six (6) trainings will be conducted where the prosecutors will inform targeted communities (Civil Society organizations) about the rights of the victims of racist crimes and the reporting to the authorities.</p> <p>The Guide to the Rights of Victims of Racist Crime will be exploited "promoting the building of trust between prosecutors and targeted communities regarding racist crime".</p>	2020	2021	Improving victims' access to justice and improving cooperation between victims, Civil Society and the Police. More effective response to racist crime.	2,500 euros	RIGHTS, EQUALITY AND CITIZENSHIP PROGRAMME(REC) - PUBLIC INVESTMENTS PROGRAM		7
Skills development between prosecutors and targeted communities (civil society) - Implementation of a project co-financed by the European Program "Rights, Equality, Citizenship" (REC) for the "Development of an Integrated Strategy against Racism, Intolerance and Hate Crime"	<p>As part of this project and based on the need for skill development of prosecutors and civil society organizations, three (3) training seminars will be held at the Center for Political Research of Panteion University. They will focus on the rights of victims of hate crimes and will be based on the Guide for the Victims' Rights.</p> <p>Relevant organizations will be strengthened to inform victims in order to address the phenomenon of underreporting. The third seminar will inform the public administration about the National Action Plan against Racism and Intolerance, the methodology followed, the positive results and the experience gained in order to strengthen the relevant national strategy.</p>	2020	2021	Improving victims' access to justice and improving cooperation between victims, civil society, consolidation of the national strategy and tackling racist crime more effectively		RIGHTS, EQUALITY AND CITIZENSHIP PROGRAMME(REC) - PUBLIC INVESTMENTS PROGRAM		7
Promoting training for judges and prosecutors on racist crime and hate speech - Implementation of a project co-financed by the European Program "Rights, Equality, Citizenship" (REC) for the "Development of an Integrated Strategy against Racism, Intolerance and Intolerance"	<p>In the framework of this project and based on the needs identified by the implementation of the European Commission program "Building an integrated response to racist crimes in criminal justice", implemented by the OSCE Office for Democratic Institutions and Human Rights (ODIHR) and the General Secretariat of Justice and Human Rights, two training activities for prosecutors in relation to the racist crime will take place.</p> <p>The training will be conducted by prosecutors who, in the framework of the European</p>	2020	2021	Enhancement of the training of prosecutors to tackle racist crime		RIGHTS, EQUALITY AND CITIZENSHIP PROGRAMME(REC) - PUBLIC INVESTMENTS PROGRAM		7

	program and in cooperation with the Public Prosecutor 's Office at the Supreme Court,, have been properly trained in dealing with racist crime in order to train other prosecutors in turn (Training of trainers).							
Monitoring the Implementation of the "Cooperation Agreement for Combating Racist Crimes in Greece"	<p>The Ministry of Justice, in cooperation with the Office for Democratic Institutions and Human Rights (ODIHR) of the OSCE participates in the European Commission program "JUST / 2015 / RRAC / AG, Funding of actions to prevent and combat racism, xenophobia, of Homophobia and Other Forms of Intolerance, Program: Rights, Equality and Citizenship / Justice (2014-2020) " .</p> <p>The program was awarded to the Office of Democratic Institutions and Human Rights and its partners, in this case the Ministry of Justice, and is entitled: "Building an integrated response to racist crimes in the context of criminal justice."</p> <p>The actions implemented in Greece include, among others, the signing of the "Cooperation Agreement for the treatment of racist crimes in Greece" which governs the Public Administration, the Justice system and Civil Society for the prevention and treatment of racist crimes.</p>	CONTINUOUS ACTION	<p>The purpose of the action is to monitor the implementation of the Agreement on the Holistic Response to Racist Crime with the coordinated action of the Administration, Justice and Civil Society by the working group already established for this purpose.</p>			<p>Ministry of Justice</p> <p>Ministry of Civil Protection</p> <p>President of the Supreme Court</p> <p>Prosecutor of the Supreme Court</p> <p>Ministry of Health,</p> <p>Ministry of Migration and Asylum</p> <p>National School of Judges</p> <p>Racist Violence Recording Network</p> <p>OSCE National Contact Point for racist crimes in Greece</p>	2	

Cooperation agreement for the improvement of the recording and retention of data on racist crimes	<p>The Ministry of Justice, in cooperation with the OSCE Office for Democratic Institutions and Human Rights (ODIHR), is participating in the European Commission's JUST / 2015 / RRAC / AG program, Funding for actions to prevent and combat racism, xenophobia, homophobia and other forms of intolerance, Program: Rights, Equality and Citizenship / Justice (2014-2020) ".</p> <p>The project was awarded to the Office for Democratic Institutions and Human Rights its partner, the Ministry of Justice, entitled: "Building a comprehensive treatment of racist crimes in the framework of criminal justice."</p> <p>The actions implemented in Greece include, among other things, the drafting of a "Cooperation Agreement for the improvement of the recording and retention of data on racist crimes".</p>	CONTINUOUS ACTION	The purpose of the Agreement is to improve the recording and retention of data on racist crimes and to improve coordination between criminal justice institutions.			<p>Ministry of Civil Protection</p> <p>Ministry of Shipping and Island Policy,</p> <p>President of the Supreme Court</p> <p>Prosecutor of the Supreme Court</p> <p>Ministry of Justice</p>	4
Dissemination of the circular of the Public Prosecutor of the Supreme Court for racist crime.	<p>The Prosecutor of the Supreme Court, following the signing of the Cooperation Agreement to address racist crime on June 6, 2018 under the program "Building a comprehensive treatment of racist crimes in the criminal justice" of the Office for Democratic Institutions and Human Rights of the Organization for Security and Co-operation in Europe (ODIHR) has issued a circular on racist crime addressed to all the Appellate and First Instance Prosecutor's Offices of the country.</p> <p>The Special Prosecutors for Racist Crime now amount to 24, while with the above circular of the Prosecutor of the Supreme Court, instructions have been given to the Prosecutor's Offices of the country, as the racist crime cases are marked "PB" to make their detection easier.</p>	CONTINUOUS ACTION	This circular provides guidance on racist crime in order to effectively prosecute racist crimes and investigate racist motives, as well as to improve the recording and retention of data on racist crimes.				3

Recording and processing incidents of racist violence	<p>Improving the electronic recording of incidents of racist violence through the PoliceOnLine network and the "Important Reports" application.</p> <p>Strengthening and improving the existing unified state Network for recording incidents of racist violence.</p> <p>Strengthening the cooperation between the State Security Directorate of the Hellenic Police Headquarters and the Ministry of Justice.</p> <p>- A unified state mechanism for recording racist incidents has been established at the Ministry of Justice, with the obligation of the Hellenic Police to send the information recorded to its Services.</p> <p>The data regarding the Hellenic Police are recorded and sent twice a year to the Ministry of Justice, which is responsible for their further processing, as well as for monitoring the progress of the relevant cases.</p>	CONTINUOUS ACTION	<p>Strengthen and improve the existing unified state Network for recording incidents of racist violence.</p> <p>Qualitative and quantitative analysis of database statistics.</p>			<p>Ministry of Civil Protection / Hellenic Police Headquarters</p> <p>Ministry of Justice</p>	9
Operation of Working Groups on the subject of racist crime and education.	<p>This action aims to create a formal and effective system for the study of incidents of racist violence and xenophobic attitudes against target groups (by the Greek Ombudsman, NGOs and other institutions).</p> <p>The main role of the groups will be to study the extent and nature of racism and xenophobia in Greece, the analysis of quantitative and qualitative data, but also the causes of racist / xenophobic behavior, in order to create the necessary conditions for dealing with and prevention of acts of violence with racist and xenophobic motives.</p> <p>Drafting of a Charter - Guide that will constitute a text of specifications for the educational material in primary and secondary education (standard education).</p>	CONTINUOUS ACTION	<p>Understanding the phenomena of racism and xenophobia and collecting quantitative data in order to provide information to policies and measures to combat these phenomena.</p> <p>Prevention, awareness and information on the phenomenon of racism.</p>			<p>NCRI</p> <p>Ministry of Education and Religious Affairs,</p> <p>Ministry of Civil Protection,</p> <p>Ministry of Justice,</p> <p>Ministry of Migration and Asylum</p>	8

	A thematic week focusing on Racism and Intolerance with the aim of developing an anti-racist educational policy as well as informing and sensitizing the school community on the issues of racist rhetoric, racist violence, racism and intolerance. Teachers' training.							
Improving access to compensation for victims of intentional crime	<p>The paragraph 1 of Article 1 and paragraph 1 of Article 3 shall be amended to update the list of offenses following the recent entry into force of the new Penal Code.</p> <p>Persons who have their residence or ordinary residence in a third country (outside the EU) are considered beneficiaries of compensation in the cases of article 323A of the Penal Code.</p> <p>The fee of Article 13 is reduced to 50 euros from the initial amount of 100 euros.</p> <p>As far as the deadline of case b of article 9 of the law is concerned, the three-month deadline required for the filing of the complaint for the criminal prosecution of the committed crime against the victim was taken into account, a deadline starting from the day the victim learned about the execution of the act and for its perpetrator or for one of the participants, according to the provision of paragraph 1 of article 114 of the Penal Code.</p>	2020	2021	Elimination of existing difficulties in providing reasonable - appropriate compensation for victims of crime				1
Reprint and dissemination of the leaflet entitled "Public Administration Against Racist Crime"	The National Council against Racism and Intolerance, in the framework of its responsibilities, issued an information leaflet entitled "Public Administration against racist crime" in order to inform and raise public awareness about racist crime and tackling it. The leaflet provides the definitions of racist crime and hate speech with a relevant reference to the current legislation. Also, the obligations of the civil servants, the pre-investigation officers (police, coast guards and firefighters) are listed and instructions are	2020	2021	Awareness raising of employees of the Ministry of Justice and other competent services through the dissemination of the NCRI leaflet	Reprint of 10,000 copies: 230 €	Budget of the Ministry of Justice		10

	<p>given for the protection and support of victims.</p> <p>Already, the Ministry of Justice has reprinted the booklet from the National Printing Office in 10,000 copies, due to the great interest shown by the Public Administration.</p>							
Implementation of a project funded by the European Program "Rights, Equality, Citizenship" (REC) - "Feature A protective environment for LGBTI + persons" for the protection of the rights of the LGBTI + community in Greece. Fighting intolerance and hate crimes, inclusion and acceptance"	<p>The following actions are foreseen within the framework of this project:</p> <ul style="list-style-type: none"> - strengthening mechanisms to protect, monitor and prevent crimes with racist characteristics - strengthening the skills of civil servants through the creation of a network between the competent services. - design and conduct of seminars that targeting civil servants who will hold positions of special interest. Seminar participants will not only enrich their knowledge on relevant issues, but will be able to identify, guide and suggest the appropriate support and protection framework for victims of hate crimes. 	2020	2021	<p>Information - awareness of industry professionals</p> <p>Increase the trust of victims of racist violence in services that come into (first) contact with the victim</p> <p>Increase reporting (complaints) incidents of racist crime and hate speech (improving the fairness of statistics).</p>	€ 26,182.90	RIGHTS, EQUALITY AND CITIZENSHIP PROGRAMME(REC) - PUBLIC INVESTMENTS PROGRAM		7
HELLENIC POLICE								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Special Services for Combating Racist Violence	<p>The Hellenic Police, as a body for the protection of legal goods and human rights, makes every effort, in the exercise of its preventive and pre-emptive role, to promote and protect human values and dignity by showing particular sensitivity to issues of violence against socially vulnerable groups. This by promoting a series of policies and actions, which aim on the one hand to protect them and on the other hand to suppress any illegal action against them.</p> <p>1. There are two (2) Departments for Combating Racist Violence throughout the country (one in the State Security Sub-</p>	CONTINUOUS ACTION		<p>Effective implementation of existing legislation to combat racism, investigate complaints and identify perpetrators of racist crimes, drastically reduce the phenomenon and protect vulnerable social groups.</p>		Hellenic Police Budget	Ministry of Civil Protection / Hellenic Police Headquarters / Directorate of State Security	1

	<p>Directorate of the Attica Security Directorate and one in the State Security Sub-Directorate of the Thessaloniki Security Directorate) and sixty-eight (68) Counter-Response Offices</p> <p>2. The main responsibility of these Departments and Offices is to investigate crimes that may cause discrimination, hatred or violence against persons or groups of persons identified on the basis of race, colour, religion, decent, national origin or ethnicity, sexual orientation, gender identity or disability.</p> <p>In addition, they immediately inform the competent Prosecutor and, in addition, in serious cases, the Ministry of Foreign Affairs of Greece and the consular authorities of the country of the victims of the racist attack.</p>						
Operation of a Special Telephone Line "11414" and an electronic form of complaints on the website www.astynomia.gr	<p>The Hellenic Police, in the context of strengthening the trust of the citizens and the feeling of security, develops specific actions. For the protection of the victims and the strengthening of their trust in the police, the telephone code number 11414 (local rate call for Greece) and a special entry on the website of the Hellenic Police (www.astynomia.gr) have been operating since the beginning of 2013. so that the interested parties can anonymously and by ensuring the confidentiality of communication to report or notify the Hellenic Police, 24 hours a day, any unjust act with racist characteristics or motives.</p>	CONTINUOUS ACTION	Establishing trust between citizens and the police, effective and immediate response to incidents of racist violence.		Hellenic Police Budget	Ministry of Civil Protection / Hellenic Police Headquarters / Directorate of State Security	1
Recording and processing incidents of racist violence	<p>A single state mechanism for recording racist incidents has been set up at the Ministry of Justice, with the obligation of the Hellenic Police to send the information reported or recorded to its Services.</p> <p>Data, as far as the Hellenic Police is concerned, are sent twice each year to the Ministry of Justice, which is responsible for further</p>	CONTINUOUS ACTION	Strengthen and improve the existing unified state network for recording incidents of racist violence.		Hellenic Police Budget	Ministry of Civil Protection / Hellenic Police Headquarters / Directorate of State Security , Ministry of Justice	9

	<p>processing and for the monitoring of cases. Improving the electronic recording of incidents of racist violence through the Police On Line network and the "Important Reports" application.</p> <p>Strengthen and improve the existing unified state network for recording incidents of racist violence. Strengthen the cooperation between the State Security Directorate of the Hellenic Police Headquarters and the Ministry of Justice.</p>			Qualitative and quantitative analysis of database statistics.				
Tackling and investigating cybercrime related to racism, racist violence and hate speech	<p>The continuous search of the internet and other means of electronic communication and digital storage, for the discovery, tracing and prosecution of criminal acts related to the above axes, in case that their investigation requires specialized technical or digital investigation.</p> <p>Investigation of complaints concerning the above axes, with consequent information of the other competent Services and the local Prosecution Authorities.</p> <p>The Cyberalert Business Center operates on a 24-hour basis at the Directorate of Cybercrime Prosecution. The staff serving in the center responds immediately to the complaints of the citizens, which are submitted either through the special complaint line (11188), or through the e-mail address ccu@cybercrimeunit.gov.gr or through the portal of the Hellenic Police.</p>	CONTINUOUS ACTION		Investigation of complaints and identification of perpetrators in accordance with the current legislation with the aim of continuously reducing the phenomena of racism, racist violence and hate speech through the internet.		Hellenic Police Budget		1
MINISTRY OF EDUCATION AND RELIGIOUS AFFAIRS								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Network for recording incidents against religious sites in Greece and publication of a relevant annual report	<p>Within the responsibilities of the General Secretariat of Religions of the Ministry of Education and Religious Affairs and for the most effective protection of the constitutionally protected religious freedom (13 par. 2 S) and specifically of the freedom of religious worship, the frequent manifestation</p>	CONTINUOUS ACTION		The recordings of all kinds of incidents of attacks against places of religious importance in Greece and the publication of the data, in the form of annual		The cost of printing is covered by the Regular Budget of the Ministry of Education, General Secretariat of Religions.	General Secretariat of Religions, Ministry of Religious Education / Department of Religious Education and Interreligious Relations / Department of	9

	<p>of racist, and intolerant criminal acts against places of religious significance in the Greek territory is noted on the one hand while, on the other hand, the incomplete and fragmentary recording and monitoring of these phenomena.</p> <p>Establishment of a cooperation network for the recording of cases of vandalism and all kind of attacks against places of religious importance, as well as their judicial development, consisting on the one hand of representatives of religious communities, and on the other hand of competent state services (Hellenic Police, Public Prosecutors' Offices etc.).</p> <p>Collection, processing and publication of data in the form of an annual report. Four Reports have already been published, for the years 2015 to 2018, on "Incidents against places of religious importance in Greece".</p>		<p>Reports, aims to serve as a reliable tool for drawing conclusions regarding the actual extent of these phenomena, thus contributing to their more effective response</p>			<p>Religious Freedoms and Interreligious Relations.</p> <p>Ministry of Civil Protection / General Secretariat of Public Order - Headquarters of EL.AS.</p> <p>Ministry of Justice / Directorate General of Justice Administration, International Legal Relations & International Judicial Cooperation / EU Department & International Organizations</p> <p>Public Prosecutors' Offices</p> <p>Ministry of Culture and Sports / D / Directorate of Byzantine and Post-Byzantine Antiquities Law</p> <p>Holy Synod of the Church of Greece</p> <p>Holy Provincial Synod of the Church of Crete</p>	
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								Holy Metropolises of Dodecanese Central Israeli Council of Greece (NPDD) Muftis of Thrace Religious and Ecclesiastical Legal Entities by Law 4301/14 Religious Communities with licensed places of worship.	
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Thematic Axis: Awareness Raising - Information

MINISTRY OF JUSTICE								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Implementation of a project funded by the European Program "Rights, Equality, Citizenship" (REC) for the "Development of an Integrated Strategy against Racism, Intolerance and Hate Crime" to conduct an information and public awareness campaign against racism and hatred	Within the framework of this program, the creation of an independent website of the National Council against Racism and Intolerance is foreseen, in which all the actions implemented by NCRI, within the framework of its responsibilities, for the prevention and fight against racism will be displayed.	2019	2021	The purpose of this action is to enhance the visibility and promotion of the work of NCRI to inform and raise public awareness.	€ 10,000	Ministry of Justice budget (own resources)		10
Awareness - raising of the Hellenic Parliament on the decisions of the ECHR	Information of the members of the Special Standing Committee for Monitoring the decisions of the European Court of Human Rights of the Parliament by the Secretary	CONTINUOUS ACTION		Awareness raising - information - creation of prevention mechanisms - consolidation of public				10

	General of Justice and Human Rights. Reference made to cases of special interest			policies against racism and intolerance.				
Implementation of a project co-financed by the European Program "Rights, Equality, Citizenship" (REC) for the "Development of an Integrated Strategy against racism, intolerance and hate crime" for an international meeting-Conference on: "The role of the Members of the Parliament in the fight against racism and hate speech."	Hate speech - Members of the Hellenic Parliament, members of the Parliamentary Assembly of the Council of Europe, members of the European Commission against Racism and Intolerance (ECRI) as well as MEPs will be invited to discuss the role of members of the parliaments to combat racism and hate speech.	2021	2021	The purpose of the action is to tackle hate speech in Parliament and to strengthen the capacity building of its members to combat racism.	10 . 000 €	RIGHTS, EQUALITY AND CITIZENSHIP PROGRAMME(REC) - PUBLIC INVESTMENTS PROGRAM	Ministry of Justice Hellenic parliament	10
Implementation of a project funded by the European Program "Rights, Equality, Citizenship" (REC) for the "Development of an Integrated Strategy against Racism, Intolerance and Hate Crime" to conduct an information and public awareness campaign against racism and hatred.	(a) development of a communication plan for the implementation of an information campaign against racism, intolerance and hate speech. b) implementation of an information and awareness campaign based on the content of the communication plan.	2019	2021	Information - public awareness	Drafting of communication plan (cost 10.000 €) implementation of information and awareness campaign based on the content of the communication plan (estimated cost € 60,000)	RIGHTS, EQUALITY AND CITIZENSHIP PROGRAMME(REC) - PUBLIC INVESTMENTS PROGRAM		10
Implementation of a project funded by the European Programme "Rights, Equality, Citizenship" (REC) for the "Development of an Integrated Strategy against Racism, Intolerance and Hate Crimes" for the preparation of a Guide for the Rights of Victims of Racist Crimes.	Inadequate information of the competent authorities on the rights of victims of racist crimes often leads to secondary victimization. All stakeholders must be able to inform victims of their rights. In the context of the implementation of this project, the preparation of a Guide for the Rights of Victims of Racist Crimes is foreseen. The guide will include the existing legal framework on the rights of victims of racist crimes, instructions on the necessary steps to be taken by those involved in racist crimes, as well as a list of services that can assist the victim. It will be printed in A5 size, with short and concise 7-page text. It is planned to be translated into 9 languages (English, French, Farsi, Urdu, Arabic, Pashto,	2020	2021	Public Awareness	€ 6,000	RIGHTS, EQUALITY AND CITIZENSHIP PROGRAMME(REC) - PUBLIC INVESTMENTS PROGRAM		10

	Albanian, Russian and Georgian). It will be distributed to civil society organizations, the Hellenic Police, the public prosecutors' offices, public hospitals and reception centers for migrants (hotspots). The guide will also be exploited and disseminated during training/trust building activities with prosecutors and targeted communities.							
HELLENIC POLICE								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Innovative Actions of Prevention	The Cyber Crime Division, in addition to suppressing crime in cyberspace, also places special emphasis on its prevention. As part of its preventive action, the Cyber Crime Division has developed a set of innovative actions aimed at informing and raising public awareness on the following issues: safe internet browsing, racism-hate speech and ways of expressing oneself through the internet, legislation on the above.	CONTINUOUS ACTION		Informing and raising public awareness on issues related to racism, racist violence and hate speech via the internet and ways to protect oneself against such cyber attacks.		Private sponsorships	Ministry of Civil Protection / Hellenic Police Headquarters / Cybercrime Prosecution Directorate	10
MINISTRY OF EDUCATION AND RELIGIOUS AFFAIRS								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Training interventions of the educational community by the social partners to reduce the Early school dropout	Reduce and prevent early school leaving and promote equal access to good quality pre-school, primary and secondary education, including (formal and non-formal) learning opportunities for reintegration into education and training. Upgrading and modernizing the knowledge and skills of teachers. The intervention concerns the implementation of actions to form the appropriate cognitive framework for teachers and special education staff of primary education so that they are able to deal with the phenomenon at all stages. Early	2016	2021	Upgrading and modernizing the knowledge and skills of teachers so that they can effectively deal with racism in the school environment.	€ 1,505,400.00	European social fund	INSTITUTE OF PEDAGOGICAL RESEARCH-STUDIES OF THE TEACHING FEDERATION OF GREECE	7

	<p>school dropout by persons belonging to vulnerable social groups.</p> <p>It includes the implementation of distinct actions with the objective:</p> <p>a) teachers training aiming to strengthening, supporting and giving feedback to the educational community on issues of students from socially vulnerable Groups and students with special educational needs with emphasis on the management of diversity and discrimination in education. Also training of teachers on issues of institutional framework of labour relations, etc. is included</p> <p>b) teachers and special education staff training courses in management of conflict, bullying, domestic violence, management issues arising from the presence of refugees / migrants, medical problems, etc..</p> <p>Implementation Regions: Central Macedonia, Eastern Macedonia and Thrace, Western Greece, Crete, Central Greece, North Aegean.</p>							
<p>Seminars under the auspices of the Ministry of Education for the training of primary and secondary school teachers on the subject of Holocaust teaching.</p>	<p>In view of the need to adopt modern educational policies and actions to raise the awareness of student youth against anti-Semitism, intolerance, racism and xenophobia, in recent years the General Secretariat of Religions has been developing collaborations with research and educational institutions on the teaching of the Holocaust and teaching of Human Rights. Specifically, since the school year 2012-2013, the Jewish Museum of Greece, the Jewish Historical Institute CENTROPA and the Ministry of Education are co-organizing training seminars and workshops on the</p>	CONTINUOUS ACTION		<p>The aim of the seminars is to provide theoretical and practical knowledge, relevant teaching materials and methodological tools to teachers, to support the teaching of Holocaust issues, the fight against anti-Semitism and the defense of human rights.</p>		<p>Own Resources of the Jewish Museum of Greece, Sponsorships - Donations of educational - cultural Institutions.</p>	<p>General Secretariat of Religions of the Ministry of Education and Religious Affairs / Directorate of Religious Education and Interreligious Relations / Department of Religious Freedom and Interreligious Relations</p>	7

	<p>Holocaust, which are aimed at teachers and are placed under the auspices of the Ministry of Education with the parallel approval of special leaves to facilitate the participating teachers.</p> <p>Also, in the framework of the Memorandum of Understanding from 26 January 2017 between the Ministry of Foreign Affairs, the Israeli Holocaust Foundation "Yad Vashem" and the Jewish Museum of Greece, summer seminars for Greek teachers are held at the International School for Holocaust Studies of Yad Vashem in Jerusalem, in collaboration with the Jewish Museum of Greece.</p> <p>Carrying out short training seminars for Teachers and Education Executives for the Holocaust Teaching, under the auspices of the Ministry of Education, with the provision of special leaves and care for those interested. Participants watch specialized speakers and work in groups in workshops and discussion circles. The transmission and exchange of experiences, proven teaching practices, as well as the discussion about theoretical tools, difficulties and solutions takes a clear priority, without omitting the historical approach and information on the subject.</p>						<p>General Directorate of Primary and Secondary Education</p> <p>Jewish Museum of Greece</p> <p>CENTROPA</p> <p>YADVASHEM</p> <p>MEMORIAL DE LA SHOAH</p> <p>THE OLGA LENGYEL INSTITUTE (TOLI)</p>	
Seminars for Prison Officers on the Basic Principles of Islam	Conducting seminars for Penitentiary Employees within the Penitentiary Institutions of the Country.	2015	2022	The training of government officials on issues related to the basic principles of Islam		Regular budget	<p>General Secretariat of Religions</p> <p>Ministry of Civil protection</p> <p>School of Theology of the Aristotle University of Thessaloniki</p>	7
Seminars on Anti-Semitism and the Holocaust in the Security Forces	Holding seminars for members of the Security Forces to combat anti-Semitism, racism and intolerance	2019	2022	Training of Security Forces and awareness raising on Racism, Anti-		Regular budget of the Ministry of Education and Religious Affairs	General Secretariat of Religions	7

				Semitism and Intolerance			Jewish Museum of Greece Ministry of Civil protection	
Seminars for the Clergy of the Eastern Orthodox Church of Christ on the Holocaust and Anti-Semitism	Holding seminars for Clergy of the Eastern Orthodox Church of Christ to combat the phenomena of anti-Semitism, racism and intolerance	2019	2022	Training of the Clergy and raising awareness on issues of racism, anti-Semitism and intolerance		Regular budget of the Ministry of Education and Religious Affairs	YADVASHEM Academy of Theological Studies of Volos	7
MINISTRY OF MIGRATION AND ASYLUM								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Awareness campaign for the Greek society	<p>The increase in the number of migrant populations living in Greece after 2015, their differentiation in terms of their cultural background in relation to the immigrant populations of previous years and the frequent reactions from local communities regarding the state's integration actions, make necessary to take initiatives to raise awareness of Greek society. The prevailing stereotypes regarding the migrant populations are in many cases, due to the lack of information or incomplete information or/and misinformation of the public.</p> <p>The awareness campaign of the Greek society is in line with the action 5.2.2 " <i>Interactive and practical actions of strengthening the interactive relations between immigrants, applicants and beneficiaries of international protection and the host society</i> " of the National Strategy for Integration, with emphasis, inter alia, on raising the awareness of the host society regarding the experience of migration and asylum .</p> <p>The campaign will focus on specific topics such as (i) health and risk prevention issues, (ii) employment issues, labour market</p>	2021	2022	<p>Enhancing harmonious coexistence between the host society and the migrant and refugee populations</p> <p>Strengthening social cohesion</p> <p>Changing stereotypes prevailing in Greek society on immigration and integration.</p> <p>Fight against racism and xenophobia</p>	€ 280,000	Asylum, Migration and Integration Fund (AMIF)	<p>Local and Regional Authorities</p> <p>School communities</p> <p>Immigrant and refugee communities</p> <p>Local associations, organizations and associations</p>	10

	<p>integration and contribution of migrants and refugees in the development of a country, (iii) reasons and living conditions that favor immigration, and will include:</p> <ul style="list-style-type: none"> - creating an awareness dossier - production of short film - awareness raising activities at the local level 							
MINISTRY OF LABOUR AND SOCIAL AFFAIRS - GENERAL SECRETARIAT FOR FAMILY POLICY AND GENDER EQUALITY								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Actions of information and awareness raising on gender violence, non-discrimination and the fight against racism and intolerance targeting women refugees and immigrants	<p>Drafting of information and awareness actions on the issue of gender-based violence, racism and intolerance against refugee and migrant women.</p> <ul style="list-style-type: none"> ▪ Inclusion in all information-awareness actions for women refugees and immigrants that will be implemented by General Secretariat for Family Policy and Gender Equality of the dimension of non-discrimination and the elimination of intolerance and racism ▪ Design and production of a brochure on Protection from Gender-Based Violence, rights and support services at local / national / European level, the principle of non-discrimination, their rights in the cases of racist violence against refugee and migrant women 	CONTINUOUS ACTION		Informing target groups, public officials and the general public on the issue of integrating the interthematic perspective in the treatment and management of cases of gender-based violence among refugee and migrant women who have also been victims of racist violence and other forms of discrimination.			General Secretariat for Family Policy and Gender Equality	10

Thematic Axis: Integration / Empowerment

MINISTRY OF EDUCATION AND RELIGIOUS AFFAIRS								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.

Program for the Inclusion of Refugee Children in Greek Schools	<p>Promoting equal access to good quality pre-school, primary and secondary education, including (formal and non-formal) learning opportunities for reintegration into education and training.</p> <p>The program will target 150 public secondary schools with Reception Classes. As part of the implementation of the program, for each school that will participate:</p> <ul style="list-style-type: none"> Two (2) three-day practical meetings of groups of school representatives (Principal, 1 Teacher, 1 Parent) in November-December and April will be held. Two-day training for all the teaching staff of the school will be held <p>Each school will create a Work Plan according to its special needs, which will be supported by a trainer and the instructors of the program.</p>			<p>The main goal of the program is to strengthen the school's democratic culture so that all members of the school community and especially refugee children are welcome in a safe and inclusive school and learning environment, where quality education will be offered to all.</p> <p>The program will provide training and support to principals, teachers and parents of schools with refugee children in their student body, based on the school as a whole, the strengthening of the wider school community (management, teachers and students) and of the local community (parents) through education in democratic citizenship and human rights.</p>		EEA Grands European Wergeland Centre - EWC	European Wergeland Center (EWC) in collaboration with the Ministry of Education and Religious Affairs and the Institute for Educational Policy.	6
Inclusion and Education of Roma Children - Action 2: "Supportive interventions in Roma communities to enhance access and reduce early school dropout by children and adolescents"	Reducing and preventing early school dropout and promoting equal access to good quality pre-school, primary and secondary education, including (formal and non-formal) learning opportunities for	2016	2022	Reduce and prevent early school leaving and promote equal access to good quality pre-school, primary and secondary education, including (formal and non-formal) learning opportunities	€ 6,000,000	European Social Fund (ESF)	UNIVERSITIES	6

	<p>reintegration into education and training</p> <p>The objectives are:</p> <p>(a) the facilitation of the access and systematic attendance of Roma infants in kindergartens and their smooth transition to primary school;</p> <p>b) the implementation of primary and secondary school prevention psychology programs;</p> <p>c) the organization of educational activities in order to support young Roma who have left school early as well as adults to complete primary education.</p>			<p>for reintegration into education and training.</p> <p>Specifically, reducing the drop-out rate of Roma members of any level of education (pre-school, primary, secondary - Gymnasium, Lyceum) before its completion, as well as enhancing the access of members of the Roma communities to all levels of education (pre-school, primary, secondary and tertiary).</p>				
<p>Certification of Greek language knowledge through material development and implementation of educational programs for foreign detainees, Greek Roma and Muslims in detention facilities</p>	<p>Improving equal access to lifelong learning for all age groups in formal and non-formal structures, upgrading the knowledge, skills and competences of the workforce and promoting flexible learning opportunities, including through vocational guidance and certification of learners qualifications. The action aims to the learning of the Greek language and its certification to detainees with insufficient knowledge of Greek (aliens, Roma and Muslims) living in 30 Detention Facilities.</p> <p>The formation of the thematic units will include the needs of the trainees by</p>	2019	2023	<p>Improving equal access to lifelong learning for all age groups in formal and non-formal education, upgrading the knowledge, skills and competencies of the workforce and promoting flexible learning opportunities, including through vocational guidance and certification.</p> <p>Increasing the quality and attractiveness of lifelong learning and participation in it of the population (16-66 + years), with certification of qualifications and</p>	€ 2,715,450	European Social Fund (ESF)	<p>Centre for the Greek Language the NSRF Executive unit of the Ministry of Justice as the co-beneficiary</p>	6

	<p>connecting them with life skills and elements of history and culture. - Training of trainers proximate and distance learning.</p> <p>Creating a community of Greek language educators in prisons through a digital platform.</p> <p>Coordination of the certification of the different levels of Greek literacy/ production of special subjects for the Greek literacy examinations in prisons according to the produced educational material and conducting certification examinations.</p> <p>Training of "mentors" of prisoners. It concerns the training of Greek and foreign prisoners who have good knowledge of the Greek language in order to provide support and strengthen the prisoners who participate in educational programs for learning the Greek language, outside the prescribed hours of instruction.</p> <p>Production of brochure / communication material in 7 languages: English / Albanian / Bulgarian / Russian / Arabic / Urdu (Pakistan) / Turkish.</p>			interconnection of formal and non-formal learning/education				
Interventions to strengthen school structures and the quality of education - Uniform Press Primary School for the school years 2018-22	Reducing and preventing early school leaving and promoting equal access to good quality pre-school,	2018	2022	Providing equal opportunities in education for all	€ 41,634,018	European Social Fund, Regular budget, EDP	NSRF Executive unit, DEPARTMENT OF EDUCATION	6

	<p>primary and secondary education, including (formal and non-formal) learning opportunities for reintegration into education and training.</p> <p>The new Unified Form of All-Day Primary School is an important reform intervention in Primary Education that aims to provide equal opportunities for all students of the same level and to upgrade the quality of education provided. With the introduction of Uniform All-Day Primary School, all primary schools in the country, including primary schools with few seats (1/seat, 2/seat, 3/seat) under one type of school, with a single teaching and curriculum and optional all-day program.</p> <p>Remedial teaching may be part of the compulsory teaching schedule as an integral part of the operation of the Unified Type All-Day Primary Schools and the All-Day Primary Schools with few seats. Since the school year 2016-17 when the Unified Type of All-Day Primary School was implemented, all primary school students have access to the same cognitive and teaching subjects, a common end-of-term</p>			<p>students of the same grade.</p> <p>The practical application of the principles of equality and justice in Education is attempted by the uniform provision of common cognitive and didactic objects in all types of primary schools.</p> <p>Integration of cultural elements in Primary Education. Enhancement of basic skills for personal integration and development as well as for active participation in social and cultural life.</p> <p>Development of social, mental and moral virtues and development of perceptual skills, development of language skills, motivation in learning foreign languages as well as accelerating the pace of integration of new technologies in the educational process.</p>					
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	<p>curriculum for all classes and an optional full-time program.</p> <p>In the framework of the optional all-day program the study time is ensured and a set of choices of teaching subjects (ICT, English, Sports, Visual Arts, Theatrical Education, Music, Cultural Activity Groups) are offered contributing to the multifaceted development of psychomotor and cognitive skills.</p>							
Training in support of students under the Differential Teaching	<p>The Act provides for the implementation of training programs for 25,000 teachers of primary (including pre-school) and secondary education in the use of new pedagogical practices related to the dimensions of differentiated teaching for the benefit of all students with or without disabilities, students from vulnerable social groups, e.g. refugees, P group, etc.</p> <p>The training (live and distant) will concern the support of teachers in corresponding good practices in order to respond to the heterogeneity of educational needs.</p>	2019	2022	Improving the quality and efficiency of the education system and Lifelong Learning	€ 1,462,360.41	European Social Fund (ESF)	INSTITUTE OF EDUCATIONAL POLICY	6

<p>Design and development of accessible educational and supervisory material for students with disabilities (http://www.prosvasimo.gr/el/)</p>	<p>Improving the quality and efficiency of the education system</p> <p>Improving the quality and efficiency of the education system and lifelong learning- Connection with the labour market in the region of Central Greece.</p> <p>Improving the quality and efficiency of the education system and lifelong learning- Connection with the labour market in the South Aegean region. The act provides for the development of accessible digital educational material for Primary Education (from 3rd to 6th grade) for all students with disabilities and / or special educational needs. In addition, this material can be used by students of Special Schools and VET schools in secondary education.</p> <p>It is a follow up of the act by which the textbooks were adapted for all the lessons of the grades of A 'and B' Elementary, so that they become accessible to students with various disabilities. The special learning needs covered by the implementation of the action are those of students who present:</p> <p>1) Vision problems (blind, blunt),</p>	2016	2021	<p>Adaptation of the textbooks for all the lessons of the A 'and B' Primary classes, in order to make them accessible by students with various disabilities.</p>	€ 1,534,449.92	European Social Fund (ESF) and National Resources.	INSTITUTE OF EDUCATIONAL POLICY	6
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	<p>2) Hearing problems (deaf, hard of hearing),</p> <p>3) Motor problems,</p> <p>4) Moderate and mild mental disability,</p> <p>5) Autism Spectrum Disorder,</p> <p>6) Special Learning Disabilities, and</p> <p>7) Attention and concentration difficulties.</p> <p>The educational material is scheduled to be developed in printed and digital form depending on the type of disability and the special educational need addressed and appropriate digital technology will be used making it fully accessible.</p> <p>At the same time, special educational material will be developed for teachers, students, parents and educational practice in general.</p>							
MINISTRY OF LABOUR AND SOCIAL AFFAIRS								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Action Group for the Promotion of Roma Social Inclusion	The process of social inclusion of the Roma is quite complex, encounters particular difficulties and requires, among other things, the strengthening of the institutions	2018	2023	Monitoring and specialization of the National Strategy for Roma Inclusion, Equality and Participation 2021-2027	€ 3,100,000	European Economic Area Financial Instrument	<p>Ministry of Labour and Social Affairs</p> <p>Strategic Partner: General Secretariat for Social Solidarity and the Fight against Poverty</p> <p>Management Body: NSRF Executive Structure, Employment and Social</p>	3

	<p>implementing social integration projects and actions, but also the support of the people who are employed by them. At the same time, it demands the empowerment of the Roma themselves with an emphasis on young people, children and women.</p> <p>For the implementation of the National Strategy for Roma Integration, Equality and Inclusion, the empowerment of Roma themselves and the support of professionals in the field, an action group is developed in order to create, disseminate and support appropriate methodologies and necessary tools for all stakeholders in the Roma social inclusion process, as well as to support Roma to be actively involved in the planning, monitoring and implementation process, with an emphasis on the empowerment of women and young people.</p> <p>The action group will consist of a central team with an executive role and four teams that will act at regional level (Central Macedonia, Attica, East Macedonia and Thrace and Western Greece). Overall, the task force will be</p>			<p>Connection of Central Administration and Local Government</p> <p>Support of Roma social inclusion actions</p> <p>Promoting positive standards and good practices</p> <p>Networking</p> <p>Participation and expression of the Roma themselves</p>			<p>Economy Sector, at the Ministry of Labour and Social Affairs</p> <p>Implementing Agency: Executive Structure, Social Solidarity Sector</p> <p>International Partner: European Union Agency for Fundamental Rights (FRA)</p>	
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	composed of twenty- five (25) experts / specialists including Roma intermediaries.							
Housing - Infrastructure article 159 of Law 4483/2017 ("Temporary relocation of special social groups")	<p>According to the National Strategy for Roma Social Inclusion, 2012-2020, the Action Plan 2021-2027 , the mapping of Roma settlements and settlements in Greece of the Ministry of Labour and Social Affairs (2017) , the reports of the European Fundamental Rights Agency (FRA) , relevant studies on the current situation in Roma living areas, especially areas exclusively inhabited by Roma and mixed settlements, it appears that a significant percentage of the Roma population lives in extremely inadequate housing conditions (makeshift accommodation, lack of access to electricity, drinking and running water) in settlements without basic infrastructure (road construction, waste collection, public utility networks).</p> <p>This situation concerns , according to the map , approximately seventy camps (Type 1) all over Greece and constitutes an</p>	2017	2021	<p>Ensuring decent living conditions with a view to the gradual socialization or integration into the urban fabric</p> <p>Elimination of the phenomenon of unsuitable settlements - providing decent housing to Roma populations</p>	Based on requests from Municipalities	Public Investments Program NSRF	Municipalities	3

	<p>obstacle for the integration of Roma and especially school integration of children, inclusion in formal employment, access to social conditions and environmental hygiene, in accordance with the principle of human dignity. In addition, this situation threatens social cohesion in local communities, contributes to the preservation of stereotypes and discrimination against Roma, and undermines the future of social inclusion and mobility of the younger Roma generation.</p> <p>Living in camps and in places negatively stigmatized in public opinion and public administration is an element that makes Roma vulnerable to discrimination at all fields.</p> <p>Planned interventions:</p> <p>Organized spaces for temporary relocation of special social groups.</p> <p>Organized temporary relocation sites will be set up in Type I and Type II areas, i.e. areas where Roma live in unsuitable conditions. Living in relocation sites is</p>							
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	<p>temporary, until their smooth and complete integration in the wider urban and social fabric is achieved. The organized temporary relocation sites will operate on the basis of the model of social housing i.e. providing comprehensive support services in all areas related to the social inclusion of Roma, and especially education, employment and health.</p> <p>Rent subsidy program for Roma families based on relevant criteria to be met by beneficiaries with funding from the Regional Development Programmes</p> <p>Horizontal integration of the Roma dimension in programs of infrastructure upgrading in the Municipalities (e.g., networks, public spaces, road construction) - improvement of infrastructure in degraded neighborhoods in the urban fabric- normalization and upgrading of areas in rural areas of the country.</p> <p>Improving Living Conditions: Additionally under law 4483/2017, article 159, in camps with unacceptable conditions</p>							
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	and in cases where there is not yet readiness for relocation, the municipality may provide emergency support measures, as they result from the respective health identification reports carried out by the competent Directorates of Public Health and Social Welfare of the Regions. The intervention has a temporary character that aims, through the improvement of personal and environmental hygiene, to ensure public health and the access of special social groups living in conditions of social exclusion to basic social goods. In particular, the intervention includes, depending on the needs of each region, the development of basic infrastructure, the creation of personal hygiene facilities and the establishment of groups for the operation of the action "Improvement of Living Conditions".							
Temporary Relocation of a Roma settlement to the standards of Social Housing in the Pelekas area of the Municipality of Katerini	The purpose of the project is the temporary relocation of a Roma settlement in the Pelekas area of the Municipality of Katerini in social housing standards of 56 Roma	2018	2023	New Roma settlement 56 houses, 330 inhabitants Participation and empowerment of the Roma	€ 5,000,000	PUBLIC INVESTMENTS PROGRAM European Economic Area	Implementing Agency: Municipality of Katerini Management Body: Ministry of Labour and Social Affairs (NSRF Executive Structure, Employment and Social Economy Sector)	5

	<p>families (approximately 330 people).</p> <p>The project is implemented based on article 159 of the Law 4486/2017 and the relevant Ministerial decision (Official Gazette 2887 / T.B ' / 5-7-2019). A new settlement will be created, which will operate with the support of a Management Team based on internal regulations, while the housed families will also be supported with accompanying social integration and empowerment services by the Roma Branch and the social services.</p>			<p>Provision of accompanying social inclusion support services</p> <p>Temporary Relocation Site Management Team</p>		<p>Financial Instrument</p> <p>NSRF</p>	<p>Strategic Partner: General Secretariat for Social Solidarity and the Fight against Poverty</p> <p>International Partner: European Union Agency for Fundamental Rights (FRA)</p>	
Roma Branches of Community Centers	<p>The Roma Branches in cooperation with the competent Social Services of the municipalities are the structure that connects all the interventions implemented for the social inclusion of the Roma with the co-financing of the European Social Fund and, in addition, they develop networks of cooperation with competent public authorities and other bodies such as NGOs, church, etc. active in the field of integration of marginalized communities, such as the Roma. The services of the Roma</p>	2016	2023	<p>Providing personalized support for full social inclusion</p>	16,000,000 € (First Round)	<p>European Social Fund [Corporate Development Framework Agreement (NSRF)], Regional Operational Programs</p>	<p>Municipalities</p>	5

	<p>Branches of the Community Centers are the following:</p> <ul style="list-style-type: none"> ▪ Assistance in facilitating participatory processes related to specific measures for the community and the surrounding population. ▪ Community services and support and building links with the wider community. ▪ General counseling support for integration into the labour market, career guidance services ▪ Counseling, psychosocial support for children, adults and families. ▪ Creative activities and learning support for preschool and school children, in synergy with the educational programs implemented and by exploiting the lessons learned from the implementation of the ROMED project of the Council of Europe. ▪ Assistance programs to create opportunities for young people, awareness of important issues, IT knowledge and introduction to IT, cultural and sports activities, etc. ▪ Support for citizen activism and 							
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	<p>educational seminars on health, living conditions, etc.</p> <ul style="list-style-type: none"> ▪ Networking with main actors of the local community (schools, cultural associations, professional bodies, etc.). ▪ Empowerment and support of women, seminars for household management, hygiene issues, family planning, information and support for participation in second chance schools, vocational training and employment. ▪ Empowering the youth to create an organizational community active in the local level and networking with other youth organizations at local, national and international level. 							
Romplat2019: Consultation and Empowerment Platform for Roma Social Inclusion	<p>The project aims: to conduct three (3) two-day consultations / trainings in Athens, Patras and Thessaloniki with the participation of Roma, the staff of the Roma Branches of Community Centers and other stakeholders and individuals in four (4) thematic areas: (a) school dropout, (b) early marriages, (c) issues of coexistence, (d)</p>	2020	2021	<p>Awareness, consultation, empowerment and education of Roma and other stakeholders and individuals and promotion of the issue of Roma social inclusion</p>	€ 69,015.00	<p>European co-financed program "Rights, Equality and Citizenship" (PREC-RDAP-GBV-AG-2019)"</p>	<p>General Secretariat for Social Solidarity & Poverty Alleviation, Ministry of Labour and Social Affairs (EU National Contact Point for Roma Inclusion)</p>	5

	empowerment and mobilization of Roma for equal participation in the wider social context.							
Roma Platform 2020	<p>The object of the project is:</p> <p>(a) the organization of two (2) national meetings in the context of the consultation on the new National Strategy for Roma Social Inclusion after 2020;</p> <p>(b) the training of 20 young Roma scientists and the funding of two of them for an internship at the General Secretariat for Social Solidarity & Poverty Alleviation for a period of 6 months in the context of monitoring, planning and implementation of the actions of the new National Strategy;</p> <p>(c) the drafting of a methodology for the registration of the Roma special social group and the pilot implementation of the proposed methodology in a municipality;</p> <p>(d) the recording of all stakeholders and individuals with experience and action in the areas related to Roma social inclusion.</p>	2021	2023	Awareness, education, empowerment and education of Roma and other stakeholders and individuals and promotion of the issue of Roma social inclusion	€ 199,970.16	RIGHTS, EQUALITY AND CITIZENSHIP PROGRAMME(REC) - (REC-RDAP-GBV-AG-2020)"	General Secretariat for Social Solidarity & Poverty Alleviation, Ministry of Labour, and Social Affairs (EU National Contact Point for Roma Inclusion)	3

Council of Experts on Roma Social Inclusion	<p>Considering that the cross-sectoral and inter-ministerial coordination of public policy for the social inclusion of Roma, as well as the active participation of Roma themselves in all stages of this policy, are the key points in order to increase the effectiveness of projects and the social integration actions of the Roma, law 4430/2016 (article 48), provided for the establishment of a Council of Experts, which is established by a decision of the Minister of Labour and Social Affairs, responsible for Social Solidarity. The Council consists of: a) the competent General Secretary, as President, b) the representatives - Contact Points of the Ministries responsible for Roma issues, c) the Greek Ombudsman, d) a representative of the Central Union of Greek Municipalities and a representative of the Union of Regions of Greece and f) two persons nominated by the Roma communities, due to their special knowledge and experience in matters of social inclusion. A term of four years is set for the members of the Council of Experts and the</p>							5
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	secretarial/administrative support of the above Council is provided by employees of the Ministry of Labour and Social Affairs.							
MINISTRY OF MIGRATION AND ASYLUM								
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies	Task of ESRM No.
Educational action of intercultural tours in museums and archeological sites	<p>Under a memorandum of cooperation signed between the General Secretariat of Migration Policy of the Ministry of Migration and Asylum and the General Directorate of Antiquities and Cultural Heritage of the Ministry of Culture and Sport, an educational activity of intercultural tours in four museums / archaeological sites aimed at identifying points of convergence of different cultures will be implemented.</p> <p>Immigrant participants, and beneficiaries of international protection, after taking short training by specialized personnel of the Ministry of Culture and Sport, will conduct intercultural experiential tours in languages of their home countries, but also in Greek or English. The tours will be aimed mainly at refugees and migrants, but</p>	2020	2022	<p>Empowering refugees and immigrants through their participation in the public sphere.</p> <p>Enhancing and improving intercultural understanding and dialogue.</p> <p>Highlighting points of convergence of different cultures.</p> <p>Strengthening the accession course of refugees and immigrants</p>	€ 140,250	AMIF	Ministry of Culture and Sports	1

	<p>also at the general public. At the same time, intercultural travelers will participate in the implementation of a "participatory video" workshop.</p> <p>The action will end with the presentation of the gained experience at an international conference in which representatives from the European informal network MULTAKA will participate.</p>							
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Horizontal - Cross-sectoral Actions

GENERAL SECRETARIAT FOR FAMILY POLICY AND GENDER EQUALITY								
ACTION TITLE	Current situation and Action Description	Start Date	End Date	Expected Result	Budget	Funding sources	Cooperating bodies	
Horizontal Nationwide Interventions to Combat Violence Against Women	<p>Operation of 62 structures of the Network of the General Secretariat for Family Policy and Gender Equality for the prevention and fight against violence against women and women who are subject to multiple discrimination. The network includes:</p> <ul style="list-style-type: none"> ▪ Telephone Line 15900 24 hour operation / 365 days a year ▪ 41 Counseling Centers ▪ 20 Hostels that hospitalize women and their children <p>The structures of the Network accept women who have been physically and sexually abused, psychologically, emotionally and /or verbally abused, namely: domestic violence, rape or attempted rape, sexual harassment at work, in a social setting, etc. They also accept women who have been victims of prostitution or trafficking for the purpose of economic /sexual exploitation, as well as women who are subject to multiple discrimination.</p> <p>The structures provide FREE counseling and hospitalization services to women by specialized staff. The services are covered by the principle of confidentiality and they concern:</p> <ul style="list-style-type: none"> ▪ information and specialized information, ▪ psychosocial counseling (from a gender perspective), 	2020	2023	Prevent and combat violence against women and protect women and their children, as well as women who are subject to multiple discrimination. Informing and raising awareness of the wider society on issues of		EU and Greece co-financing	<p>The General Secretariat for Family Policy and Gender Equality is responsible for overseeing the 62 structures of the Panhellenic Network for the Prevention and Combating of Violence against Women, and for counseling, empowerment and, where necessary, hosting women who suffer violence or / and multiple discrimination.</p> <p>The Research Centre for Gender Equality operates 14 Counseling Centers in 13 Regions of the country (Attica: Athens and Piraeus)</p> <p>The remaining 27 Counseling Centers, and 18 Hostels function under the responsibility of the respective municipalities</p>	

	<ul style="list-style-type: none"> ▪ job counseling, ▪ legal counseling / information, ▪ interpretation and mediation services for refugee women addressing the Network structures, ▪ informing / raising awareness of the wider society, ▪ cooperation with other services and referral of women, ▪ hospitalization of women (housing, food, security, counseling services, etc.). 			<p>elimination of discrimination and inequalities suffered by women.</p> <p>Cooperation with other services and referral of women to hostels, to the police and prosecuting authorities, to the court, to hospitals, to bodies responsible for welfare or other benefits, to employment, protection and support of children, etc.</p>			National Center for Social Solidarity is responsible for the operation of 2 Hostels in Athens and Thessaloniki.
ARIADNE2	<p>Participation of KETHI in the ARIADNE2 Project, in the framework of the "Call for Proposals to Prevent and Combat all Forms of Violence against Children, Young People and Women" EU Program, coordinated by KEMEA. ARIADNE2 aims to support police personnel in reporting incidents of domestic violence against women victims, as well as to strengthen cross-sectoral cooperation, with an emphasis on the protection of migrant women and women refugees and the liaison of police authorities with Citizens. Central axes of the project:</p> <ul style="list-style-type: none"> ▪ Field research to identify needs in: <ul style="list-style-type: none"> - immigrant, refugee women victims of domestic violence - police officers , pre-investigation officers - representatives of Civil Society active in the protection /support of migrants and refugee women. - Police training in Athens, Karditsa and Thessaloniki on reporting incidents of domestic violence and cross-sectoral cooperation - Pilot operation of cross-sectoral regular consultation working groups, with the participation of trained police officers, their Commanders, representatives of Civil Society and local society. An important element of the Project is the enrichment of the platform for the electronic interconnection of police 	2020	2022	<p>Training of police officers on reporting issues of domestic violence.</p> <p>Cross-sectoral cooperation for the effective treatment of domestic violence.</p> <p>Exploitation of the platform of the electronic</p>		EU co-financing and own resources	<p>Center for Security Studies</p> <p>Municipality of Athens</p> <p>Diotima Center for Women Research and Studies</p> <p>ActionAid</p> <p>Karditsa Women's Center</p>

	services with assistance and support structures for women victims, which was created and piloted during the implementation of the previous ARIADNE Project.			interconnection of police services with relief and support structures for female victims. Awareness raising of the Civil Society.			
MINISTRY OF EDUCATION AND RELIGIOUS AFFAIRS							
ACTION TITLE	Current situation and Action Description	Start Date	End Date	Expected Result	Budget	Funding sources	Cooperating bodies
Implementation of School Activities Programs (Environmental Education, Health Education, Cultural Issues)	<p>The Ministry of Education and Religious Affairs, taking into account the ever-increasing needs of the school community and the changes in the wider social, cultural and economic environment (ensuring free, equal and quality education and promoting opportunities for lifelong development), proceeded with the quality upgrade of education, based on the principles and objectives of education for Environment and Sustainability, of the School Education and Health Promotion, of reducing all forms of discrimination and of equal access regardless of ethnic, social, religious, race etc. in education. With the Presidential Decree 18/2018 (Government Gazette 31 / A / 23-02-2018, article 36) the Directorate of Programs Support and Sustainability Education was established with the following organizational units: a) Department of Education for the Environment and Sustainability, b) Department of School Education and Health Promotion, c) Department of Cultural Affairs and Support Structures and d) Department of Educational Broadcasting and Digital Media.</p> <p>Paragraph 4, of article 36, of the law, refers to the establishment of the Section B Department of School Education and Health Promotion, which is responsible for:</p> <ul style="list-style-type: none"> a) the promotion of institutional adjustments required for the implementation of the National Strategic Action Plan for the Education and Promotion of Health in all Primary and Secondary Schools; b) the drafting of decisions concerning the design and implementation of programs for the prevention and treatment of issues that promote the physical and mental health of students and members of the school community in primary and secondary schools and are included in the topics of schooling and health promotion. <p>In the school units of Primary and Secondary Education of the country, School Activities Programs (Environmental Education, Health Education and Cultural Issues) are implemented every school year. These Programs are implemented based on relevant circulars of the Ministry of Education and Religious Affairs and are related to the environmental, social and cultural issues, which concern especially the local communities.</p>	CONTINUOUS ACTION		The intellectual development, the aesthetic cultivation, the creative expression of the students and their awareness of issues concerning their environment.			General Directorate of Primary and Secondary Education, Directorate of Programs Support and Sustainability Education, Section B

	<p>The topics of the above Programs include permanent issues related to the education of students of Primary and Secondary Education in matters of human rights, children's rights, social inclusion-equal opportunities, prevention and response to violence and aggression, interpersonal relationships, mental health and emotional education, formation of a democratic conscience, immigration-refugees: acceptance and social coexistence, volunteering-solidarity, as well as values of life.</p> <p>During the implementation of these programs, teachers utilize educational material approved by the Ministry of Education and Religious Affairs, after examination by the Institute of Educational Policy in terms of scientific validity, pedagogical value and importance, as well as their expediency.</p> <p>The above circular provides for the organization by the Directorates of Education of the country through the Heads of Health Education and School Activities (a) informative meetings with groups of teachers, in order for the latter to contribute effectively to the design and implementation of School Activities Programs and (b) programs and interventions in schools with the aim of informing, raising awareness and educating students on human rights, child rights, social inclusion-equal opportunities, prevention and response to violence and aggression, interpersonal relationships and conflict management, mental health and emotional well-being , shaping a democratic conscience, immigration-refugees: acceptance and social coexistence, volunteering-solidarity, as well as values of life. The above actions can be implemented in cooperation with public organizations, local or regional authorities, HEIs, other governmental or non-governmental bodies, etc.</p> <p>In order to inform and raise the awareness of the students on the above issues, after the approval of the Directorate of Support of Programs and Education for Sustainability, educational programs, interventions and actions by scientific bodies, governmental or non-governmental bodies, public organizations, local or self-government, universities, etc. are implemented . Schools of all levels can prepare programs that fall into the above thematic units, in collaboration with the above bodies.</p>						
MINISTRY OF LABOUR AND SOCIAL AFFAIRS							
ACTION TITLE	Current situation and Action Description	Start Date	End Date	Expected Result	Budget	Funding sources	Cooperating bodies

<p>Ratification of the Protocol to the Forced Labour Act (1930) and the International Labour Recommendation No. 203 on "Supplementary Measures for the Effective Combating of Forced Labour"</p>	<p>Since the International Labour Convention No. 29 "On Forced Labour" (1930) is one of the eight Fundamental Conventions of the International Labour Organization which our country has ratified, the Protocol to the Convention on Forced Labour (1930), is respectively a fundamental regulatory text and as such, based on the Declaration of the ILO <i>for the fundamental principles and rights at work</i> of 1998, the MS must ratify it. Furthermore, the Council of the EU, on a proposal from the European Commission, adopted in March 2015 a Decision authorizing the Member States to ratify, in the interest of the EU, the Protocol of 2014 to the Convention on Forced Labour (1930) of the ILO on social policy issues. In the same Decision the Member States are required to proceed with the ratification as soon as possible and preferably before 31 December 2016.</p> <p>Our country intends to ratify the Protocol to the Convention on Forced Labour (1930) and the International Labour Recommendation No. 203 on <i>"Complementary measures for the effective fight against forced labour"</i>.</p>			<p>The Protocol is expected to strengthen the existing national and EU legal framework and the corresponding national and Union commitments, as it is an international binding text linked to the 1930 Convention. In particular, the ratification of the Protocol will contribute to further legal protection and compensation for victims of forced labour and racism. To this end the Ministry of Labour and Social Affairs is to restart the envisaged tripartite examination procedure of examination of the possibility of ratification</p>			<p>Ministry of Labour and Social Affairs</p>
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<p>Ratification of the International Labour Convention No. 129 "On Labour Inspection in Agriculture"</p>	<p>Our country intends to ratify the International Labour Convention No. 129 "On Labour Inspection in Agriculture" by initiating the planned tripartite examination procedure for the possibility of ratification. Ratification of the 129th International Labour Convention will help to identify and address racism that may occur among undeclared foreign workers in the agricultural sector.</p>						
<p>3-year road map for dealing with undeclared labour in Greece</p>	<p>The International Platform for Cooperation on Irregular Migrants(PICUM) in its report points out that the presence of migrant workers proves that there is a demand in the labour market in low-wage occupations, mainly in restaurant, hotel industry, agriculture, construction, retail trade, as well as areas of domestic work.</p> <p>Despite the fact that labour force surveys of the Greek Statistical Authority record very low rates of uninsured (fully undeclared) labour, scientific research shows that undeclared workers generally avoid participating in labour force surveys and especially undocumented migrants, who avoid even the ten-year population census. The undocumented migrants in Greece are generally trapped in the informal sector work because of lack of residence permit (for work) in force.</p> <p>Towards the implementation of the 204th International Labour Recommendation "For the transition from the informal to the formal economy", adopted by the International Labour Conference in June 2015, the Ministry of Labour has taken specific initiatives in the field of undeclared labour, in the context of the provision of technical assistance by the International Labour Office with funding from the European Commission.</p> <p>Specifically, the ILO, in collaboration with the Greek Government and the social partners in Greece, as part of a program funded by the European Commission, on "Supporting the transition from the informal to the formal economy and addressing undeclared labour in Greece", prepared a diagnostic report on undeclared work which was approved and ratified by the Greek Government and the social partners on 6 July 2016 and provides a set of 25 policy recommendations that reflect the vision of the ILO for a balanced approach that combines motives with compliance measures.</p> <p>Reaching a tripartite agreement on the main features and factors leading to the informal economy in Greece led to the planning through the tripartite dialogue, of a 3-year roadmap to address undeclared work in Greece which was ratified on 26-10-2016. The purpose of this roadmap is to provide a balanced framework of regulations and policies for preventive and appropriate remedial measures that will facilitate the transition to the formal economy and combat undeclared labour.</p> <p>The roadmap includes action tables, with a clear timeline within 36 months, grouped into 5 different categories:</p> <ul style="list-style-type: none"> i. Institutional reforms and actions ii. Information data interoperability iii. Policy measures iv. Information and awareness campaigns 			<p>Measures to facilitate the transition to the formal economy, tackle undeclared labour and protect migrants from labour exploitation</p>			<p>ILO</p> <p>Structural Reform Support Service / EU, Social Partners</p> <p>Ministry of Labour and Social Affairs</p> <p>Ministry of Finance</p> <p>General Secretariat of Public Revenue</p> <p>Ministry of Economy and Development</p> <p>Ministry of Rural Development</p>

	<p>v. Various actions</p> <p>The implementation of the planning of the various actions provided in the Road Map presupposes the establishment of a tripartite body that will take responsibility for the planning, evaluation and possible revision of the holistic integrated strategic approach to tackling undeclared work in Greece. Article 15 of Law 4468/17 (Government Gazette 61 AD, 28-04-2017) established a Department for the Management of Undeclared Work in the Supreme Labour Council.</p> <p>The ratification of the 129th International Labour Convention "For the Labour Inspection in Agriculture" is included in the policy measures with a maximum implementation period of 24 months, i.e. on December 31, 2018. The ratification of the ILO Convention. 129 will help to identify and deal with racism that may occur in undeclared foreign workers in the agricultural sector.</p>						
MINISTRY OF LABOUR AND SOCIAL AFFAIRS - GENERAL SECRETARIAT FOR FAMILY POLICY AND GENDER EQUALITY							
ACTION TITLE	Current situation and Action Description	Start Date	End Date	Expected Result	Budget	Funding sources	Cooperating bodies
Prevention-Informing citizens	Publication of a brochure on the actions and services offered by General Secretariat for Family Policy and Gender Equality to refugee women, in Greek and English	CONTINUOUS ACTION		Informing citizens and professionals about the actions of the General Secretariat for Family Policy and Gender Equality for the refugees		State budget (National Printing Office)	General Secretariat for Family Policy and Gender Equality
Training of public administration and local government officials to provide services to refugee or migrant women victims of gender-based violence	Design of a training program (proposed by the National Centre for Public Administration and Local Government) regarding training in the thematic fields covered by the competent services of the Ministry of Migration and Asylum, the Ministry of Health and the General Secretariat for Family Policy and Gender Equality. The target group is the executives of the General Secretariat for Family Policy and Gender Equality, Research Centre for Gender Equality and the Network of Structures (Counseling Centers, Hostels, Line SOS15900) who deal with refugee issues as well as the executives of the public administration and local government who are employed in the Open Reception Structures and Open Hospitality Structures, in the Social Services of Local Authorities and Hospitals so that they can coordinate with each other for the management of cases of gender-based violence or refugee women who need immediate intervention and assistance.	2020	2022	Training of public administration and local government officials in the identification, referral and provision of services to refugee and migrant women victims of gender-based violence			<p>General Secretariat for Family Policy and Gender Equality</p> <p>National Centre for Public Administration and Local Government</p> <p>Ministry of the Migration and Asylum ,</p> <p>Ministry of Health</p> <p>Research Centre for Gender Equality</p>

Publication of a factsheet on gender-based violence	Periodical publication of a factsheet of the General Secretariat for Family Policy and Gender Equality on the situation of gender-based violence affecting the female refugee and immigrant population in Greece and presentation of policies and response actions of the public body.	2020	2020	Informing citizens and professionals about the phenomenon of gender-based violence in refugee and migrant populations			General Secretariat for Family Policy and Gender Equality UNICEF
Capacity building for women candidates and media stakeholders in public debates in Greece - GENDER_PUBLIC DEBATE	<p>It is well known that the media, through their dialectical relationship with the public, reproduce dominant narratives about gender, politics and social reality. In particular, research findings show that gender representations in advertisements, social messages, TV series, shows, etc. tend to reproduce stereotypes about femininity (the supposed "natural" mission of women as mothers and wives) to work against real experiences and needs of women and undermine their emancipation, autonomy and integration into the public sphere, their participation in decision-making, etc.</p> <p>In addition, in terms of public and political dialogue, sexist comments as well as unbalanced and unfair coverage of gender issues significantly affect not only the opportunities of individual candidates (especially women) but also the public perception of electoral issues and gender balance in election results.</p> <p>The project "Capacity building for women candidates and media stakeholders in public debates in Greece - GENDER_PUBLIC DEBATE" is designed to address these issues and has the overall goal of strengthening the capacity of Greek politicians and candidates in the public as well as the media (journalists, communication / journalism students, bloggers) to recognize, address and prevent gender discrimination in public debates.</p> <p>Specific objectives are:</p> <ul style="list-style-type: none"> ▪ raise awareness among 120 media workers and communication / journalism students in identifying, addressing and preventing sexism and gender discrimination in the media and increase their capacity to deal with such incidents and to promote information without discrimination based on sex. ▪ strengthen the capacity of 100 women politicians and candidates to identify and respond to incidents of sexism and discrimination in public debate and to address them in public. ▪ disseminate the results of the project and engage all stakeholders in a long-term approach to promoting gender-free media. 					Programme "Rights, Equality and Citizenship" (2014-2020) of the European Union	Center for European Constitutional Law - (coordinator) National and Kapodistrian University of Athens General Secretariat for Family Policy and Gender Equality
SHARE – Promoting work-life balance in companies and a better sharing of care between	<p>Aims to address traditional and stereotypical gender roles within the family and to promote work-life balance, emphasizing the work environment and taking into account relevant European and national priorities, and developing complementary activities multidimensional and multifaceted way.</p> <p>The national priority set by the recent Law 4604/2019 "On the promotion of effective gender equality", stipulates that specific criteria must be developed by the General Secretariat for Family Policy and Gender Equality for rewarding businesses promoting gender equality.</p>					Program "Rights, Equality and Citizenship" (2014-2020) of the	General Secretariat for Family Policy and Gender Equality (coordinating body), Research Centre for Gender Equality

men and women	<p>SHARE is designed taking into account this national priority, as well as the European Commission's Strategic Commitment to Gender Equality (2016-2019) and specifically the initiative for reconciliation between professional and personal life.</p> <p>Thus, it includes the design of a pilot Equality Program that will lead to the awarding of a pilot Equality Label to the Companies that will be interested in participating. This pilot process will contribute to the development of a specific methodology for obtaining a Label (criteria, specifications), which will be the basis for the implementation of the legislation on the Equality Label in practice.</p> <p>At the same time, the Project highlights the role of the father as crucial in the upbringing and development of the child in order to encourage him to take on the task of caring for the children, as well as the elderly and weak family members on an equal basis with the mother.</p> <p>In particular, the main objectives of the Project are:</p> <ul style="list-style-type: none"> - the commitment of companies to implement gender-sensitive interventions to reconcile work and personal life - promoting the exchange of knowledge on good practices and initiatives - the contribution to the development of methodology for the awarding of the Equality Label to companies (procedure, criteria and evaluation) - raising awareness of the importance of reconciling work and personal life with a particular emphasis on the role of men - highlighting the benefits of family-friendly work arrangements and reconciling work and personal life initiatives, both for employers and employees. 					European Union	Organization for the Professional Empowerment of Women On Top.
R&I PEERS - Pilot experiences for improving gender equality in research organizations	<p>The overall goal of the project is to eliminate the conditions that limit the participation and career of women in Research & Innovation (R&I –Research & Innovation) in the geographical area of the Mediterranean, through the design and implementation of Equality Action Plans in research participating organizations and universities.</p> <p>Specific objectives of the project are:</p> <ul style="list-style-type: none"> - Implementation and improvement of the Equality Action Plans (EAPs) in the participating Organizations. - Reducing the gender gap in decision-making processes and research implementation. - Maximizing the influence of gender on research programs. <p>The basic method of implementing the Equality Action Plans includes participatory workshops based on a democratic and structured dialogue that will be conducted in the 4 respective Mutual Learning Seminars (Spain, Slovenia, Italy and Greece) during the 4-year program. The Cyprus Neuroscience & Technology Institute is responsible for introducing the scientific methodology of Democratic Dialogue in the program procedures. The Equality Action Plans</p>						<p>University of SALERNO - Italy (coordinator)</p> <p>Cyprus Institute of Neurology and Technology - Cyprus</p> <p>National Research Council - Italy</p> <p>General Confederation of Industries Salerno - Italy</p> <p>Center for Research and Nanoscience - CIC NANOGUNE - Spain</p> <p>"M IGAL GALILEE" Research Institute - Israel</p> <p>Digital Institute of Leadership - Belgium</p> <p>Slovak Academy of Economics - Slovenia</p>

	<p>also include plans to raise awareness, disseminate and exploit project results that will ensure the viability of the entire project after the end of the project.</p> <p>The General Secretariat on Gender Equality and Family Policy participates in the Program as the materially responsible body for gender equality in the country. The contribution of the General Secretariat on Gender Equality and Family Policy is to identify good practices from the pilot implementation of Equality Action Plans within it so that it can promote similar Plans to other public and wider public sector bodies, especially research and academic bodies.</p>						<p>Organization for the Promotion of Scientific Research - Tunisia</p> <p>General Secretariat for Gender Equality - Greece</p>
MINISTRY OF MIGRATION AND ASYLUM							
ACTION TITLE	Current situation and description of Action	Start Date	End Date	Expected Results	Budget	Funding sources	Cooperating bodies
Enhancement of intercultural mediation services in Community Centers and Immigrant Integration Centers	This action was planned by the Directorate of Social Integration of the Ministry in collaboration with the Special Action Planning Service of the European Social fund in implementation of the National Strategy for Integration and specifically of the Axis: "Access to basic goods and services". As part of the action, training and recruitment of intercultural mediators will be implemented in Community Centers and Immigrant Integration Centers, through the Hellenic Society of Local Development and Local Government as it is the institutionalized technical and scientific advisor of Local Government. About 60 intercultural mediators are expected to be trained through the project, which will be located in 47 Municipalities, 8 Regions of the country.	2021	2023	Improvement of the provided services through Community Centers and Immigrant Integration Centers to third country nationals	€ 2,770,460	European Social Fund NSRF 2014-2020	

Methodology - Approach

Racism and intolerance are complex phenomena, with overlapping forms and multiple consequences. For this reason it is necessary to apply a coherent, "holistic" approach, whose basic elements are:

- Defining specific action objectives, timeline and target groups.
- Benchmarking through measurable data.
- Commitment of key stakeholders to support the implementation of the National Action Plan, including policy makers, specialized and specialist bodies, the social partners and civil society representatives.

The National Action Plan covers the period 2020-2023. The actions will be implemented by all stakeholders who will be called to implement initiatives in their respective areas and in cooperation with each other. Communication and cooperation between actors should be encouraged to avoid duplication and to ensure consistent implementation of the plan.

The implementation of this plan is based on an approach of collaborative relations between institutions and members of civil society. In particular, the implementation of the action plan will be overseen by the National Council against Racism and Intolerance, whose tasks include *"coordinating the action of stakeholders to tackle the phenomenon more effectively, as well as strengthening cooperation with citizens on these issues"*. In particular, the National Council against Racism and Intolerance:

- Provides general guidance and direction for the implementation of the National Action Plan and monitors the implementation of specific initiatives.
- Updates the action plan according to the current conditions and needs.
- Checks the evaluation reports of various activities and submits recommendations for improvements.

Basic principles of implementation

There are a number of factors that will influence the overall impact of the National Action Plan, such as the consistency and commitment of all stakeholders, the support of the Plan by a wide range of stakeholders and the provision of the necessary resources to achieve its goals and objectives.

The National Action Plan must be in line with the state's obligations and commitments to international, regional and national human rights standards and be guided, inter alia, by the following principles:

1. Respect for human rights: fundamental human rights enjoy universal protection under international law. At the same time, equal attention should be paid to all categories of rights (political, economic, social and cultural).
2. Participation and integration: Actions must guarantee full, effective and equal participation of stakeholders and groups.
3. Progressive implementation: Feasible targets must be set for all actions which must be legally consistent. At the same time, the National Action Plan is a "living" tool and must be subject to feedback/constant evaluation on the basis on the latest data/circumstances. In addition, the obligation of progressive implementation implies that there should be no deficit, by action or omission, to the enjoyment of rights.
4. Responsibility - Accountability: In order for the National Action Plan to be effective, it is necessary to develop an accountability system that will be based on specific and identifiable objectives.
5. Rule of law: Actions must be guided by the basic principles of legality, equality, accountability and participation.

Evaluation - Quality Control - Monitoring

The progressive implementation of the National Action Plan will be monitored on an annual basis (end of each year) by the NCRI. The monitoring will be part of its regular and/or extraordinary meetings and will be based on internal implementation reports submitted by the implementing bodies of the actions. This aims on the one hand to verify the smooth implementation of the National Action Plan and on the other hand to address possible obstacles that may arise, while allowing feedback. Regular monitoring will allow the redesigning of actions, adding new actions and readdressing objectives according to current needs and circumstances.

The evaluation, which will start at the end of 2023, will ensure that the best results are achieved and will identify lessons learned from any constraints. The evaluation will be based on quantitative and qualitative data.

The horizontal evaluation of the National Action Plan and the individual actions will focus on three sets of evaluation indicators as shown in the table below.

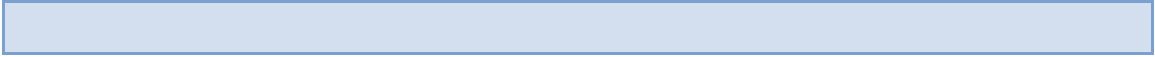
Group of evaluation indicators	Evaluation hypothesis	Indicators
Relevance	The Action remains consistent with the objectives and priorities of the National Action Plan	Degree of alignment with the objectives and priorities of the National Action Plan

Design and Delivery	There was an effective involvement of stakeholders	Number of actors involved Nature and degree of involvement
	There was effective planning and management of the Action	Extent / quality / suitability of management tools (ie, performance measurement, monitoring and reporting) and resources (human and financial) Extent / quality / suitability of coordination, communication and exchange of information Awareness raising of key stakeholders
Performance	The Action contributed to the achievement of the declared objectives of the National Action Plan	Data provided by stakeholders
	The use of resources was effective	Budgeted costs compared to actual costs Comparison with other Actions

The following methods will be used for data collection:

- **Study of Documents:** There will be a review of all documents and measurable deliverables of actions, including : a) documents related to the initial description of the action, and b) material produced in the framework of actions, including presentations, templates and reference tools, consultation minutes and results ,
- **Synthesis of Evaluation findings:** The evaluation findings available from the actions will be used to assess the overall performance of the National Action Plan. Moreover, the evaluation would provide information on relevance and the design / implementation of the National Action Plan.

Horizontal evaluation criteria of the National Action Plan
The National Action Plan is adequately funded
The performance goals are realistic, achievable and progressive
Risks related to the management of actions are identified and addressed effectively
The supported actions are supported at political and senior level management and by external bodies/institutions
The objectives, priorities and results foreseen are clear and accepted by the collaborating bodies/institutions
The activities foreseen are in line with the objectives, priorities and results of the National Action Plan
The management structure of the Plan supports the required level of cooperation, while minimizing the costs of horizontal coordination



Communication, Dissemination and Visibility of the National Action Plan

Awareness of the general population and the provision of information regarding the National Action Plan is an integral part of the success of its implementation.

To this end, a Communication Plan has been drafted that sets out the means to disseminate the message of combating racism and intolerance. The communication plan defines all visibility and information actions and means. The communication plan includes the instructions for the awareness raising campaign on how to convey the communication messages to the target groups¹¹³. Also, information on the National Action Plan will be provided through the website of the National Council against Racism and Intolerance.

In addition, actions are foreseen for the development of trust and the development of skills:

- Creation of a guide regarding the rights of victims of crimes with racist characteristics that will be translated into nine (9) languages.
- Organization of three (3) workshops on the rights of victims addressed to communities concerned and Non-governmental organizations. The workshops will be organized by the Center for Political Research of Panteion University, in collaboration with the National Council for Combating Racism and Intolerance.
- Organization of six (6) trust building training meetings between prosecutors, communities and Non-governmental organizations on the rights of victims of crimes with racist characteristics and on the reporting procedures of a crime.
- Organization of two (2) training seminars for prosecutors with the participation of the Hellenic Police on the topic of racist crimes and public incitement to racist violence.
- Organizing an international conference on the role of members of national parliaments in combating racism, intolerance, and public incitement to racist violence with live television coverage. The conference will be organized by the Hellenic Parliament with the participation of members of the European Parliament, members of the Parliamentary Assembly of the Council of Europe and international experts.

¹¹³https://www.ministryofjustice.gr/wp-content/uploads/2020/05/nscri_1.pdf

LIST OF MEMBERS OF THE NATIONAL COUNCIL AGAINST RACISM AND INTOLERANCE**CHAIRMAN**

Panos Alexandris, Secretary General of Justice and Human Rights of the Ministry of Justice

MEMBERS

INSTITUTION- SERVICE	REGULAR MEMBER	REPLACEMENT MEMBER
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MINISTRY OF EDUCATION AND RELIGIOUS AFFAIRS	ATHINA PLESSA - PAPADAKI	NIKOLAOS PAPATHANASOPOULOS
MINISTRY OF FOREIGN AFFAIRS	ILIAS KASTANAS	ELIZA HATZIMICHALAROU
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MINISTRY OF LABOUR AND SOCIAL AFFAIRS	THEODORA STATHOPOULOU	GEORGE BAKAS
HELLENIC POLICE HEADQUARTERS	KONSTANTINOS RETSAS	IOANNIS STASINOPOULOS
MIGRATION COUNCIL OF ATHENS MUNICIPALITY		
NATIONAL COMMISSION FOR HUMAN RIGHTS	MARINA MATHA - GALANOU	EKATERINI POURNARA
UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES	DAFNI KAPETANAKI	EVANTHIA (EVA) SAVVOPOULOU
RACIST VIOLENCE RECORDING NETWORK	GARYFALLIA ANASTASOPOULOU	ALEXANDRA PANAGIOTAKOPOULOU
RACIST VIOLENCE RECORDING NETWORK	ELENI TAKOU	IVET JACKY AMPULIMEN
NATIONAL CONFEDERATION OF DISABLED PEOPLE	IOANNIS VARDAKASTANIS	DIMITRIOS LOGARAS
JOURNALISTS' UNION OF ATHENS DAILY NEWS PAPERS	ARIADNE AGATSA	EFTHYMIOS (MAKIS) DIOGOS
RESEARCH CENTRE ON GENDER EQUALITY	THEODOSIA TANTAROU - KRIGGOU	ATHANASIA XEPAPADAKOU
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NATIONAL RADIO AND TELEVISION COUNCIL (ESR)	GEORGE PLEIOS	POPI (KALLIOPI) DIAMANTAKOU
GREEK OMBUDSMAN (WITHOUT VOTING RIGHT)	KALLIOPI LYKOVARDI	DIMITRA MYTILINEOU

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