

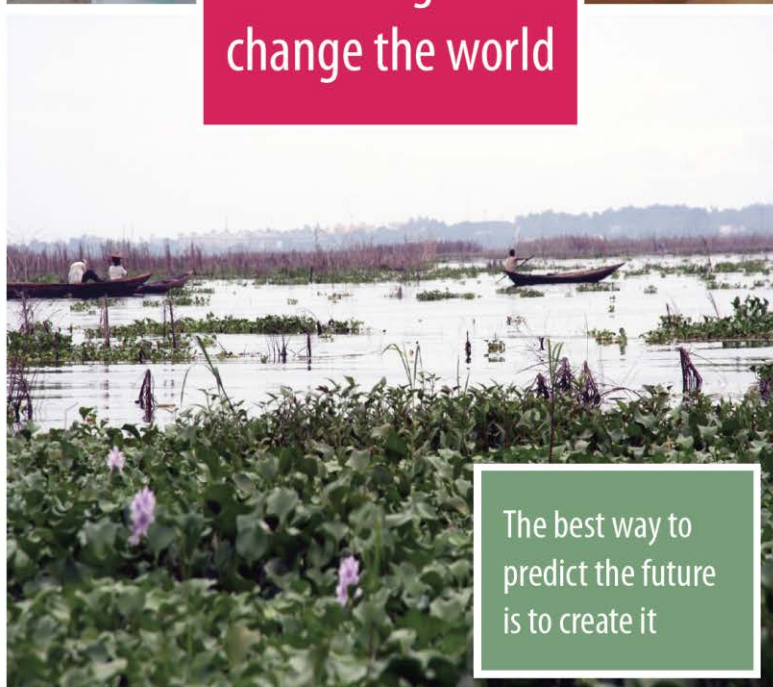
ANNUAL REPORT

2016

The world will not be destroyed by those who do evil but by those who watch them without doing anything



Little things can change the world



The best way to predict the future is to create it



**ATHENS
NETWORK of
COLLABORATING
EXPERTS**

15A Miaouli str,
10554 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org

CONTENTS

WHO WE ARE	3
OUR MISSION	3
OUR VISION	3
WHAT WE DO	4
HOW WE WORK	4
OUR MAIN ACTIVITIES	5
HUMAN RESOURCES	5
INFRASTRUCTURE	6
FINANCIAL REVIEW	6
PARTNERSHIPS	8
NEW, ONGOING AND COMPLETED PROJECTS in 2016	10



**ATHENS
NETWORK of
COLLABORATING
EXPERTS**

15 S. Charalambi str.
11472 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org

WHO WE ARE

ANCE is a **non-governmental, non-profit organisation** based in Athens, Greece. It was established in 1996 by a group of Greek experts in international development cooperation and technical assistance and today has succeeded to create an extensive network of collaborators and volunteers for the promotion of sustainable development and the support of vulnerable social groups in the European Union and the developing countries.

ANCE is collaborating with other non-governmental organisations, local development agencies, local authorities, Universities and research centres, and the private sector in Greece and abroad, for:

- the promotion of democracy and the protection of human rights
- the improvement of women's access to the labor market
- the sensitization of EU citizens on the problems of the developing world
- combating all kinds of racism, xenophobia, marginalisation and social exclusion
- the distribution of humanitarian aid
- environmental protection and preservation of the cultural heritage
- the implementation of income generating projects for the weakest and most disadvantaged groups of society
- the support of entrepreneurship and sustainable economic development in areas of Central and Eastern Europe, Asia, Africa and Latin America
- the support of populations affected by natural disasters and wars.

OUR MISSION

Support the economic and social empowerment of the less privileged through access to education, employment and information, better health, and reduced inequality, as well as promotion of the sustainable development and climate change.

OUR VISION

A sustainable and fair world without poverty and discrimination.



**ATHENS
NETWORK of
COLLABORATING
EXPERTS**

15A Miaouli str.
10554 Athens, Greece
tel/fax: 210 8215044
210 8215343
ance@ance-hellas.org

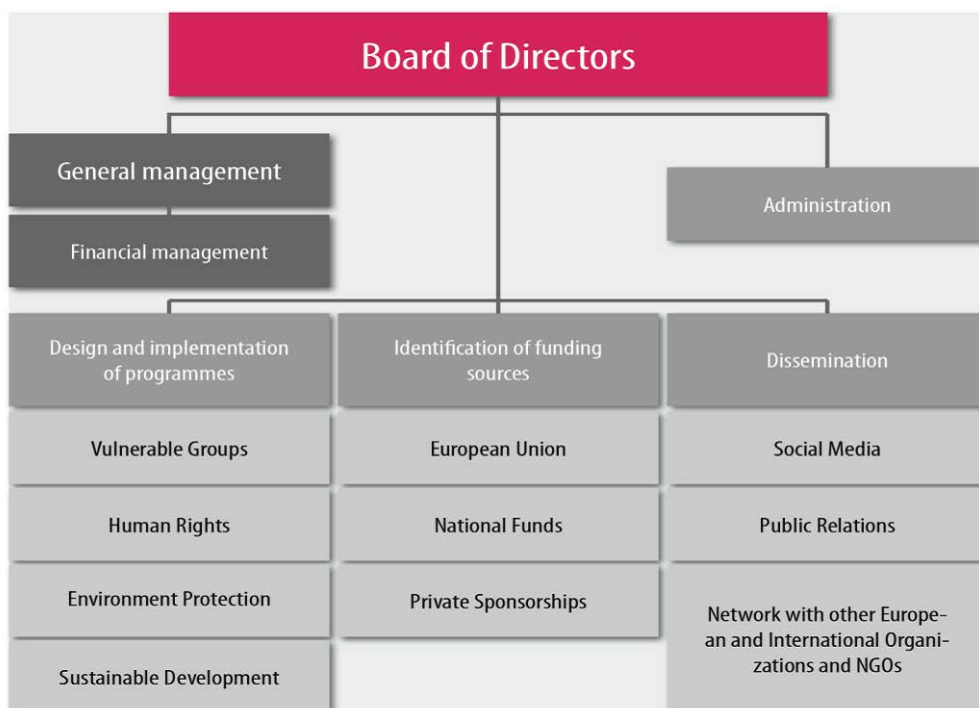
www.ance-hellas.org

WHAT WE DO

ANCE implements actions aiming to promote:

- democracy and human rights
- labor mobility
- the integration of vulnerable social groups in the labor market
- youth mobility
- activities for responsible and active citizenship
- and implement educational seminars on risk management and disaster preparedness
- public awareness activities on natural disasters
- dissemination of information and developing strategies for the prevention of environmental pollution
- initiatives for water and waste management
- the training of unskilled workers and inexperienced graduates and improve their employability
- the creation of partnerships between educational institutions and business community
- the development of small and medium enterprises and regional entrepreneurship
- the economic development and cohesion of Eastern Europe, Balkans and Mediterranean

HOW WE WORK



**ATHENS
NETWORK of
COLLABORATING
EXPERTS**

15 S. Charalambi str.
11472 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org

OUR MAIN ACTIVITIES

Support for vulnerable groups:

- access to education
- integration in the labour market
- youth leadership
- women entrepreneurship
- vocational education and training
- human rights education
- social inclusion
- active participation and citizenship
- cultural exchanges

Promotion of sustainable development:

- sustainable tourism
- renewable energy
- climate change
- environmental protection
- organic farming

HUMAN RESOURCES

Board of directors:

Name	Position
Pavlidis Georgios	President
Karagiannis Stefanos	Vice President
Dikeos Konstantinos	Member
Soumelis Konstantinos	Member
Sargedis Dimosthenis	Member
Xaniotou Ekaterini	Member
Voiklis Georgios	Member
Pappas Spyros	Member

Full and part-time staff:

Position	Type of employment
General Manager	Full-time
Senior Project Manger	Full-time
Communication and Social Media Manager	Full-time
Project assistant / administrative officer	Full-time
Accountant	Part-time



ATHENS
NETWORK of
COLLABORATING
EXPERTS

15 S. Charalambi str.
11472 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org

Other Resources:

ANCE has created a network of around 60 expert partners in Greece and abroad, who carry out actions in different areas of the organization's activities.

INFRASTRUCTURE

Offices

The headquarters of Ance is located in Athens and housed in a space of 80 sq.m.

Equipment

The organization equipment includes:

- 6 PC
- 3 Laptop
- 1 Server
- 1 projector
- 1 Laser Printer
- 1 Coloured ink-jet printer
- 1 multi-machine (printer / scanner / copier)
- 1 switchboard
- 1 Fax

FINANCIAL REVIEW

In general the sponsors of ANCE are the following:

- ❖ EUROPEAN COMMISSION
 - EuropeAid – Cooperation Office
 - Directorate General for Employment, Social Affairs and Inclusion
 - Directorate General for Education and Culture
 - Directorate General for Enlargement
 - Directorate General for Regional Policy
- ❖ MINISTRY OF FOREIGN AFFAIRS OF GREECE
 - International Development Cooperation Agency
- ❖ MINISTRY OF EMPLOYMENT AND SOCIAL PROTECTION - General Secretariat for Management of Community and Other Resources - Special Application Service co-funded by the European Social Fund
- ❖ Anna Lindh Euro-Mediterranean Foundation for the Dialogue between Cultures (ALF)
- ❖ OTHER NGOs
- ❖ PRIVATE SPONSORSHIP
- ❖ EEA GRANTS



ATHENS
NETWORK of
COLLABORATING
EXPERTS

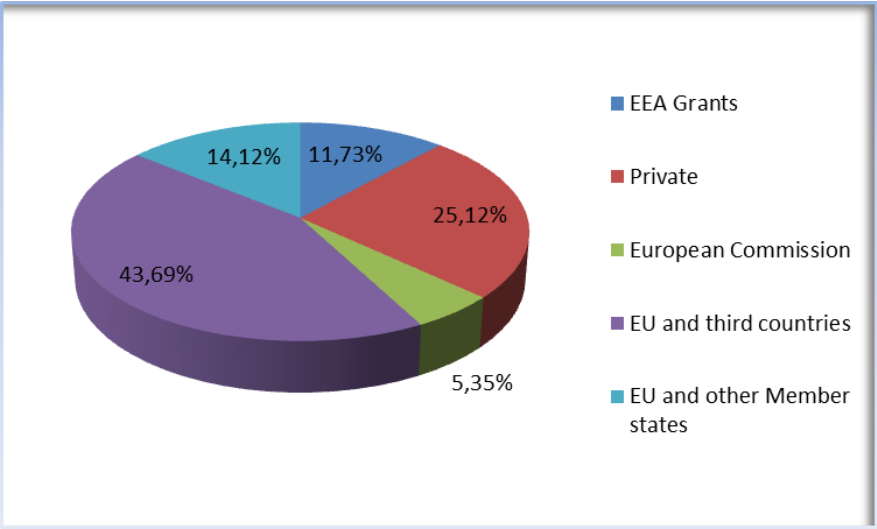
15 S. Charalambi str.
11472 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org

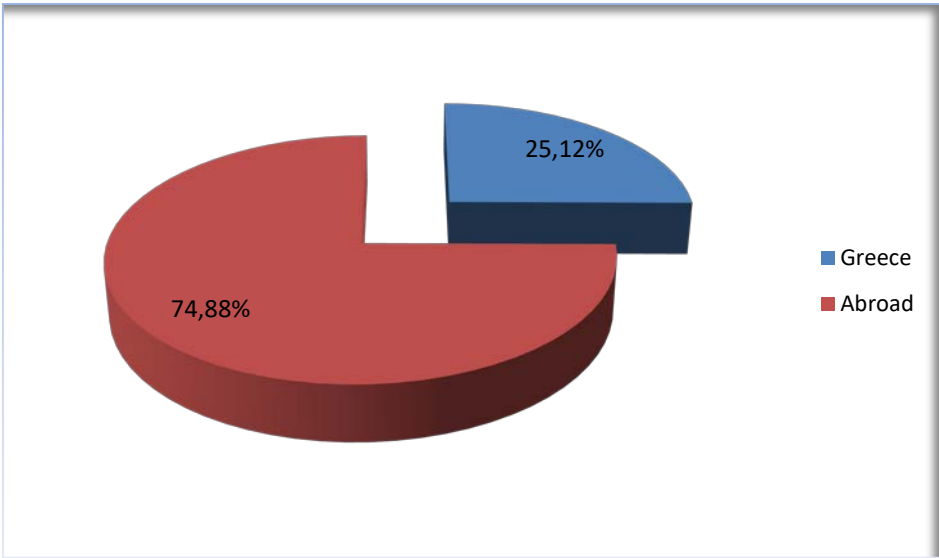
In the next page the financial highlights of the organization per financial resources, per field of action and per geographic area in 2016 are presented.

The total turnover for 2015 was **273.752,60 €**, slightly increased from the total turnover of the the previous year.

As concerns the **financial resources** for 2016, it should be noted that **43,69%** of the total turnover came from grants of the EU commission/ third countries, **25,12%** from Private Funds, **14,12%** from EU Commission/EU Member States Public Bodies, **11,72%** from EEA Grants while **5,35%** came from European Commission.



For 2016, the **25.12%** of the total turnover had origin of Greece while the rest percentage (**74.88%**) had origin of the EU.

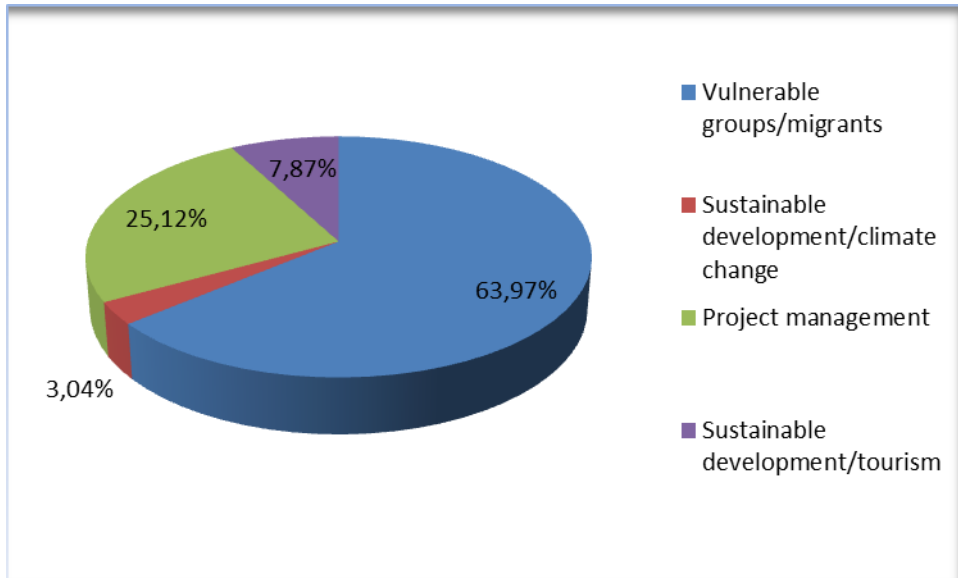


**ATHENS
NETWORK of
COLLABORATING
EXPERTS**

15 S. Charalambi str.
11472 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org

As concerns the thematic areas that ANCE focused on during 2016, based on the financial data, the highest percentage (63.97%) was concentrated on the **support for vulnerable groups** (migrants, women, disabled etc) 25.12% was concentrated on **project management and technical assistance** while 7.87% was concentrated on **sustainable development/ tourism** and 3.04% on **sustainable development/ climate change**.



PARTNERSHIPS



ANCE is a member of the **Greek Platform for Development**, the coordinating body of Greek NGOs active in the field of International Development Cooperation, Humanitarian Aid and Development Education. The Greek Platform for Development represents 12 organizations (including ANCE) which have a significant presence in the country and in many countries of the developing world. It is officially recognized by the International Development Cooperation Agency of the Ministry of Foreign Affairs which represents the views of its members and contributes to the formulation and implementation of Greek development policy.



**ATHENS
NETWORK of
COLLABORATING
EXPERTS**

15 S. Charalambi str.
11472 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org



ANCE is also a member of the **Greek National Network of the Anna Lindh Foundation** (Anna Lindh Euro-Mediterranean Foundation for the Dialogue between Cultures (ALF)). The Anna Lindh Foundation is based in Alexandria, Egypt, and is an international organization of civil society. Founded by the Euro-Mediterranean Conference of Foreign Ministers on November 30, 2004 for the development of networking in social, cultural and humanitarian issues, in particular for the development of human resources. It works as a network of 35 National Networks created by the Euro-Mediterranean Partners and promotes understanding between cultures and exchanges between civil societies.



ANCE is a member of the **European Civic Forum** (FCE) since 2009. FCE is a transnational network of over 100 associations and NGOs across 27 countries in Europe. It was founded on December 17, 2005 in Strasbourg after a meeting of European NGOs in the Council of Europe. The FCE members are national, regional and local NGOs (and European networks) working in the fields of citizenship education and civics. The network aims to enhance the "ownership" of Europe by its citizens by facilitating the networking of local, regional and national actors of civil / NGO community, and implementing common actions aimed at "awakening the European citizen."

Finally, ANCE is a member of **Osservatorio Euro Mediterraneo/Mar Nero** (EuroMediterranean/Black Sea Observatory). Its mission is to promote peace, solidarity and economic and social development of the countries and regions of the Mediterranean and the Black Sea.

ANCE is also cooperating with many other non-governmental organizations, foundations, research centers, and others, both in Greece and abroad in order to implement development operations.

Such organizations are:

- Regional and Local Authorities in Greece, Thailand, Turkey, Italy, Finland, England, Sri Lanka, Egypt, Moldova
- Universities and Educational Centers in Greece, Thailand, England, Germany, Finland, Turkey, Cyprus, Serbia
- Technology and Research Centers in Greece, Italy, Turkey, Austria, Hungary, Poland, Finland, Germany
- Commercial and Industrial Chambers in Greece, Ukraine, Sri Lanka, France, Serbia
- NGOs in Greece, Bulgaria, Germany, Romania, Italy, Finland, Belgium, Slovakia, Poland, Estonia, Portugal, Spain, the Czech Republic, Cyprus, Sri Lanka, Egypt, Morocco, Palestine, Uzbekistan.



**ATHENS
NETWORK of
COLLABORATING
EXPERTS**

15 S. Charalambi str.
11472 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org

NEW, ONGOING AND COMPLETED PROJECTS in 2016

NEW

Fostering employability and entrepreneurship for Egyptian youth and women in the Tourism Sector (2017 - 2021)

At the end of 2016, ANCE has been awarded a new contract in Egypt. The project "Fostering employability and entrepreneurship for Egyptian youth and women in the Tourism sector" aims at strengthening the employability of Egyptian youth, women, unemployed and low skilled workers for the improvement of their transition to employment and encouragement of job seekers to become entrepreneurs in the tourism sector. Through this 48 months project which is implementing with the cooperation of Institute of the Greek Tourism Confederation (INSETE) and The Egyptian Association for Awareness, Comprehensive and Development:

- 600 unemployed persons and/or job seekers in Aswan, Dakahlia and in Greater Cairo will be trained on the latest skills demands in the tourism sector and also will be received training for facilitating their access to employment
- 480 out of 600 trained people will be job placed in tourism companies (4-6months)
- 600 already workers in Hurghada, Greater Cairo and Aswan will be trained on the latest skills demands in the tourism sector
- 400 potential entrepreneurs' women and youth will receive training on business start-ups and on functioning of the tourism market and related services especially in relation to environmental and folkloric handicrafts.
- 30 new entrepreneurs will be granted in order to start their own business in the tourism handicrafts.

The project also offers coaching and mentoring services for entrepreneurs, networking with business associations, angel investors and companies.

The project is co-financed by the European Commission and the Government of Egypt

- Contract number: ENPI/2016/381-111
- Duration of the project: 1/2/2017 - 31/1/2021
- Budget: EUR 1,674,303.90
- Programme: Support to the Technical and Vocational Education and Training Reform Programme in Egypt Phase II (TVET II), ENPI/2012/023-68



ATHENS
NETWORK of
COLLABORATING
EXPERTS

15A Miaouli str,
10554 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org

“Migration Network in Europe and Turkey” is supported under the Civil Society Dialogue Programme. The Programme aims to bring together civil society organizations from Turkey and the EU around common topics, to exchange knowledge and experience, and to build a sustained conversation between them. The Ministry for European Union Affairs is the responsible institution for the technical implementation of the programme, while the Central Finance and Contracts Unit is the Contracting Authority of the Programme.

The overall objective of the 14-month project “Migration Network in Europe and Turkey” which is implemented by the Greek NGO Athens Network of Collaborating Experts, the Global Political Trends Center of Istanbul Kültür University, and the Turkish NGOS Human Resource Development Foundation and Association for Solidarity with Asylum Seekers and Migrants, is to facilitate the EU-Turkey civil society cooperation on the ground of development of migration/asylum policies in Turkey in accordance with EU standards and of a common approach to migration management between EU & Turkey.

More specifically the action aims at: a) Enhancing the capacity of Turkish CSOs to contribute to the development and implementation of reforms in the field of human rights and migration management, b) Strengthening Turkish-Greek civil society cooperation and information exchange on migration and refugee management systems, and c) Enhancing awareness of Greek and Turkish society on migrants and refugees rights.

The above will be achieved through the implementation of the following activities:

A) Capacity building activities targeting key issues concerning irregular migrants and refugees

- Training for public officials (police officers, staff of detention centres, border and coast guard) at the Greek-Turkish borders (Edirne) on issues of irregular immigrants and asylum seekers
- Orientation seminars for refugees at the Syrian-Turkish borders (Gaziantep), especially women and youngsters
- Training for staff in removal centres (Sanliurfa) on the asylum procedure according to EU policies and the application of the Law on Foreigners, with the participation of Bar Associations focusing on refugee law

B) Networking between civil society actors on migration practices in Turkey, Greece and the EU and research

- Networking workshop in Athens between Greek and Turkish CSOs to generate mutual knowledge and understanding and draft recommendations on a model of Greece (EU) and Turkey coordination
- Study on developing a common system for collection and analysis of and public access to reliable disaggregated data regarding migration and migrants, including irregular migrants, as a foundation for rights-based policymaking on migration in EU and Turkey.

C) Awareness raising activities for the local communities-entry points of irregular migration in the Greek-Turkish and the Syrian-Turkish borders, and also for CSOs, academics, experts, media and the wider public at local and national levels

- Awareness raising thematic workshops in Istanbul with academic community, policy makers and the media
- Awareness raising and information activities for the local communities-entry points at the Greek-Turkish & the Syrian-Turkish borders (Evros, Lesvos, Sanliurfa, Gaziantep), on the rights of irregular migrants/asylum seekers and migration related issues
- Project website
- Final conference in Istanbul on improving EU-Turkey migration management systems.

- Contract number: TR 2011/0135.15-04/21
- Duration of the project: 15/2/2016-14/4/2017
- Budget: EUR 161.499,98
- Programme: Civil Society Dialogue Programme



**ATHENS
NETWORK of
COLLABORATING
EXPERTS**

15 S. Charalambi str.
11472 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org

RUNNING

Capacities for Climate Change – C4CC (2016-2017)

The overall objectives of Capacities 4 Climate Change are that youth workers and youths in Germany, Spain, Greece, Ecuador, Mexico, Chile, and throughout the European Union and Latin America grasp, understand, reflect and communicate the importance of local, regional and global climate adaptation needs, policy and strategies and that they are enabled to develop competences and to take up responsibility for the importance of young people's active role in shaping the pathways for the upcoming transformation processes towards climate adaptation.

The specific objective of C4CC is therefore to develop and realize a three-step e-learning and encounter-based capacity building for youth workers and young multipliers focusing on the so-called "transmedia storytelling". The capacity building and its respective workshops and activities are embedded in the production of a set of communication products made by the participants, professionally supported by the project partners and external experts.

The project will support competence development for the translation of complex and complicated issues and incentives into adequate and new formats, messages, metaphors and symbols of young people's communication cultures.

To contribute to the objective a capacity building will be developed and implemented. Trainers will be trained. The blended learning modules will focus on transmedia storytelling, social entrepreneurship towards a proactive climate culture based on informal and non-formal learning arrangements.

Two major face-to-face encounters will take place, in which youth workers, peer-leaders and members of the partner organisations plan, realize and undergo the capacity building together with additional participants and experts from the hosting countries. During these face-to-face periods where all six countries meet up, strong added value will arise towards a better integration of youth into implementation of EU strategies and into spreading the respective messages from the global South as well as from already affected (Greece, Spain) and seemingly advanced countries (Germany) which regard to climate management.

Through self-directed and self-oriented learning and the strategic use of communication formats for young people, the participants will not only empower themselves but also claim to take up leadership towards a broader sensitization of their peers, meaning to take up their share of responsibility for climate adaptation. The project will hence demonstrate the great relevance of the role of youth workers and young multipliers in shaping inclusive transformation processes – on EU as well as on local and global level.

The project is co-financed by Erasmus Plus - KA2 Cooperation for innovation and the exchange of good practices -Capacity Building in the field of Youth

Budget: 159.290,40 €



**ATHENS
NETWORK of
COLLABORATING
EXPERTS**

15 S. Charalambi str.
11472 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org

Completed

RADAR: Regulating Anti-Discrimination and Anti-Racism – JUST/2013/FRAC/AG/6271 (2014 - 2016)

In European societies, increasingly reshaped by migration, the fight against racism and xenophobia is a key challenge for democracy and civil life. Despite anti-discrimination legislation that is in force in EU Member States, there is still a fundamental problem in identifying different forms of racism and xenophobia. These may consist of physical attacks against people or of verbal abuse through hate speech, that is, 'racial' and xenophobic discourses "which spread, incite, promote or justify racial hatred, xenophobia, anti-Semitism or other forms of hatred based on intolerance, including: intolerance expressed by aggressive nationalism and ethnocentrism, discrimination and hostility against minorities, migrants and people of immigrant origin" (Council of Europe's Committee of Ministers' Recommendation 97(20)).

A hate crime is never an isolated act; it is usually triggered and fostered by hate speech, consisting of discourses that express disdain, hatred, prejudice, etc. Such discourses are performed not only in direct face-to-face communication through public and private conversations, but they also take place online, in political discussions, in the media, as well as in other institutional contexts. Hate crimes may also follow from hate-oriented communication practices based on other communication levels, such as voice (paraverbal message), body language (non-verbal message), images (visual message). Finally, racist discourse often does not simply consist in explicit hatred, prejudice and disdain, but it may also take the form of an apparently benevolent recognition of the differences that presupposes a stereotypization of an individual's cultural and social identity. In this case, what may seem like a respectful recognition of differences masks underlying stereotypes and prejudices that ultimately become labels and stigmas for the individuals.

Furthermore, it has become increasingly difficult for judges, the police, politicians and the public to identify whether a physical offence is triggered by xenophobia, because it has to be interpreted within the context in which it has taken place. For this reason, it is often the case that 'racial' hate crimes are not recognized as such, which leads to an underestimation of the phenomenon. Treating crimes that are motivated by 'racial' hatred as non-'racial' crimes leads to the violation of fundamental human rights. It is therefore essential that law enforcing and legal authorities, along with journalists and politicians, have tools for correctly identifying the motivation that underlies such criminal acts.

This interpretative work allows us to define such actions in terms of hate crime offences.

The overall aim of this project is to provide law enforcement officials and legal professionals with the necessary tools, mainly through open training activities, aimed at facilitating the identification of 'racial' motivated hate communication. For this purpose, interpretative work will be carried out based on interviews with hate crime victims, as well as online and printed examples of hate-oriented communication practices in six different countries. This material will be analyzed and categorized for the purposes of designing a communication-based training course based on the GINCO* concept of competence-oriented learning and self-evaluation. The course will be suitable for professionals and actual or potential hate-crime victims at national level, as well as for trainers at international level. Further learning resources and facilities will be provided to offer online learning events. Finally, the project aims at producing a publication with concrete tools, recommendations and best practice examples to facilitate anti-discrimination and anti-racist actions and regulations.

The project is co-financed by the European Commission, Directorate-General Justice.
More info: <http://win.radar.communicationproject.eu/web>

Budget: € 484.851,03

Grant: 77.45%

ANCE's budget: € 26.648,00

Partners: UNIVERSITA' DEGLI STUDI DI PERUGIA (leader), LEARNMERA OY, COMPUTER TECHNOLOGY INSTITUTE AND PRESS, KEY & KEY COMMUNICATIONS, STICHTING VROUW EN WELZIJN, ADAM MICHIEWICZ UNIVERSITY



**ATHENS
NETWORK of
COLLABORATING
EXPERTS**

15 S. Charalambi str.
11472 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org

Completed

PROMOTING HUMAN RIGHTS AND THE INTEGRATION OF SECOND GENERATION IMMIGRANTS THROUGH INTERCULTURAL DIALOG AND COOPERATION (2015-2016)

The aim of the project was to strengthen intercultural dialogue and the integration of second generation immigrants in the 6th district of Athens. The goals of the project were implemented by (a) the drafting of a baseline study in the area, (b) the implementation of thematic workshops at parents' councils of local schools and cultural and sports clubs in the area, (c) the organization of a multicultural festival by and for young people, (d) the development and operation of multicultural web radio and (e) the drafting of an impact assessment of the project. The project is mainly addressed to second generation immigrants (children and youth) and the general population and aims inter alia to strengthen and protect the human rights of second generation immigrants, combating racism, xenophobia, social exclusion and hate speech, while at the same time enhancing tolerance and multiculturalism.

The project was implemented with the cooperation of the Greek Forum of Migrants and funded by Iceland, Liechtenstein and Norway, in the framework of the program "We are all citizens", under the EEA Grants for Greece. The Programme is implemented by the Bodossaki Foundation, in cooperation with the EEA Grants Office.

Budget: € 81.871,22

Grant: 90% (€73.684,09)

ANCE's budget: € 65.544,66

Partner: Greek Forum of Migrants



**ATHENS
NETWORK of
COLLABORATING
EXPERTS**

15 S. Charalambi str.
11472 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org

Completed

PROMOTING HUMAN RIGHTS AND THE INTEGRATION OF SECOND GENERATION IMMIGRANTS THROUGH INTERCULTURAL DIALOG AND COOPERATION (2015-2016)

The aim of the project was to strengthen intercultural dialogue and the integration of second generation immigrants in the 6th district of Athens. The goals of the project were implemented by (a) the drafting of a baseline study in the area, (b) the implementation of thematic workshops at parents' councils of local schools and cultural and sports clubs in the area, (c) the organization of a multicultural festival by and for young people, (d) the development and operation of multicultural web radio and (e) the drafting of an impact assessment of the project. The project is mainly addressed to second generation immigrants (children and youth) and the general population and aims inter alia to strengthen and protect the human rights of second generation immigrants, combating racism, xenophobia, social exclusion and hate speech, while at the same time enhancing tolerance and multiculturalism.

The project was implemented with the cooperation of the Greek Forum of Migrants and funded by Iceland, Liechtenstein and Norway, in the framework of the program "We are all citizens", under the EEA Grants for Greece. The Programme is implemented by the Bodossaki Foundation, in cooperation with the EEA Grants Office.

Budget: € 81.871,22

Grant: 90% (€73.684,09)

ANCE's budget: € 65.544,66

Partner: Greek Forum of Migrants



**ATHENS
NETWORK of
COLLABORATING
EXPERTS**

15 S. Charalambi str.
11472 Athens, Greece
tel/fax 210 8215044
210 8215343
ance@ance-hellas.org

www.ance-hellas.org