



ecosystem

for a society without discrimination

D2.1 National Report



Co-funded by
the European Union



**strEngthening PubliC AuthOritieS' capactY to reSpond to inTersEctional
discrimination through Multi-agency coalitions**

D2.1 National Report

Lead Beneficiary	KMOP – Social Action and Innovation Centre
Deliverable Version	1.0
Due Date	M6
Delivery Date	M9
Dissemination Level	Public



Project Information

MIS Code	101144484
Project Acronym	ECOSYSTEM
Project Name	strengthening Public Authorities' capacity to respond to intersectional discrimination through Multi-agency coalitions
Action	CERV-2023-EQUAL
Action Code	CERV-2023-EQUAL
Type	CERV Lump Sum Grants
Project Start Date	01/10/2024
Project Duration	24 months
Coordinator	Ministry of Social Cohesion and Family Affairs

Document Information

Activity	Activity 2.2: Drafting of the National Report on the results of the baseline Research
Deliverable Name	D2.1 National Report on the Current Situation on Racism and Discrimination in Greece
Submission Deadline	30/05/2025
Submission Date	18/06/2025
Type	R – Report
Dissemination Level	P (Public)
Main Authors	Maria Elli Doufexi Kaplani, KMOP
Document Evaluators	Dr. Vasileios Margaritis, KMOP
Ethics Assessment	Dr. Vasileios Margaritis, KMOP Maria Elli Doufexi Kaplani, KMOP

Version History

Version	Date	Author	Content and Changes
0.1	30/05/2025	Maria Elli Doufexi Kaplani	First draft
0.2	06/06/2025	Dr. Vasileios Margaritis	Internal review
0.3	10/06/2025	Maria Elli Doufexi Kaplani	Consolidated version including the evaluators' comments

Table of Contents

Abstract.....	7
1. Introduction.....	8
2. National legal framework.....	10
3. Current situation in Greece.....	12
4. National Council against Racism and Intolerance & National Action Plan.....	18
5. Methodology.....	21
5.1 Limitations.....	23
6. Qualitative research results.....	24
6.1 Role of participants in the implementation of the 1 st National Action Plan against Racism and Intolerance.....	24
6.2 Achievements and challenges.....	26
6.3 Stakeholder cooperation.....	30
6.4 Lessons learnt and suggestions for improvement.....	32
6.4.1 Lessons learnt.....	32
6.4.2 Suggestions for improvement.....	33
6.5 Training needs.....	35
7. Quantitative research results.....	37
7.1 Demographic data.....	37
7.2 Perceptions about discrimination and stereotypes.....	37
7.3 Personal experiences of discrimination.....	54
7.4 Impact of discrimination.....	58
7.5 Efforts to combat discrimination.....	60

8.	Main Results - Conclusions	67
	Summary of main results of qualitative research	67
	Summary of main results of quantitative research	67
	Main conclusions.....	69
9.	Policy recommendations	71
	9.1.1 Short-term recommendations	71
	9.1.2 Medium and long-term recommendations	71
	9.1.3 Recommendations to the political leadership.....	73
10.	Bibliography	75
	Appendices.....	77
	Appendix A: Consent form for interviews.....	77
	Appendix B: Interview questionnaire.....	80
	Appendix C: Quantitative research questionnaire.....	82

Abbreviations & Acronyms

Abbreviation / Acronym	Description
CI	Confidence Interval
IAPR (<i>AADE</i>)	Independent Authority for Public Revenue
M	Mean
MSCFA (<i>YKOISO</i>)	Ministry of Social Cohesion and Family Affairs
NAP (<i>ESD</i>)	National Action Plan against Racism and Intolerance
NCHR (<i>EEDA</i>)	National Commission for Human Rights
NCRI (<i>ESRM</i>)	National Council against Racism and Intolerance
NSSF (<i>EFKA</i>)	National Social Security Fund
OR	Odds Ratio
p	Statistical significance level

Abstract

In recent years, institutional efforts to tackle discrimination and racist crimes have intensified. However, such phenomena persist in all aspects of everyday life. As part of the ECOSYSTEM project, qualitative and quantitative research was carried out to assess the 1st National Action Plan against Racism and Intolerance and to explore citizens' attitudes and experiences of discrimination. Qualitative research was conducted through 10 semi-structured interviews with representatives of institutions involved in the 1st NAP and communities affected by discrimination. Quantitative research involved 1,928 citizens from different backgrounds. The results of both qualitative and quantitative research highlighted the importance of the NAP in the visibility and prioritisation of the response, as well as the gaps in the evaluation and sustainability of actions. It also appeared that discrimination remains widespread in Greece, while the majority of people affected choose not to report the incident due to fear, lack of trust in the authorities and the normalisation of violence. Although institutional efforts to combat these phenomena are largely effective, they need to be intensified by focusing on education and information for professionals and citizens and substantial protection of victims. In this sense, the 2nd NAP needs to be structured with a view to sustainability and long-term impact, but also to be communicated more effectively to society.

1. Introduction

Despite the legislative provisions for the protection of victims and the institutional efforts to prevent and combat discrimination and racist violence in recent years, these phenomena are still present in Greek society. Everyday reality shows that discrimination and hate incidents are not just isolated events, but permeate the social fabric deeply affecting the sense of security, dignity and equality of citizens. The Racist Violence Recording Network recorded 158 reports for the year 2023, an increase compared to the previous year, when 74 incidents were recorded. The majority of victims were targeted on the basis of national or ethnic origin, sexual orientation, gender identity and sex characteristics, and in some cases multiple discrimination was observed. These incidents are not limited to specific places or groups, but arise in various aspects of social life, from public spaces and schools to the workplace and shelters.

The project *“ECOSYSTEM - Strengthening Public Authorities' Capacity to Respond to Intersectional Discrimination through Multi-Agency Coalitions”* aims to contribute to the development of the 2nd National Action Plan against Racism and Intolerance and to strengthen the capacity of national authorities in the fight against intolerance, racism and multiple and intersectional discrimination. Through a participatory, interdisciplinary and inter-agency approach, the project seeks to strengthen cooperation between public authorities and civil society by focusing on three interrelated pillars: (a) enhancing victims' access to information and services through a relevant platform; (b) improving the skills of civil servants and the capacity of the National Council against Racism and Intolerance; and (c) raising awareness of citizens through a National Awareness Raising Campaign.

For the development of the 2nd National Action Plan and in the framework of Work Package 2, KMOP, in cooperation with MSCFA (*YKOISO*) and NCHR (*EEDA*), conducted qualitative research for the analysis of the results of the implementation of the 1st National Action Plan. Given its limitations, the research explored the structural barriers, gaps and challenges faced by the implementing agencies and the limitations of its expected impact. At the same time, quantitative research was conducted to explore citizens' attitudes and experiences towards

discrimination. The results of the qualitative and quantitative research, as well as relevant policy recommendations, are presented in this report.

2. National legal framework

Greece has made significant progress in the development of a modern legal framework to combat discrimination and racism, both in general and in relation to specific groups or contexts. Article 82^A of the Penal Code, as amended by Article 14 of Law 5090/2024, criminalises offences with racist characteristics. Although the law mentions the term “racial characteristics”, the protected characteristics defined include race, colour, national or ethnic origin, genealogical descent, religion, disability, sexual orientation, identity and sex characteristics (Official Government Gazette, 2019; Official Government Gazette, 2024a).

Law 4285/2014 criminalises public incitement to violence or hatred against a person or a group of persons who bear the aforementioned protected characteristics, except for sex characteristics. The law provides for intentional incitement, provocation, agitation or inducement “*publicly, orally or through the press, via the internet or by any other means or manner*” to acts that may cause discrimination, hatred or violence and threaten public order or the persons targeted, or cause damage to property of the person or group of persons. Moreover, the law provides for the public approval or denial of crimes recognised by international courts or the Parliament, such as war crimes and genocides (Official Government Gazette, 2014).

Law 4443/2016 is a key piece of legislation for the prohibition of discrimination in the field of work and employment. It prohibits any discrimination based on race, colour, national or ethnic origin, genealogical descent, religious or other beliefs, disability or chronic illness, age, family or social status, sexual orientation, gender identity and sex characteristics in the private and public sector. The provisions cover, inter alia, conditions of access to employment, selection criteria and conditions of recruitment, terms and conditions of work and employment, and professional development and training. Article 2 defines the terms direct and indirect discrimination, with the former referring to less favourable treatment of persons because of protected characteristics, and the latter existing when an apparently neutral provision, criterion or practice puts persons bearing the protected characteristics at a disadvantage compared to other persons. Harassment is defined as unwanted conduct associated with the characteristics in question. The article introduces the concept of discrimination by association, which refers to

discrimination against a person because of their relationship with a person who bears a protected characteristic, as well as the concept of discrimination based on perceived characteristics, when a person who is presumed to possess one of the characteristics experiences discrimination. Multiple discrimination is defined as discrimination on more than one ground (Official Government Gazette, 2016).

Hate crimes are prosecuted ex officio, with prosecution being initiated when the authorities become aware of the incident. This implies that victims do not have to pay a deposit in favour of the State (Official Government Gazette, 2014). Hate crime cases are recorded separately by the Public Prosecutor's Office by registering them with a separate indicator “RV”, which captures the term Racist Violence (OSCE ODIHR, n.d.).

Victims of hate crimes are entitled to legal support, interpretation services and access to information on the progress of their case during legal proceedings. Furthermore, they have the right to participate actively in criminal procedures as injured parties and to have their personal details kept confidential when testifying, and to have trained professionals present to provide support during the proceedings (OSCE ODIHR, n.d.). In case of serious harm, victims are entitled to compensation from the Greek Compensation Authority, while provision is made for the granting of a humanitarian residence permit for non-EU citizen-victims (Official Government Gazette, 2009).

3. Current situation in Greece

Despite these important legislative initiatives, stereotypes, discrimination and racist violence continue to exist in Greek society. The Special Eurobarometer 535 on discrimination in the European Union captures citizens' beliefs about the **prevalence of discrimination in the country**. According to the majority of respondents from Greece, discrimination against Roma is very or fairly widespread (86%), followed by discrimination on the basis of sexual orientation (74%) and ethnic origin (67%). Discrimination against intersex (64%) and trans people (62%) is also quite widespread, as is discrimination based on socio-economic status (63%), skin colour (62%), age (53%) and disability (52%). A smaller proportion believe that discrimination based on religion or belief (45%) and discrimination based on gender (40%) are equally widespread. These percentages are higher than the European Union average, indicating the prevalence of discrimination in Greece as a serious social problem (European Commission, 2023).

Q81. For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? (%)

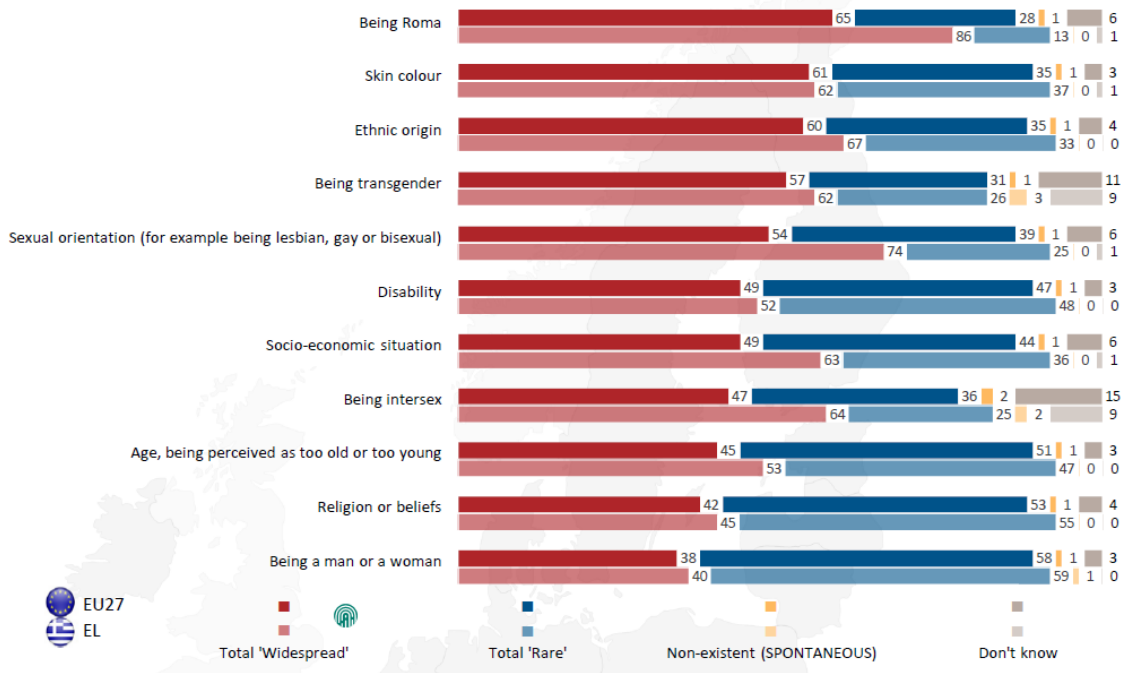


Figure 1 Percentage distribution of the sample of the Eurobarometer 535 survey on the prevalence of discrimination in Greece and the European Union

In the same survey it appears that the Greek participants would feel less comfortable if a Roma person (34%), a person of a different ethnic origin (34%), religion (24%) or skin colour (21%) from the majority of the population, a trans or intersex person (26%) or a gay or bisexual person (25%) were in the **highest elected political position in Greece**. By smaller percentages, they would feel less comfortable if a **colleague** was Roma (19%), trans or intersex (15%), gay or bisexual (13%), Muslim (12%), Jewish (11%), Buddhist (10%) or atheist (9%). These percentages increase markedly with regard to **their child's partner**, with the majority feeling less comfortable if they are trans, intersex or the same sex as their child (53%), old (49%) or Roma (48%), Muslim (35%), Buddhist or Jewish (28%). In this case too, the percentages are higher than the European Union average, reinforcing the picture of discrimination in Greece (European Commission, 2023).

QB6. Using a scale from 1 to 10, please tell me how you would feel about having a person from each of the following groups in the highest elected political position in (OUR COUNTRY)? '1' means that you would feel "not at all comfortable" and '10' that you would feel "totally comfortable".

(%)

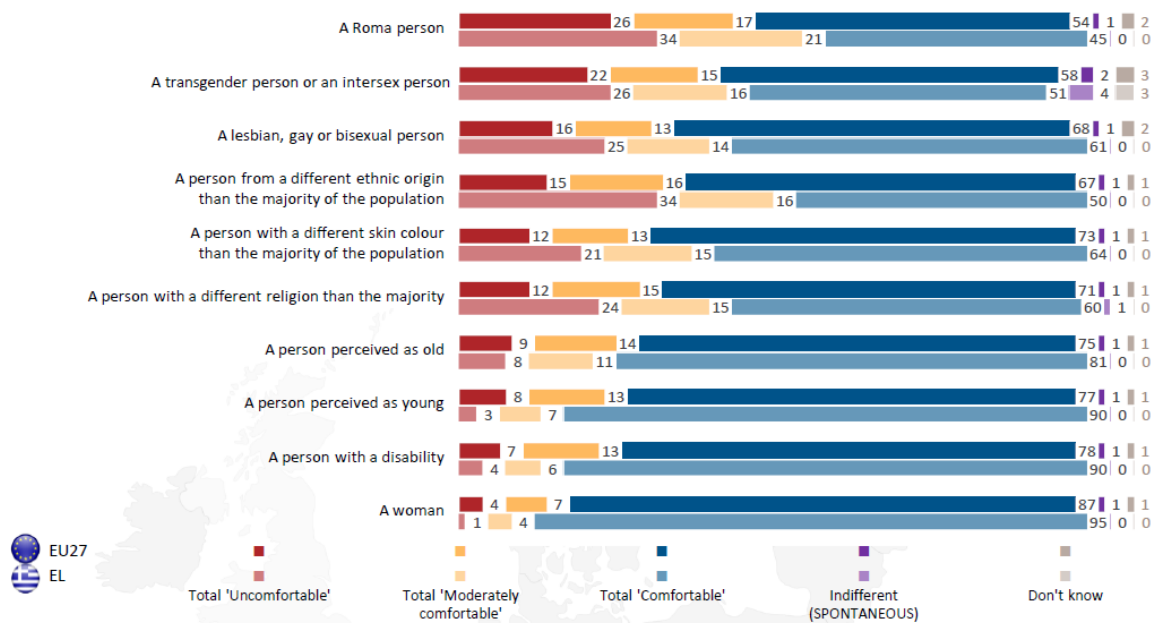


Figure 2 Percentage distribution of the sample of the Eurobarometer 535 survey on comfort levels with people with specific characteristics who are in the highest elected political position in Greece and the European Union

QB12. Regardless of whether you're actually working or not, please tell me, using a scale from 1 to 10, how comfortable would you feel, if a colleague at work with whom you are in daily contact, belonged to each of the following groups? '1' means that you would feel, "not at all comfortable" and '10' that you would feel "totally comfortable". (%)

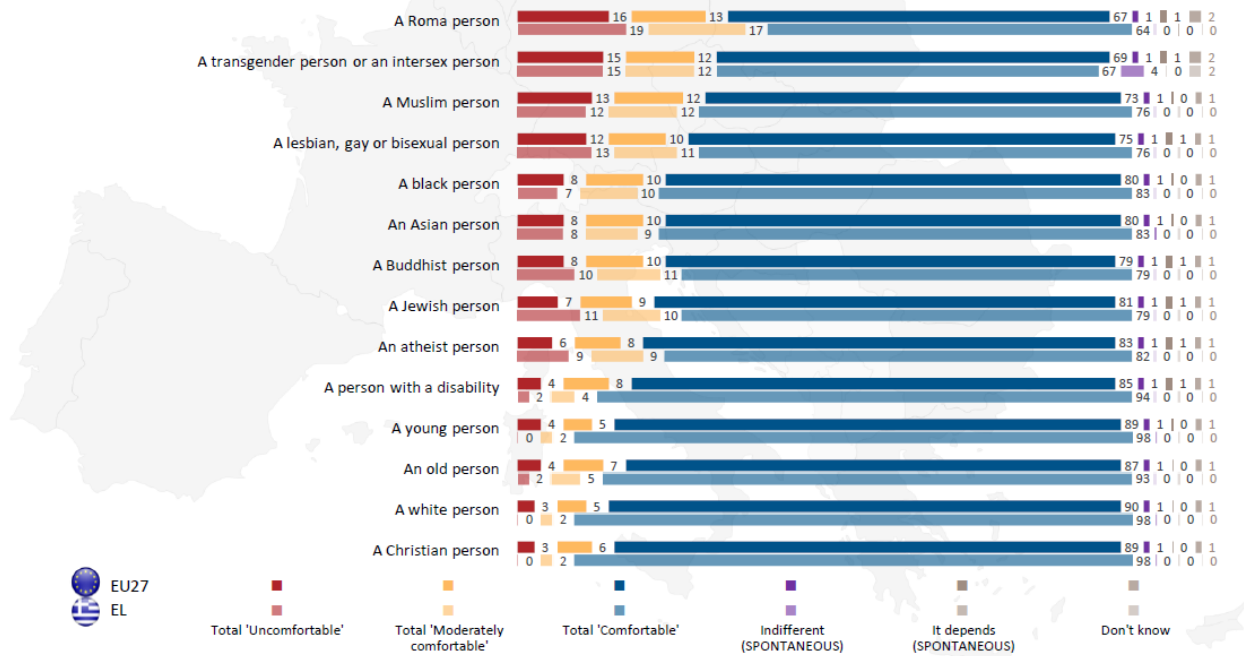


Figure 3 Percentage distribution of the Eurobarometer 535 survey sample for comfort levels with colleagues with specific characteristics in Greece and the European Union

QB13. Regardless of whether you have children or not, please tell me, using a scale from 1 to 10, how comfortable you would feel if one of your children was in a love relationship with a person from one of the following groups? '1' means that you would feel, "not at all comfortable" and '10' that you would feel "totally comfortable". (%)

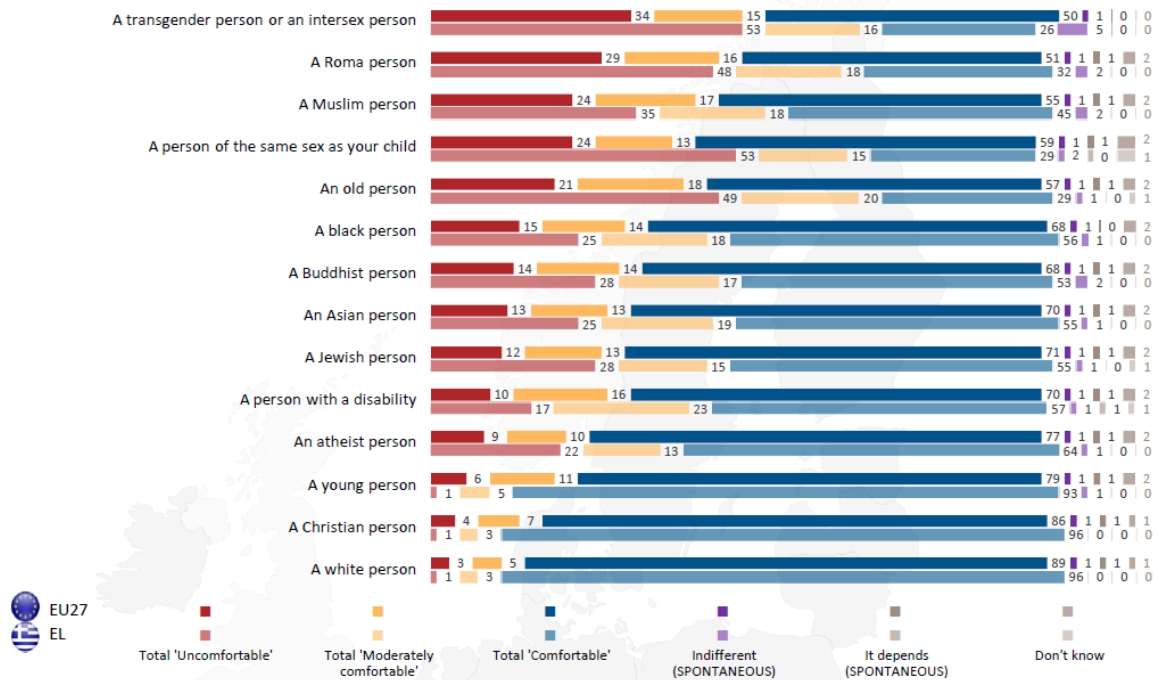


Figure 4 Percentage distribution of the Eurobarometer 535 survey sample for comfort levels with their children's partners in the case of specific characteristics in Greece and the European Union

If they experienced discrimination, people would prefer to report the incident to the police (32%), a friend or family member (26%), an equality body or ombudsperson (14%), a lawyer (12%), a court (7%), a dispute resolution system (2%), an NGO (1%), or trade unions (1%) (European Commission, 2023).

In 2022, the Racist Violence Recording Network recorded 74 incidents, of which 38 involved LGBTQI+ individuals and human rights defenders due to their association with the LGBTQI+ community. In 33 incidents, people with a migrant or refugee background or asylum seekers were targeted because of their national origin, religion or colour. Other incidents targeted Greek citizens due to ethnic origin, a mosque and a Holocaust memorial (Racist Violence Recording Network, 2023).

Reports doubled in 2023, reaching 158 incidents of racist violence. Of these, 89 incidents targeted people on the basis of ethnic origin, religion or colour, while some recorded multiple discrimination based on characteristics such as sexual orientation, gender identity and disability. In 61 incidents, LGBTQI+ individuals were targeted and in some of them multiple discrimination was observed on the basis of sexual orientation, gender identity and expression, and disability. In five incidents, the victims were Greek Roma citizens and were targeted because of their ethnic origin and in one incident, vandalism of a Holocaust memorial was recorded. In another, the person was targeted on the basis of disability. No formal complaint was made to the authorities in more than half of the incidents (63%). According to the Network's annual report, the main reasons for not reporting are lack of trust in the authorities, fear of re-victimisation, lack of awareness of rights and the normalisation of violence (Racist Violence Recording Network, 2024).

According to the Network's records, individuals with a migrant or refugee background have experienced discrimination at the country's borders, in reception and accommodation centres and in various aspects of everyday life. Victims reported that in several cases they were attacked by groups of men at the country's borders related to forced returns (without specifying whether they were members of law enforcement agencies or illegal organisations). At the same time, cooperation between different perpetrators was observed at different stages of the attack, such as in the movement and containment of the victims. Incidents of unprovoked violence and harassment within reception and detention facilities, mainly on islands, were also observed, with perpetrators being representatives of the facilities and law enforcement agencies. Racist acts were also recorded in various aspects of everyday life by unknown individuals or individuals known to them on a professional, educational or other level. Similarly, incidents targeting Roma occurred in various aspects of everyday life (Racist Violence Recording Network, 2024).

LGBTQI+ people experienced unprovoked attacks, mainly in public, but also on social media, in restaurants and in the workplace. Violence initially manifests itself as homophobic and transphobic rhetoric and often escalates into physical assaults. The Network's annual report for 2023 makes particular reference to domestic violence experienced by LGBTQI+ people following the disclosure of their identity (coming out), as well as attacks in educational

institutions. These environments, broadly understood as protective environments, exacerbate the vulnerability of individuals and, combined with re-victimisation, intensify the feelings of fear and insecurity of victims (Racist Violence Recording Network, 2024).

Despite the positive responses in preventing and tackling the phenomenon, the European Commission against Racism and Intolerance (ECRI) made recommendations in the sixth monitoring cycle report on Greece. The report mentions the lack of investigation of the racist motive in some of the recorded incidents or delays in interviewing victims. It also highlighted the disparity between recorded hate crimes and related prosecutions and sentences, possibly due to a general feeling of reluctance on the part of the authorities to examine hate motives. Some of the Commission's recommendations include making sure the hotline operated by the Hellenic Police for combating racist violence is available all over the country, as well as translating and disseminating the Guide for the rights of hate crime victims, developed by the Ministry of Justice and the National Council against Racism and Intolerance, in more languages. Another key recommendation is to launch public awareness campaigns against hate speech using alternative narratives and aiming to highlight the dangers posed by hate speech (European Commission against Racism and Intolerance, 2022).

4. National Council against Racism and Intolerance & National Action Plan

The National Council against Racism and Intolerance (NCRI) was established by Law 4356/2015 and was officially constituted on March 10th, 2016, by decision of the Minister of Justice (Official Government Gazette, 2015; Ministry of Justice, 2021). Following the amendments introduced by Law 5107/2024, it is a collective, advisory and consultative body, acting under the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family Affairs (Official Government Gazette, 2024b).

NCRI is responsible for advising and supporting the state and wider society on issues related to the fight against racism, intolerance and discrimination. Its main tasks include drafting policies to prevent and combat such phenomena with the aim of protecting individuals and groups targeted on the grounds of race, colour, national or ethnic origin, social background, religious or other beliefs, disability, sexual orientation, gender identity or sex characteristics.

In addition, the Council controls and monitors the implementation of the relevant legislation, promoting compliance with international and European law, and coordinates and strengthens the actions of the stakeholders to address discrimination more effectively. At the same time, it prepares studies and issues guidelines and recommendations for the prevention and combating of the phenomena and the adaptation of Greek legislation, and collects and uses statistical data. It also carries out training initiatives for the judiciary, law enforcement agencies and public officials to address such phenomena.

One of its central tasks is the drafting, implementation and regular updating of the National Action Plan against Racism and Intolerance, aiming at the substantial and continuous improvement of the policies and practices implemented. Furthermore, it is responsible for drafting an annual action report to be submitted to the President of the Hellenic Parliament.

Finally, NCRI strengthens cooperation with civil society, including NGOs, academics, citizens and other stakeholders, in order to promote equality and combat discrimination in all areas of life.

Through these actions, the Council aims to create an environment that respects diversity and protects the rights of all citizens (Official Government Gazette, 2015).

The National Action Plan against Racism and Intolerance is Greece's main policy tool for addressing the phenomena of racism, intolerance and discrimination. This Plan, prepared by the NCRI for the period 2020-2023, was developed after extensive consultations between the members of the Council and other stakeholders.

The main objectives of the National Action Plan are to effectively address the phenomena of racism, intolerance, racist violence and discrimination, as well as to ensure respect for human rights and fundamental freedoms, in accordance with the Constitution and the international commitments of the State. The Plan aims to enable citizens to live in a society without discrimination by strengthening the prevention stage and raising awareness of the respect for the principle of equality, equal treatment and dignity.

The Action Plan is underpinned by an extensive theoretical background on how to deal with the phenomenon in Greece, the institutional framework in the country, the rights of victims and the clarification of key concepts such as racist crime, incitement to commit crimes and ex officio prosecution. At the same time, it focuses on key actions to achieve the objectives. These actions are structured around five priority axes. The first axis, “Discrimination, stereotypes, prejudice” includes actions such as the design and implementation of educational cultural programmes in schools, training activities for Labour Inspectors on the implementation of equal treatment, and the development of a training programme for disabled persons travelling by passenger ship. The second thematic axis, “Fight against racist crime”, includes, among others, the operation of working groups on racist crime and training to study the extent and nature of racism, training of justice professionals on racist crime and hate speech, and improving access to compensation for victims of intentional crime. The “Awareness-raising – Information” axis focuses mainly on informing the public and certain professional groups, such as teachers, about the different aspects of the phenomenon and the functioning of the NCRI. The “Integration/Empowerment” axis includes, inter alia, actions to promote the inclusion of refugee and Roma children in Greek schools, and training in support practices for students in

the context of Differentiated Education. The fifth axis, “Horizontal – Cross-sectoral Actions” refers to actions co-organised by bodies participating in the NCRI.

The Plan foresaw the systematic evaluation of the implementation of the actions, in the framework of the regular and out-of-turn meetings of the Council. The evaluation was intended to be carried out through internal implementation reports from the relevant bodies to the NCRI to ensure proper implementation of the plan, address challenges and redesign actions. The qualitative and quantitative evaluation of the plan was set to start at the end of 2023 and include lessons learnt from the challenges encountered. Relevance, design and delivery, and performance were the evaluative indicators referred to in the Plan (Ministry of Justice, 2021).

5. Methodology

In the framework of the ECOSYSTEM project, qualitative and quantitative research was conducted to explore the lessons learnt, achievements, obstacles, gaps and challenges faced by the implementing agencies of the 1st National Action Plan against Racism and Intolerance. At the same time, citizens' perceptions of stereotypes, prejudices and discrimination and the impact they have on the individuals who experience them were explored. The research was designed to inform the formulation of the 2nd NAP with evidence-based observations from the field and civil society.

The qualitative research was conducted between January and May 2025 and included 10 semi-structured interviews with representatives of institutions involved in the drafting, implementation or evaluation of the 1st NAP, as well as representatives of communities affected by racism. Purposeful sampling was followed, with the assistance of MSCFA (YKOISO) to invite members of the National Council. Indicatively, participants included institutions such as the Ministry of Justice, the Ministry of Social Cohesion and Family Affairs, the Ministry of Foreign Affairs, the Ministry of Education, the Hellenic Police, the Greek Ombudsman, the Racist Violence Recording Network, the National Confederation of Disabled People (ESAMEA) and the Greek Forum of Refugees. The interviews were analysed thematically, based on the axes defined in the interview guide ([Appendix B](#)), while written consent was requested before each interview ([Appendix A](#)).

For the quantitative research, a questionnaire ([Appendix C](#)) was developed to explore citizens' perceptions of stereotypes, discrimination, racism, and the effects they have on the people who experience them. The questionnaire was developed based on the Special Eurobarometer 535 -

Discrimination in the European Union¹, Law 4285/2014² and Law 4443/2016³. It was anonymous and distributed online between January and May 2025 via the LimeSurvey tool⁴. In order to complete the questionnaire, the interested individuals had to give their consent for data collection and analysis. If they answered “no” to the relevant questions, the questionnaire was completed automatically without displaying any questions.

Convenience sampling was followed for the study, with the cooperation of KMOP, MSCFA (YKOISO) and the NCHR. Project partners promoted the questionnaire through personal networks, press releases, websites and social media. Moreover, important contributions to dissemination were provided by umbrella organisations with access to specific groups, institutions and the general public. The target sample was 1,000 citizens of different backgrounds and characteristics (age group, gender, education level, region of residence). After deducting the incomplete responses (1,254) and those who did not give their consent (73), the total number of the sample was 1,928 people.

Besides descriptive statistics on beliefs, personal experiences, impact and anti-discrimination efforts, the survey explored the impact of gender, age group, level of education and region of residence on citizens' beliefs about the frequency of discrimination, reporting or not reporting incidents, and the level of effectiveness of anti-discrimination efforts. Furthermore, binomial logistic regression was performed to investigate the impact of gender, age, level of education and region of residence on the likelihood of experiencing discrimination by participating individuals. For this multivariate control, a compute of variables exploring personal experiences of discrimination or harassment based on any of the protected characteristics in the past 12 months was performed, creating a new dependent variable answering the question “Have you

¹ European Commission. (2023). Special Eurobarometer 535 - Discrimination in the European Union. Available at: <https://europa.eu/eurobarometer/surveys/detail/2972>

² Law 4285/2014, Official Government Gazette A' 191/10.9.2014. Available at: https://www.kodiko.gr/nomologia/download_fek?f=fek/2014/a/fek_a_191_2014.pdf&t=ef599387bdea6105fd271e16496a386e

³ Law 4443/2016, Official Government Gazette A' 232/9.12.2016. Available at: https://www.kodiko.gr/nomologia/download_fek?f=fek/2016/a/fek_a_232_2016.pdf&t=f5447373a24e98e14cbd3deea4c4d9eb

⁴ The LimeSurvey tool ensures confidentiality and anonymity, as the IP address of the respondents is protected and untraceable. The data collected is anonymous and no tracking token is assigned to each participating individual.

experienced discrimination or harassment in the past 12 months? -Yes-No”. The Kolmogorov-Smirnov normality test indicated that the data did not follow a normal distribution and, thus, non-parametric statistical tests were selected. Kruskal-Wallis tests were performed for the Likert scale questions⁵, while for dichotomous survey questions (“yes/no”)⁶, Fisher tests were performed to test the research hypotheses. Only statistically significant results are presented in the relevant chapter analysing the results of the quantitative research. In the questionnaire there were also open-ended questions, where individuals could provide more detailed answers, for example, on the persons/organisations where they reported an incident of discrimination or on the proposed measures to prevent and combat the phenomenon.

5.1 Limitations

Like any research process, this survey has limitations:

- The use of convenience sampling and voluntary participation in the quantitative survey limits the generalisability of the results. Although the sample covers a variety of characteristics, it is not representative of the general population and, therefore, the results should be considered indicative and interpreted with caution.
- The way the questionnaire was distributed influenced the composition of the sample. Certain population groups, such as non-binary individuals, people living in island or mountainous areas and individuals over 76 years of age, were under-represented, which limits the ability to draw safe conclusions for these groups. At the same time, the questionnaire was only available in Greek, which potentially limited the participation of people with a migrant or refugee background who did not know Greek and did not have access to translation tools.
- The organisations that disseminated the questionnaire may have had direct access to populations that are already familiar with equality and discrimination issues, or who share certain value approaches. This may result in a high likelihood of selection bias of individuals participating in the quantitative survey.

⁵ Scale 1-5, where 1= Not at all and 5= Very much. For example, “*To what extent do you think stereotypes exist in our society? -Not at all -Slightly -Moderately -A lot -Very much*”.

⁶ For example, “*Have you unconsciously discriminated against someone on the basis of a characteristic in the last 12 months? Yes - No - I don’t want to answer*”.

6. Qualitative research results

6.1 Role of participants in the implementation of the 1st National Action Plan against Racism and Intolerance

The research participants held critical roles in the design, implementation and/or monitoring of the 1st National Action Plan (NAP) against Racism and Intolerance. Their involvement is mainly identified through their status as members of the National Council against Racism and Intolerance (NCRI) during the preparation and implementation of the 1st NAP or during the current period of preparation of the 2nd Plan. The interviews involved both representatives of public bodies and civil society actors.

The NAP was drafted based on gathering input from NCRI members and working with experts to write the text. The initial draft was prepared by an external partner of the Ministry of Justice, that was responsible for coordinating the NAP, after collecting the suggestions of the stakeholders. Subsequently, the NCRI member bodies contributed to the further elaboration of the text by providing their knowledge and experience from their field and areas of expertise. Once the actions were formulated, the collaborating actors categorised them, setting priorities and forming a coherent Action Plan. As mentioned by some interviewees, the elaboration of the document was carried out through regular NCRI meetings, with a specific focus on the agenda, but also through targeted editing of the document. **The implementation of the planned actions was undertaken by the government agencies that participated in the Council** and the actions often included projects that were being implemented or were to be implemented under other programmes such as the National Strategic Reference Framework (NSRF/ESPA). **Evaluation of implementation was not performed in a systematic way** but periodic meetings of the Council were reported, where informal evaluation was carried out discussing the progress of the actions, mainly in terms of qualitative criteria.

Some **civil society representatives** underlined their **multi-level involvement**, ranging from the design to the evaluation of the NAP. This participation was mainly ensured in the form of **consultations and the horizontal provision of expertise**, such as definitions and legislation, following a victim-centred and rights-based approach. For the most part, these inputs were

related to the **theoretical part of the plan**. Civil society actors were not involved in the implementation of the actions, because the relevant actions were carried out by the Ministries.

One of the representatives indicated that their body acts as a constant interlocutor with the authorities on issues of racist violence, and through their annual reports, they provide in-depth recommendations based on a systematic recording of incidents, which also form the basis of their participation in the NCRI. Although this body was not actively involved in the implementation of the actions, it monitored their progress. At the same time, in cases where proposals were not adopted, the body proceeded with their implementation independently in cooperation with competent bodies. A typical example was raising awareness among targeted communities and public officials involved in supporting survivors of racist violence on the legal framework through the development of a victim support guide and trainings for professionals. As the representative indicated, the evaluation of the NAP and the related actions implemented constituted a recommendation of their institution, highlighting the need to identify the actual needs that were addressed by the Plan and possible gaps that need to be taken into account for the design of the 2nd National Action Plan.

Staff from **discriminated communities** provided essential **input to the design, conveying experiences and documented needs**, suggesting both thematic blocks and ways of effective dissemination. Special mention was made of linking victims to recording mechanisms and legal support, as well as their contribution to awareness-raising activities on the Plan, focusing on victimised communities.

The contribution of **public authorities** mainly concerned **institutional expertise** and **technical documentation**. The public bodies involved in the preparation of the NAP focused on the areas and groups that were relevant to their tasks, harmonising European Directives and applying good practices. During the development period of the plan, they were involved in **proposing actions** and **highlighting the needs** to be taken into account at this key stage.

One of the representatives of public bodies indicated that they contributed to the **implementation of actions that the body had carried out in the past**, setting **realistic objectives**. At the same time, the body was able to contribute to the achievement of objectives

set by other bodies through cooperation. Their contribution was extended to the monitoring of actions through informal or internal evaluation procedures and the highlighting of evaluation points at European level.

At **ministry level, participation varied**. Some bodies included in the NAP actions that were already being implemented under other programmes (e.g. NSRF), without specific modification or design, while others acted mainly as intermediaries for the inclusion of actions in the Plan. **Other stakeholders had a limited or advisory role with no decision-making power** due to their **institutional independence**. However, monitoring the Council's proceedings was an important function for them, particularly in the context of the interface with the work of international and European organisations.

Overall, the involvement of the participants reflects a complex system of consultation, which combines empirical knowledge, institutional representation and field actions. The lack of a uniform evaluation process, as well as coordination challenges among numerous stakeholders, emerged as critical factors that affected the effectiveness of the 1st NAP and should be taken into account in the design of the next phase.

6.2 Achievements and challenges

The **adoption of the first NAP** was in itself a **significant achievement**, as noted by the participants. It was **one of the first coordinated and organised efforts of the Greek state to formulate a national strategy to address phenomena of racism**, involving both state bodies and representatives of civil society. This also underscored the importance of the representation of Civil Society in the NCRI, including refugee and migrant organisations, which offered documented and experiential knowledge from the field. Through the establishment and operation of the Council, a **framework of cooperation and consultation** was formed, which was considered to be pioneering for the Greek reality, given the pluralism and the participation of many relevant stakeholders. This cooperation was cited as a key factor in achieving broad acceptance and institutional legitimacy for the NAP, as well as leaving an important legacy for the future.

“A major achievement was that the Council itself was able to develop the Action Plan and get it... put it on paper. It was a very, very important undertaking because within the Council there were Ministries and Civil Society and organisations, and so many stakeholders that in itself was a very, very difficult undertaking.” Representative of a public body

A second achievement recognised was that the NAP provided an **action plan**, set the **framework** and **serves as a reference point**, following on from the existing legal framework. At the same time, it laid the groundwork for the necessary **visibility** and **prioritisation of the prevention and combating of these phenomena**. The acceptance of the NAP as a reference point has helped to strengthen the sense of safety for victims and to foster a culture of recording and reporting incidents of racist violence.

“When a national strategy is implemented, it sends a message of priority. Because, many times, [people] believed that the issues of racism, prejudice, and discrimination did not concern the wider society. Meaning that it concerned certain groups. So, the pace was set and the message was passed on to the whole of society that these issues have a broader impact on society as a whole, and not just on the individual who is being targeted or the group to which the individual belongs. Therefore, the most important achievement, for me, was the outreach and, indeed, this spreading of the message of acceptance and that we all have a responsibility to contribute to combat these issues.” Representative of a public body

In addition, some interviewees mentioned the **coordination and regular meetings of the NCRI**, which contributed to the smooth preparation of the NAP. The existence of guiding bodies, such as the Ministry of Justice, was also considered important for the smooth organisation of the processes.

One of the most tangible results of the NAP was the **creation and distribution of a guide for victims of racist violence**, which was considered particularly important both for its accessibility – as it had been translated into nine languages and was widely used by police authorities – and

for its sustainability as an information and empowerment tool. The Guide approaches the victim of racist crime in a friendly way and provides information on rights and available support services. The importance of this guide is evident both from its wide dissemination and the possibility of updating it. Furthermore, one person mentioned the trainings held in law enforcement agencies, given the importance of training on the rights of vulnerable groups.

Gender mainstreaming in the Plan was recognised as an important contribution to the development of a horizontal approach against discrimination. The importance of a gender perspective was also highlighted by the recommendation to include it in the 2nd NAP.

However, despite the positive steps, **significant challenges** have been identified. One of the main obstacles encountered concerned the **lack of readiness of public bodies** to design and implement such a project. These obstacles were compounded by **the lack of a separate budget** and the **heavy workload**. Correspondingly, challenges arose from **the need to coordinate the relevant agencies**, which had different priorities, particularly in cases where there were overlapping responsibilities. For example, a representative of a public service reported that there was often a lack of understanding of how government agencies operate on the part of civil society.

Another aspect that emerged was **the lack of adequate and systematic evaluation of both the Plan as a whole and its individual actions**. The absence of structured monitoring mechanisms and qualitative evaluation indicators made it difficult to assess the effectiveness of the interventions. **The actions were not accompanied by provisions for monitoring results or quality control**. Similarly, there are no evaluation reports, which could contribute to the feedback for the design of the 2nd NAP. One participant indicated that evaluations were probably carried out by the funding body under which the actions were funded.

In similar fashion, in some cases the **quantitative indicators included in the Plan were limited and did not incorporate sustainability projections**. For example, in certain cases, the number of people participating in training programmes was small and the actions were not repeated, which undermined their long-term positive impact.

At the same time, a **lack of strategic orientation in the planning of the NAP** was mentioned. The actions included were in many cases **an inventory of initiatives already being implemented**, mainly through co-funded projects, rather than a product of needs-based planning, indicating a lack of strategic orientation. As pointed out, the stocktaking nature of the Plan limited its ability to set a new strategic direction and propose innovative interventions. In this context, the absence of participatory planning was highlighted as well, in the sense that many stakeholders were not sufficiently involved in the definition of actions and their evaluation mechanisms.

“There was, after all, if you read the whole Action Plan, there was no commitment that the g... the gaps that were identified would be filled in through the Action Plan. 'The' [entirety of the gaps]... 'some' [of the gaps], yes, 'the' [entirety of the gaps], no.” Representative of Civil Society

Another important gap identified was the **lack of action to effectively support and protect victims of racist violence**. Despite the country's commitments to the relevant institutional and European framework – such as the incorporation of Directive 2012/29/EU with Law 4491/2017, and the adoption of a framework for the protection of victims without legal status – the Plan was limited to the publication of an information guide without forming a coherent, sustainable framework of support services and connection with the competent authorities. Indicatively, it was mentioned that only the Hellenic Police Services against racist violence in Athens and Thessaloniki was a specialised public service in this field.

At the level of coordination, some individuals noticed **limited functioning of the NCRI**, with few meetings and no systematic recording of the progress of actions, although other participants mentioned regular meetings and good coordination of the Council as achievements. Some interviewees stated that there was no regulation of the Council's functioning and although the NCRI's competences are clear in the relevant legal framework, a regulation could help to clarify them and extend its activities outside the NAP as described in the legal provisions. Examples of other competences mentioned were reporting incidents of discrimination expressed in public, conducting studies and making recommendations to prevent

and combat racism and intolerance. One person also reported the discontinuation of the NCRI for some time.

Finally, emphasis was placed on the **need for institutional commitment for the sustainability of actions through the adoption of binding instruments** such as protocols, circulars and ministerial decisions. Although some organisations tried to respond to existing gaps through partnerships and field actions, the general assumption was that a long-term response to racism cannot be achieved without institutionalising relevant interventions. Sustainability, as pointed out, necessarily requires the commitment of the state itself.

The challenges mentioned above were mainly addressed through dialogue and cooperation, while required political will, coordination and organisation. One of the participants explained that when challenges arose, they highlighted the issue that had emerged, trying to fill possible gaps in cross-sectoral cooperation when possible. More broadly, there was an individualised approach to each challenge. At a holistic level, the NCRI and the NAP provide the opportunity to overcome any obstacles by giving visibility to specific axes.

6.3 Stakeholder cooperation

Stakeholder cooperation was a **crucial factor for the implementation of the National Action Plan**, both at the level of public bodies and among Civil Society Organisations. In the case of the latter, this cooperation was the result of their continuous presence in recent years. It was underlined that the implementation of the NAP was a **coordinated effort of horizontal cooperation**, with continuous inter-ministerial cooperation and measurable results when this cooperation was steady and persistent.

“This network was necessary, as we realised at an early stage that no one, no matter how well-intentioned, could contribute to combating this phenomenon on their own.” Representative of a public body

This encouraging framework contributed to the development, and eventually the finalisation, of a **realistic and coherent NAP**. It fostered **the exchange of experiences, knowledge, good practices and guidelines**, while civil society actors contributed their knowledge from the field

helping to understand existing gaps and needs. Problems were jointly identified with a multidisciplinary approach, including practical issues, comparable to the daily work of the involved stakeholders.

Direct and continuous communication emerged as the foundation of effective cooperation, as it allowed the people involved to understand **common problems and identify gaps**, providing a multidisciplinary approach oriented to the needs of everyday practice. At the same time, one participant mentioned the regular NCRI meetings as a key basis for maintaining communication and collaboration.

Good cooperation extended beyond the NCRI including **local authorities, regions and municipalities** and contributed to the implementation and dissemination of the planned actions. As mentioned, the synergy framework remained and expanded after the completion of the NAP, while at the same time, worked outside the NCRI, with the involvement of civil society organisations in state actions implemented outside the Plan.

Nevertheless, it was noted that the **quality of cooperation was often linked to the individuals who staffed the participating bodies**, which can **have negative consequences when there are personnel changes**. Furthermore, it was pointed out that many **agency representatives did not have the full support of their organisations**, which meant that they saw their work in the NCRI as a secondary activity. In order to ensure stability, emphasis was placed on the need for institutional and structural cooperation among the actors themselves, and all their parties, rather than among individuals or groups. The **need for equal recognition of the bodies that make up the NCRI** was stressed as well, with particular emphasis on the role of Civil Society Organisations.

Some participants described difficulties in the initial phase of cooperation, which were also inherent within the services, and related to **time allocation** and **knowledge about the design of the NAP**. **These challenges were addressed by collecting expertise, using drafts, methodologies and bilateral collaborations** between the coordinator and the participating agencies to design the actions included in the Plan.

6.4 Lessons learnt and suggestions for improvement

Some participants reported that the objectives of the Plan were achieved, while others said that they were partially achieved, recognising that this was the first time something relevant had been developed and was a pilot period. One person highlighted **visibility as an indication that the objectives had been achieved.**

One of the interviewees stressed that the comparative study of the existing National Action Plans of the Member States demonstrates many positive elements of the Greek one, even at the level of terminology, as it mentions terms such as pluralism, ableism and transphobia, which are not found in other countries' plans. Reference was also made to the research part of the Plan, which includes recommendations from international organisations, previous evaluations, other action plans, and horizontal priorities.

"We accomplished a lot more than we thought we did. Although the narrative from Council members may be 'okay, it was nothing and it's just a symbolic action plan that doesn't meet the needs' and all that. I understand that it had condensed many innovative elements." Representative of a public body

Some representatives underlined that **the absence of evaluation makes it difficult to identify the degree of achievement**, and it was mentioned that **the fragmented actions included in the Plan could not contribute to the achievement of the objectives.** One such example is the training of professionals, with limited participation indicators or a limited number of professional sectors.

6.4.1 Lessons learnt

- **Fragmentation and lack of continuity:** The plan lacked coherence and did not fully cover the dimensions of racism, hate speech and hate crimes. The actions included were not comprehensive and did not respond to identified needs.
- **Lack of prevention and integrated policies:** The NAP did not include adequate prevention and incident response tools.
- **Lack of evaluation:** There was no systematic data and evaluation/monitoring of implementation.

- **Poor representation and cooperation:** Despite successful cross-sectoral cooperation, there was no stable mechanism for cooperation between actors and organisations representing all the affected groups.
- **Lack of clear targets and indicators:** Lack or existence of limited quantitative and qualitative objectives and measurable results.
- **Cooperation:** The cooperation of many different actors was a challenge, but also an exercise, setting the basis for the future.
- **Different views on the success of the plan:** Due to incomplete evaluation, there was no consensus on the success of the Plan and its actions, with some people considering it successful in terms of perception, symbolism and visibility, and others reporting a lack of practical implementation.

6.4.2 Suggestions for improvement

1. Strategic planning and structure

- 1.1. Limitation to **specific axes**, without unrealistic and overly ambitious objectives, so that the Plan is meaningful to the citizens and understood as something new.
- 1.2. **Fewer but more targeted actions**, especially for frontline professionals (e.g. police, civil servants).
- 1.3. **Avoidance of fragmented actions** and anticipation of sustainability and next steps.
- 1.4. **Inclusion of international and European recommendations to the country** at the planning stage.
- 1.5. **Specific methodology, timetable and evaluation indicators**, and inclusion of a separate chapter on evaluation methodology.
- 1.6. Inclusion of **holistic actions** responding to **diagnosed needs**, such as under-reporting of incidents and the integration of pillars to prevent discrimination, hate speech and hate crimes.

“Actions should respond to the diagnosed needs. Indicators and a holistic approach respond to the way the action is implemented. However, the design of the action should be inextricably linked to the diagnosed need. And I think that this precedes a holistic approach and indicators. [...] In other words, first there must be a political initiative to fill the identified gap, the diagnosed need, and then when you are called upon to implement the resulting actions, you should have indicators and a holistic approach.” Civil Society Representative

- 1.7. **Review and update** of the plan on a regular basis through evaluation.

- 1.8. **Actions to raise awareness** of the content of the NAP, which will not be limited to emails.
2. **Themes and actions**
 - 2.1. **Preventing** discrimination, hate speech and hate crimes.
 - 2.2. Strengthening **the capacity and preparedness of competent authorities** to identify and respond to incidents of racist violence, including law enforcement agencies.
 - 2.3. **Empowering, informing and building the capacity of victimised communities** on their rights and the reporting process.
 - 2.4. **Engaging more people in the public administration** through further training on racism, discrimination, hate crimes and hate speech, as a horizontal action of the plan.
 - 2.5. **Accessibility of information** and tools to inform vulnerable groups.
 - 2.6. **Codification of legislation and recommendations** for amending legislation.
 - 2.7. **Establishment of incident management protocols.**
 - 2.8. **Joint Action Days**, involving all stakeholders, in the context of global and European awareness days, such as the International Day for the Elimination of Racial Discrimination.
 - 2.9. **Inventory of specialised bodies** dealing with racist crime, including its various manifestations.
 - 2.10. **Conducting a survey** after some years as a follow-up to the present survey carried out in the framework of the ECOSYSTEM project, to investigate changes in citizens' perceptions and experiences.
3. **Governance and cooperation**
 - 3.1. **Establishing and expanding partnerships** between administrative bodies and civil society, so that each can contribute its own expertise.
 - 3.2. **Cross-sectoral cooperation** between Ministries, such as in joint actions with a European impact.
 - 3.3. **Focus on cooperation between institutions, not individuals**, with stable structures.
 - 3.4. **Establishing sub-groups** based on their relevance to each other, to monitor parts of the implementation and feedback of the NCRI.
 - 3.5. **Intensifying meetings.**
 - 3.6. **Increasing human resources** for the implementation and monitoring of the progress of actions.
4. **Evaluation and monitoring**
 - 4.1. **Annual evaluation reports** and **specific quantitative and qualitative** monitoring **indicators.**
 - 4.2. Inclusion of **an external evaluation** to ensure objectivity.
 - 4.3. **Self-evaluation system** and regular reports, available to the general public, aiming at information, awareness and transparency.
 - 4.4. **Inventory and comparison** with other national plans for optimisation.

5. Political will and practical impact

- 5.1. The new plan needs **political support and pressure** for its implementation.
- 5.2. Actions need to have a **substantial impact on victims, not limited to visibility and awareness-raising**, but to providing practical support and prevention of the phenomenon.
- 5.3. The plan must be **“brought down to society”** – it must be practical and useful.

Regarding the role of the NCRI, some people stressed the need for its direct involvement in the implementation of actions, while others referred to its consultative character.

“The role of the National Council against Racism and Intolerance is not operational, it is consultative, it is advisory. I would say that the new Action Plan should be limited to specific axes, to visibility...policy axes in visibility, to visibility actions [...] and operationally each ministry representative in cooperation with NGOs should choose specific actions that can be implemented.” Representative of a public body

6.5 Training needs

The need for training was identified as a critical requirement for the successful implementation of the 2nd National Action Plan. As pointed out by a representative of civil society, training should cover two levels: the **executive** and the **operational**. At the executive level, it concerns the executives and bodies involved in the design and management of the Plan, but also the people who are to benefit from its results. For example, the formulation of binding texts for civil servants, as well as an individual needs assessment manual – as provided for in Law 4498/2017 – requires an understanding of the basic principles, importance and correct use of these tools. At the same time, training is required both for the proper formulation of such tools and for the individuals who are called upon to put them into practice at the operational level.

Training was deemed necessary for **front-line staff**, such as police officers, teachers, social workers and administrators, **for early diagnosis and prevention**. Although important steps have been taken under the 1st NAP (e.g. training of police officers in some regions), it is necessary to intensify these efforts in a more targeted way. The importance of **continuous training** was

highlighted, as there is frequent mobility of staff in public bodies. In addition, stress was placed on **the need to educate victims or potential victims of violence through open and repeated awareness-raising and empowerment activities** aimed at communities or groups that are often targeted on the basis of specific characteristics. It was suggested that such trainings be integrated into the NAP actions as horizontal and targeted measures contributing to a multiplier effect.

Although some participants acknowledged that NCRI members are experts or are not tasked with conducting relevant activities and do not need training, most individuals stated that such an initiative would be useful. In this case, training should focus on **thematic knowledge**, such as the institutional framework, stereotypes, European and international recommendations, but also on **practical issues**, such as designing realistic actions, preparing evaluations and understanding the steps of implementation. Lack of expertise is a major barrier and training can act as a response to this. Training at this stage provides the foundation for meaningful planning that responds to the real needs and capacities of the actors and society.

“I think training is much more critical in the stages of the Plan's development. In other words, if there is the plan, once it is drawn up, it creates a path, a compass, and can be implemented. The question is what to plan. Eventually, that is more difficult than actually doing it. Because in order to see what we are going to plan, we have to be realistic, we have to be able to do what we want to do, we have to know exactly what we want to do. That's where I think training is needed.” Public body representative.

7. Quantitative research results

7.1 Demographic data

A total of 1,928 people participated in the survey, the majority of whom were female (71.4%). Around one in four people were male (26.8%), 0.2% selected 'other' in the relevant question, 0.8% were non-binary, and the same proportion did not wish to answer. As shown in Figure 1, the largest age group was 46-55 years old. Most individuals had completed higher education (39.7%) or held a master's degree (35.7%). 10.3% held a PhD, 8.9% had completed secondary education, 3.7% had vocational training, 0.8% selected 'other' to the relevant question, and the same proportion did not wish to answer. The majority (78.6%) stated that they lived in a large city with 50,000 or more inhabitants. 10% lived in a small town, with more than 10,000 inhabitants, 4.6% in an island area, 2.6% in a smaller town with more than 3,000 inhabitants, 3.3% in a village, with less than 3,000 inhabitants, and 0.5% in a mountain area; the same percentage did not answer the question.

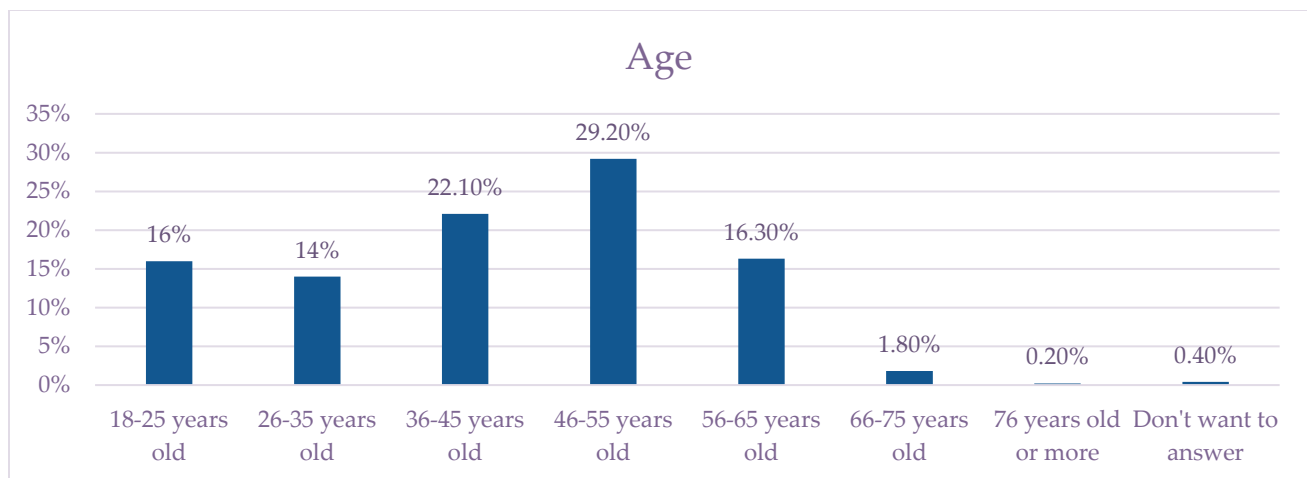


Figure 1 Percentage distribution of the quantitative survey sample by age (N=1928)

7.2 Perceptions about discrimination and stereotypes

The majority of the sample reported that **stereotypes are very** (39.2%) or **extremely** (51.9%) **prevalent** in modern society. Fewer people reported that they exist to a moderate (7.3%) or

low degree (1.2%), and even fewer reported that they do not exist (0.4%). Similar views were expressed regarding the **impact of stereotypes on people's behaviour towards particular social groups**. 36.2% said that stereotypes influence behaviour 'a lot' and 57.3% 'very much', while lower percentages rated this influence as moderate (5.2%), small (1%) or non-existent (0.3%).

Non-parametric tests were conducted to investigate differences in respondents' perceptions of stereotypes in contemporary society according to **gender, age, education level and region of residence**. The statistically significant results are summarised below:

- **Women (M= 4.48) were significantly more likely to believe that there are stereotypes in our society** compared to men (M= 4.22, $p < .0001$).

Women (M= 4.56) were, also, significantly more likely to believe that stereotypes influence people's attitudes towards certain groups in the population, compared to men (M= 4.28, $p < .0001$).
- **People aged 26-35 years (M= 4.58) were significantly more likely to believe that stereotypes exist in our society** compared to the 18-25 (M= 4.35, $p \leq .007$), 46-55 (M= 4.38, $p \leq .008$) and 56-65 age groups (M= 4.30, $p < .0001$). Similarly, **the 36-45 age group (M= 4.44) was significantly more likely to believe stereotypes exist** compared to the 56-65 age group (M=4.30, $p \leq .034$). The **26-35 age group (M= 4.61) was significantly more likely to believe that stereotypes influence people's behaviour** towards certain population groups compared to the 56-65 age group (M=4.37, $p < .0001$).
- Individuals who had a **Master's degree (M= 4.51) were significantly more likely to believe that stereotypes exist** compared to those who had completed secondary (M= 4.24, $p < .0001$) and tertiary education (M= 4.37, $p < .0001$), and those who had vocational training (M= 4.19, $p \leq .016$).

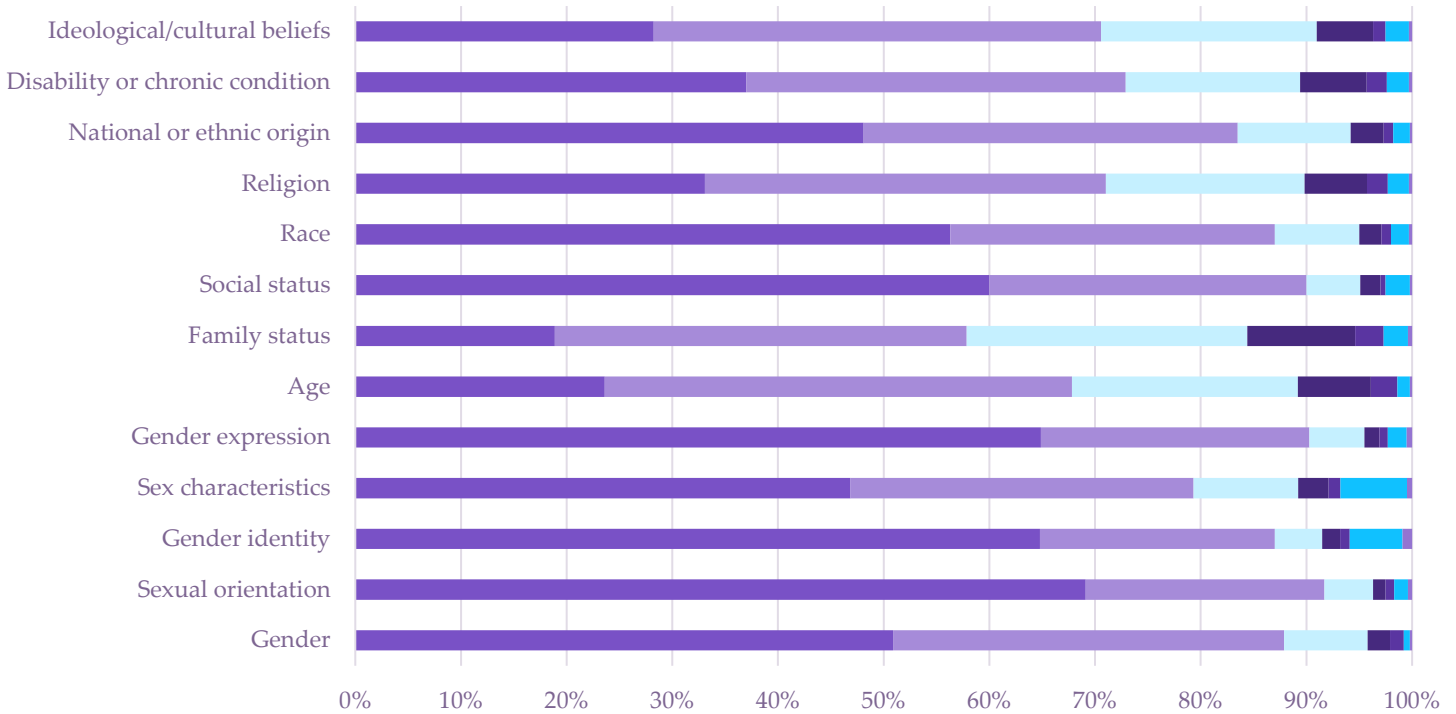
Individuals who held a **PhD title (M= 4.49) were significantly more likely to believe that stereotypes exist** compared to those who had completed secondary education (M= 4.24, $p \leq .004$).

Regarding the **impact of stereotypes on behaviour**, people who had completed **secondary education (M= 4.27) had significantly lower perceptions** compared to those who had completed tertiary education (M= 4.48, $p \leq .008$), and those with a Master's (M= 4.56, $p < .0001$) and a PhD title (M= 4.57, $p < .0001$).

As shown in Figure 2, respondents consider that discrimination based on certain characteristics is very or relatively widespread. **They appear to consider discrimination on the basis of**

gender, sexual orientation, gender identity and expression, social status, race and national or ethnic origin to be most prevalent.

How widespread is discrimination based on the following characteristics?



	Gender	Sexual orientation	Gender identity	Sex characteristics	Gender expression	Age	Family status	Social status	Race	Religion	National or ethnic origin	Disability or chronic condition	Ideological/cultural beliefs
Very widespread	50.90%	69.10%	64.80%	46.90%	64.80%	23.60%	18.90%	60.00%	56.30%	33.20%	48.10%	37.00%	28.20%
Fairly widespread	37%	22.60%	22.20%	32.50%	25.40%	44.20%	39%	30%	30.70%	38.10%	35.40%	35.90%	42.30%
Fairly rare	7.90%	4.60%	4.50%	9.90%	5.20%	21.40%	26.60%	5.10%	8.00%	18.90%	10.70%	16.50%	20.40%
Very rare	2.10%	1.20%	1.70%	2.90%	1.40%	6.90%	10.20%	1.90%	2.10%	5.90%	3.10%	6.30%	5.30%
Non-existent	1.30%	0.80%	0.90%	1.10%	0.80%	2.50%	2.70%	0.50%	0.90%	2.00%	0.90%	1.90%	1.20%
Not aware	0.60%	1.30%	5%	6.30%	1.80%	1.20%	2.30%	2.30%	1.70%	2%	1.60%	2.10%	2.20%
Don't want to answer	0.20%	0.40%	0.90%	0.50%	0.50%	0.20%	0.40%	0.20%	0.30%	0.30%	0.20%	0.30%	0.30%

Very widespread Fairly widespread Fairly rare Very rare Non-existent Not aware Don't want to answer

Figure 2 Percentage distribution of the quantitative survey sample according to perceptions of the frequency of discrimination based on specific characteristics (N=1928)

Non-parametric tests were conducted to explore differences in respondents' perceptions of the **prevalence of discrimination based on specific characteristics** according to **gender**. The statistically significant results are presented hereunder:

- **Women were significantly more likely to believe that discrimination based on specific characteristics is more prevalent.** Differences included discrimination based on **gender** (F: M= 4.37, M: M= 3.95, $p < .0001$), **sexual orientation** (F: M= 4.59, M: M= 4.24, $p < .0001$), **gender identity** (F: M= 4.39, M: M= 3.96, $p < .0001$), **sex characteristics** (F: M= 4.03, M: M= 3.67, $p < .0001$), **gender expression** (F: M= 4.51, M: M= 4.13, $p < .0001$), **age** (F: M= 3.72, M: M= 3.31, $p < .0001$), **family status** (F: M= 3.47, M: M= 3.09, $p < .0001$), **social status** (F: M= 4.45, M: M= 4.12, $p < .0001$), **race** (F: M= 4.36, M: M= 4.03, $p < .0001$), **religion** (F: M= 3.82, M: M= 3.57, $p \leq .015$), **national or ethnic origin** (F: M= 4.20, M: M= 3.98, $p \leq .009$), and **disability or chronic condition** (F: M= 3.93, M: M= 3.53, $p < .0001$).

Likewise, differences also emerged according to **age**:

- Individuals aged **46-55 years** (M= 4.05) **were significantly more likely to perceive discrimination based on sex characteristics as more prevalent** compared to the 18-25 age group (M= 3.72, $p \leq .009$).
- The **26-35** age group (M= 4.54) **was significantly more likely to perceive discrimination based on gender expression as more prevalent** than the 56-65 age group (M= 4.31, $p \leq .013$).
- Participants aged **18-25** (M= 3.15) **were significantly more likely to perceive age-based discrimination as less prevalent** compared to the 26-35 (M= 3.63, $p < .0001$), 36-45 (M= 3.63, $p < .0001$), 46-55 (M= 3.72, $p < .0001$), 56-65 (M= 3.75, $p < .0001$), and 66-75 age groups (M= 4.09, $p \leq .001$).
- Similarly, the **18-25** group (M= 3.07) **was significantly more likely to believe that discrimination based on family status is less prevalent** compared to the 36-45 (M= 3.43, $p \leq .002$) and 46-55 groups (M= 3.48, $p < .0001$).
- People **18-25** (M= 4.18) **were, also, significantly more likely to believe that discrimination based on social status is less prevalent** compared to the 36-45 (M= 4.38, $p \leq .042$) and 46-55 age groups (M= 4.44, $p \leq .008$).

The differences according to **educational level** are shown below:

- People with a **Master's degree** (M= 4.36) **were significantly more likely to believe that gender discrimination is more prevalent** compared to those who had completed secondary (M= 4.01, $p \leq .002$) and tertiary education (M= 4.22, $p \leq .014$). **PhD holders** (M= 4.39) **were, also, significantly more likely to believe that gender discrimination is more prevalent** compared to individuals who had completed secondary education (M= 4.01, $p \leq .019$).

- **Master's degree holders (M= 4.58) were significantly more likely to believe that discrimination based on sexual orientation is more prevalent** than those who had completed secondary education (M= 4.33, $p \leq .001$).
- Individuals who had **vocational training (M= 3.76) were significantly more likely to believe that discrimination based on gender identity is less prevalent** compared to those who had completed tertiary education (M= 4.32, $p \leq .020$), had a Master's degree (M= 4.36, $p \leq .001$) or a PhD (M= 4.35, $p \leq .019$). Similarly, those who had completed **secondary education (M= 3.92) were significantly more likely to believe they were less prevalent** than those who had completed tertiary education (M= 4.32, $p \leq .029$), had a Master (M= 4.36, $p \leq .001$) or a PhD (M= 4.35, $p \leq .046$).
- Individuals who had completed **secondary education (M= 3.71) were significantly more likely to believe that discrimination based on sex characteristics is less prevalent** compared to those who had a Master's (M= 4.02, $p \leq .032$) or a PhD (M= 4.12, $p \leq .010$).
- Individuals who had completed **secondary education (M= 4.07) were significantly more likely to believe that discrimination based on gender expression is less prevalent** compared to those who had a Master's (M= 4.51, $p \leq .001$) or a PhD (M= 4.49, $p \leq .008$).
- **PhD holders (M= 3.84) were significantly more likely to believe that age-based discrimination is more prevalent than those who had vocational training (M= 3.28, $p \leq .016$), had completed secondary (M= 3.23, $p < .0001$) and tertiary education (M= 3.55, $p \leq .001$).** Similarly, **Master's degree holders (M= 3.76) were significantly more likely to believe it is more prevalent** compared to those who had completed secondary (M= 3.23, $p < .0001$) and tertiary education (M= 3.55, $p \leq .004$).
- **Master's degree holders (M= 3.51) were significantly more likely to believe that discrimination based on family status is more prevalent** compared to those who had completed tertiary education (M= 3.30, $p \leq .021$).
- People who had completed **secondary education (M= 4.12) were significantly more likely to believe that discrimination based on social status is less prevalent** compared to those who had a Master's (M= 4.45, $p \leq .004$) or a PhD (M= 4.48, $p \leq .021$).
- **PhD holders (M= 3.97) were significantly more likely to believe that discrimination based on religion is more prevalent** than those who had completed vocational training (M= 3.39, $p \leq .042$) or tertiary education (M= 3.69, $p \leq .041$).
- **PhD holders (M= 4.37) were significantly more likely to believe that discrimination based on national or ethnic origin is more prevalent** compared to people who had received vocational training (M= 3.89, $p \leq .006$) and those who had completed secondary education (M= 3.87, $p \leq .002$). Similarly, those with a **Master's degree (M= 4.19) were significantly more likely to**

believe it is more prevalent compared to people who had completed secondary education ($M=3.87$, $p \leq .030$).

Regarding the differences according to the **region of residence**:

- Individuals who resided in a **large city** ($M=3.64$) **were significantly more likely to believe that age discrimination is more prevalent** compared to those who resided in a small town ($M=3.04$, $p \leq .030$).

Regarding the environments where discrimination occurs most often (Figure 3), respondents reported that it is most pronounced in work environments or during job search, on the internet, during the search for housing and in police stations. Discrimination in shops or banks, restaurants, cafes and bars, educational institutions, Reception and Identification Centres, and at the level of social benefits is believed to be less frequent. However, **around one in five people said they did not know how widespread discrimination is at the level of social benefits, and around one in three how widespread it is in Reception and Identification Centres and places of refugee or migrant communities, possibly linked to limited visibility or access to information about conditions in these settings.**

Prevalence of discrimination in different environments

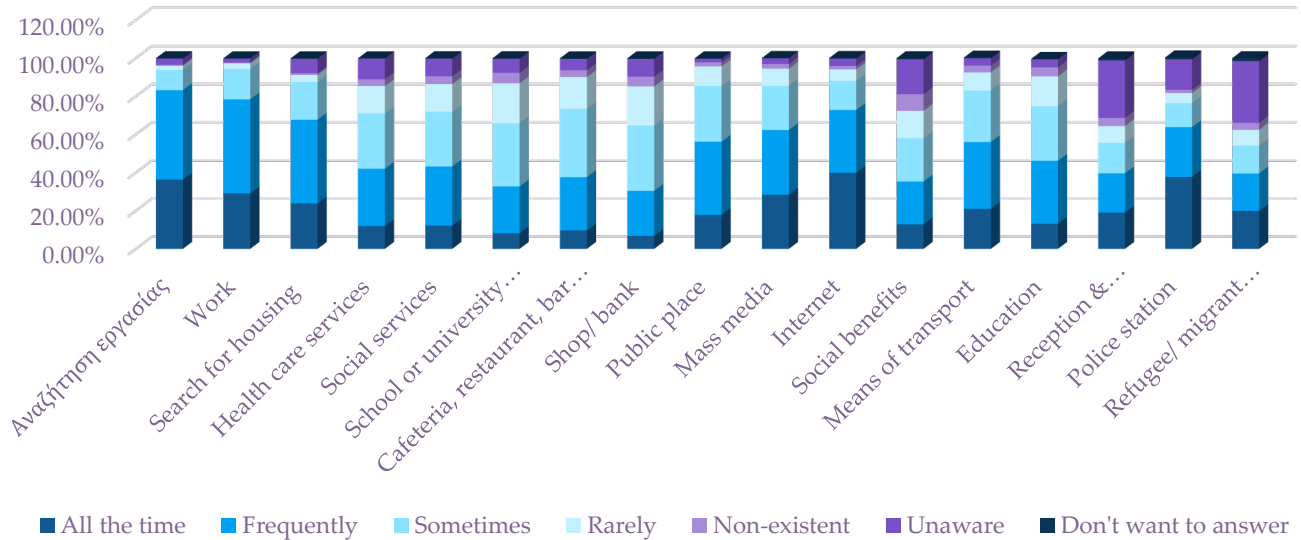


Figure 3 Percentage distribution of the quantitative survey sample according to perceptions of the frequency of discrimination by environment (N=1928)

Non-parametric tests were conducted to investigate differences in respondents' perceptions of the prevalence of discrimination in specific settings according to gender. Statistically significant results are summarised below:

- Women were significantly more likely to believe that discrimination is more prevalent in certain environments.** Differences were related to discrimination when **looking for a job** (F: M= 4.15, M: M= 3.81, $p < .0001$), at **work** (F: M= 4.06, M: M= 3.75, $p < .0001$), when **looking for a house to buy or rent** (F: M= 3.70, M: M= 3.44, $p \leq .001$), when **using health care** (F: M= 3.10, M: M= 2.72, $p < .0001$) and **social services** (F: M= 3.09, M: M= 2.90, $p \leq .018$), when **attending or applying to school or university** (F: M= 2.92, M: M= 2.72, $p \leq .005$), in **cafes, restaurants, bars and nightclubs** (F: M= 3.10, M: M= 2.90, $p \leq .013$), in **shops or banks** (F: M= 2.87, M: M= 2.53, $p < .0001$), in **public places** (F: M= 3.61, M: M= 3.30, $p < .0001$), in the **media** (F: M= 3.74, M: M= 3.46, $p \leq .002$), at the level of **social benefits or tax reliefs** (F: M= 2.66, M: M= 2.43, $p \leq .030$), in the **means of transport** (F: M= 3.57, M: M= 3.19, $p < .0001$), and in **education** (F: M= 3.57, M: M= 3.19, $p < .0001$).

Regarding differences in perceptions about the prevalence of discrimination in the surveyed environments according to **age**:

- People aged **18-25** (M= 3.16) **were significantly more likely to believe that discrimination when looking for a home to buy or rent is less prevalent** compared to the age groups 26-35 (M= 3.76, $p < .0001$), 36-45 (M= 3.73, $p < .0001$), 46-55 (M= 3.68, $p \leq .001$) and 56-65 (M= 3.73, $p \leq .003$),
- People aged **26-35** (M= 3.26) **were significantly more likely to believe that discrimination in the use of healthcare services is more prevalent** compared to the age groups 18-25 (M= 2.67, $p < .0001$), 46-55 (M= 2.96, $p \leq .015$) and 56-65 (M= 2.98, $p \leq .038$). The **36-45** age group (M= 3.10) **was significantly more likely to believe they are more prevalent** than the 18-25 age group (M= 2.67, $p \leq .012$).
- The **26-35** group (M= 3.26) **was significantly more likely to believe that discrimination in the use of social services is more prevalent** compared to the 46-55 (M= 2.95, $p \leq .014$) and 56-65 (M= 2.92, $p \leq .003$) groups.
- The **18-25** group (M= 3.21) **was significantly more likely to believe that discrimination in cafes, bars, restaurants or nightclubs is more prevalent** compared to the 56-65 group (M= 2.88, $p \leq .005$).
- People aged **26-35** (M= 2.96) **were significantly more likely to believe that discrimination in shops or banks is more prevalent** compared to people aged 18-25 (M= 2.55, $p \leq .015$) and 56-65 (M= 2.62, $p \leq .003$); people aged **46-55** (M= 2.86) **were significantly more likely to believe it is more prevalent** compared to people aged 56-65 (M= 2.62, $p \leq .044$).
- People aged **56-65** (M= 3.21) **were significantly more likely to believe that discrimination in public places is less prevalent** compared to people aged 18-25 (M= 3.81, $p < .0001$), 26-35 (M= 3.71, $p < .0001$), 36-45 (M= 3.60, $p < .0001$), and 45-55 (M= 3.44, $p \leq .003$). The **46-55** age group (M= 3.44) **was significantly more likely to believe it is less prevalent** compared to those in the 18-25 (M= 3.81, $p < .0001$) and 26-35 age groups (M= 3.71, $p \leq .013$).
- People aged **56-65** (M= 3.30) **were significantly more likely to believe that discrimination in the media is less prevalent** compared to people aged 18-25 (M= 4.08, $p < .0001$), 26-35 (M= 4.04, $p < .0001$) and 36-45 (M= 3.62, $p \leq .003$). Similarly, individuals aged **46-55 years** (M= 3.52) **were more likely to believe it is less prevalent** than individuals aged 18-25 (M= 4.08, $p < .0001$) and 26-35 years (M= 4.04, $p < .0001$). The **36-45** age group (M= 3.62) **was also more likely to believe it is less prevalent** than those aged 18-25 (M= 4.08, $p < .0001$) and 26-35 (M= 4.04, $p < .0001$).
- Younger people, **18-25 years old**, (M= 4.38) **were significantly more likely to believe that online discrimination is more prevalent** compared to people 36-45 (M= 3.98, $p < .0001$), 46-55 (M= 3.68, $p < .0001$), 56-65 (M= 3.50, $p < .0001$) and 65-75 years old (M= 3.66, $p \leq .012$). Respectively, people aged **26-35 years** (M= 4.25) **were more likely to believe it is more prevalent** compared to the 46-55 (M= 3.68, $p < .0001$) and 56-65 (M= 3.50, $p < .0001$) age groups. Finally, the **36-45**

group (M= 3.98) **was significantly more likely to believe it is more prevalent** than the 46-55 (M= 3.68, $p \leq .008$) and 56-65 (M= 3.50, $p < .0001$) groups.

- Regarding discrimination in **social benefits and tax relief**, the **18-25** group (M= 2.25) **was significantly more likely to consider it less prevalent** compared to the 36-45 group (M= 2.72, $p \leq .020$).
- Younger people aged **18-25 years** (M= 3.64) **were significantly more likely to believe that discrimination in the means of transport is more prevalent** compared to people aged 46-55 (M= 3.36, $p \leq .036$) and 56-65 years (M= 3.19, $p < .0001$). Slightly older individuals, **26-35 years old**, (M= 3.82) **were also significantly more likely to believe that it is more prevalent** compared to individuals 36-45 (M= 3.45, $p \leq .009$), 46-55 (M= 3.36, $p < .0001$) and 56-65 years old (M= 3.19, $p < .0001$). Individuals aged **36-45** (M= 3.45) **were more likely to believe it is more prevalent** than individuals aged 56-65 years old (M= 3.19, $p \leq .005$).
- Younger age groups also find discrimination in **education** more prevalent. The **18-25** age group (M= 3.40) **was significantly more likely to consider it more prevalent** than the 46-55 (M= 3.10, $p \leq .009$) and 56-65 age groups (M= 2.99, $p < .0001$). Respectively, the **26-35** group (M= 3.41) considers it **more prevalent** compared to the 46-55 (M= 3.10, $p \leq .019$) and 56-65 age groups (M= 2.99, $p < .0001$). Finally, the **36-45** age group (M= 3.26) considers it **more prevalent** compared to the 56-65 age group (M= 2.99, $p \leq .004$).
- Younger people, **18-25 years old**, (M= 2.07) **were significantly more likely to believe that discrimination in Reception and Identification Centres is less prevalent** compared to people aged 26-35 (M= 2.72, $p \leq .003$) and 66-75 years old (M= 3.26, $p \leq .023$).
- Regarding discrimination in **police stations**, younger people, **18-25 years old**, (M= 3.52) **were significantly more likely to believe that it is more prevalent** compared to the 46-55 (M= 3.19, $p \leq .004$) and 56-65 age groups (M= 3.20, $p \leq .005$). Similarly, the **26-35** group (M= 3.93) **was significantly more likely to believe it is more prevalent** compared to the 36-45 (M= 3.38, $p < .0001$), 46-55 (M= 3.19, $p < .0001$) and 56-65 age groups (M= 3.20, $p < .0001$).

Regarding the differences that were found according to the **level of education**:

- People with a **Master's degree** (M= 4.18) **were significantly more likely to perceive discrimination during job search as more prevalent** than people who had completed tertiary education (M= 4.00, $p \leq .005$).
- Those with a **Master's degree** (M= 3.78) **were significantly more likely to consider discrimination when looking for a home to buy or rent more prevalent**, compared to those who had completed secondary (M= 3.32, $p \leq .001$) and tertiary education (M= 3.46, $p \leq .003$). The same applied for **PhD holders** (M= 3.78) compared to those who had completed secondary education (M= 3.32, $p \leq .031$).

- **Master's degree holders (M= 3.18) were also significantly more likely to perceive discrimination during the use of healthcare services as more prevalent** compared to individuals who had completed tertiary education (M= 2.88, $p \leq .001$).

In terms of differences according to **residence area**:

- People living in a **large city (M= 3.55) were significantly more likely to perceive discrimination in public places as more prevalent**, compared to people living in a small town (M= 3.06, $p \leq .023$).

Around half of the sample said they had taken some action to combat discrimination (either online or face-to-face) in the last 12 months (49.9%), while a similar proportion (48.2%) said they had unconsciously discriminated people or groups on the basis of one of the aforementioned characteristics. However, the **vast majority (90.6%), reported not to have discriminated people or groups on purpose.**

Non parametric tests showed that there is a correlation between **gender** and **taking action to combat discrimination** ($p < .0001$). Of all women, 51.4% had taken action in the past 12 months, 45.1% of all men and 60% of all non-binary people. Similarly, a correlation emerged between **gender** and **unconscious discrimination** ($p \leq .039$), with 50.1% of all women reporting that they had unconsciously discriminated people or groups in the past 12 months. The corresponding proportion of all men was 43.1%, and that of non-binary people was 60%. These results are potentially more related to the ability to recognise personal stereotypes rather than to their existence. At the same time, 6.4% of all women reported having discriminated towards other people on purpose in the 12 months preceding the survey. The corresponding figure for men was 10.4% and for non-binary people 13.3%. **This correlation highlights significant differences between gender and conscious discrimination** ($p \leq .004$). However, the results may be more related to awareness of personal attitudes and behaviours than to the frequency or severity of the acts themselves, in this case as well.

The main actions to combat discrimination mentioned by the respondents **in the open-ended questions of the online survey** were **participation and conducting educational/information activities**, as well as participation in **relevant groups or events** that may relate to equality,

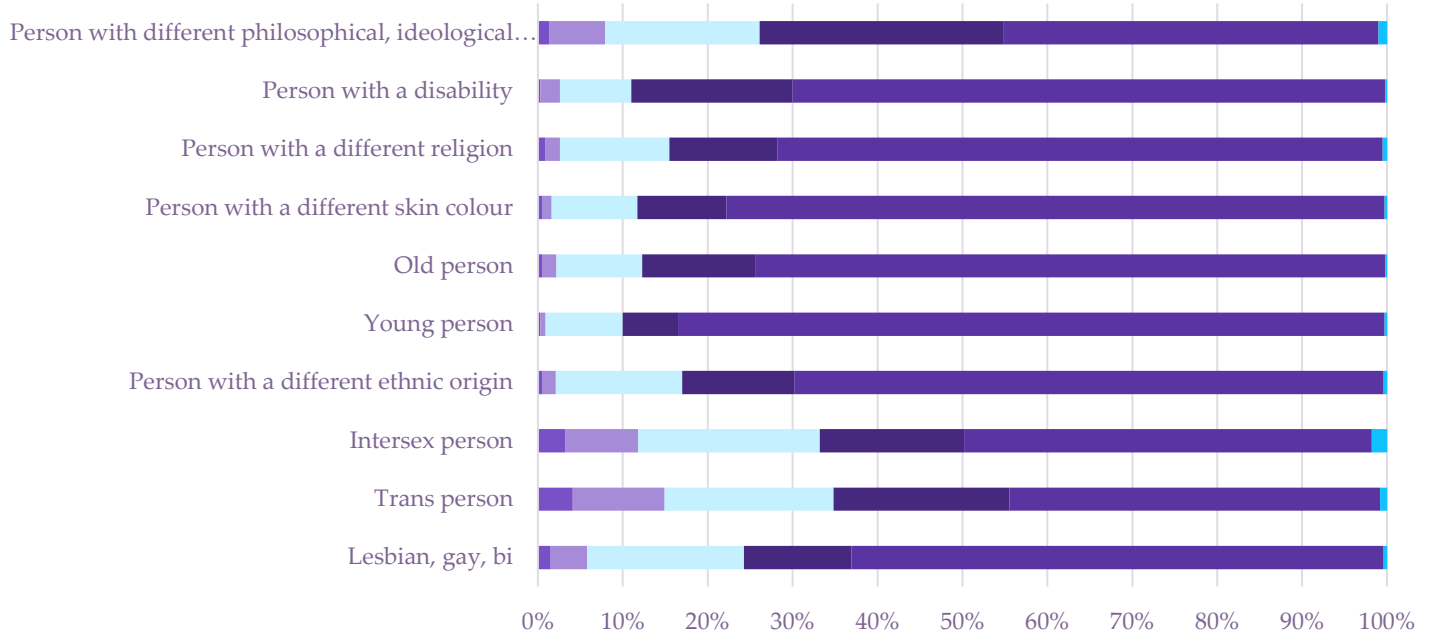
tackling violence, stereotypes, racism and the rights of specific groups, such as Pride. Some of the mentioned actions were carried out in the context of the professional role of the participating individuals, such as through educational interventions with pupils and university students, the creation of relevant material (e.g. podcasts, videos), or active participation in Equality Committees.

Online forms of action included **posts** and **interventions** on **social media**, **reporting comments or posts** with racist content, **writing articles** or **participating in related podcasts**, and **signing digital protests**.

In the open-ended questions of the online questionnaire, people mentioned **advocating of people who are discriminated against in public places**, the **means of transport** or in the **workplace** - especially in the case of people receiving services – as other forms of intervention. In addition, **actions for the provision of practical support** were recorded, such as assistance in finding housing, provision of material assistance to vulnerable groups or translation support to people with a refugee or migrant background. They also mentioned **reporting incidents to relevant authorities**, such as a supervisor at work, the Labour Inspectorate, the police or support organisations. Some people also cited **everyday practices** such as using **inclusive language**, **talking to people they know who may have stereotypical views**, but also their general attitude and efforts to self-reflect and deconstruct their personal stereotypes.

The majority of the sample said they would feel comfortable if a **colleague** had any of the characteristics surveyed (Figure 4). However, around **one in six people** would feel very or relatively uncomfortable with a **trans person**, **one in five with an intersex person** and **one in 12** with a **person with different philosophical, ideological or cultural beliefs**.

How comfortable would you feel if a colleague had the following characteristics/identities?



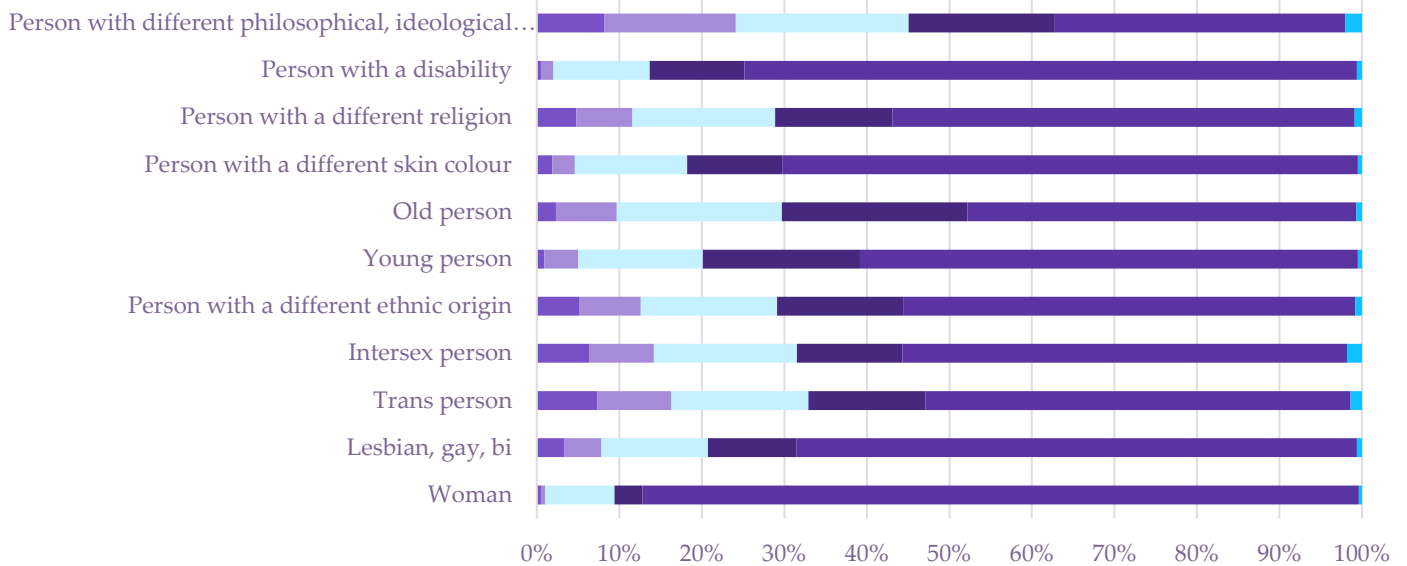
	Lesbian, gay, bi	Trans person	Intersex person	Person with a different ethnic origin	Young person	Old person	Person with a different skin colour	Person with a different religion	Person with a disability	Person with different philosophical, ideological or cultural beliefs
Very uncomfortable	1.50%	4.10%	3.20%	0.50%	0.30%	0.50%	0.50%	0.90%	0.30%	1.30%
Fairly uncomfortable	4%	10.80%	8.60%	1.60%	0.60%	1.70%	1.10%	1.70%	2.30%	6.60%
Neutral	18.50%	19.90%	21.40%	14.90%	9.10%	10.10%	10.10%	12.90%	8.40%	18.20%
Fairly comfortable	12.70%	20.70%	17.00%	13.20%	6.50%	13.40%	10.50%	12.70%	19.00%	28.70%
Very comfortable	62.80%	43.60%	48.00%	69.40%	83.20%	74.20%	77.50%	71.30%	69.80%	44.10%
Don't want to answer	0.40%	0.80%	1.80%	0.40%	0.30%	0.20%	0.30%	0.50%	0.20%	1.00%

Legend: Very uncomfortable (dark purple), Fairly uncomfortable (medium purple), Neutral (light blue), Fairly comfortable (dark blue), Very comfortable (medium blue), Don't want to answer (cyan)

Figure 4 Percentage distribution of the quantitative survey sample according to feelings of comfort with a colleague with certain characteristics (N=1928)

In the case where these characteristics were related to a person in the **highest elected political position in Greece** (Figure 5), discomfort seemed to increase. In particular, **one in four people** reported that they would feel **very or relatively uncomfortable** if the said person had **different philosophical, ideological or cultural beliefs**, which may reflect personal political positions or fears about the elected representative's political goals. Around **one in five** people would be very or relatively uncomfortable with a **trans person** and **one in seven with an intersex person** in the highest elected political position. Similarly, about **one in seven** would be very or relatively uncomfortable with a person of a **different ethnic background** and **one in nine with a person of a different religion than the majority of the population**.

How comfortable would you feel if one person from each of the following groups were in the highest elected political position in Greece?



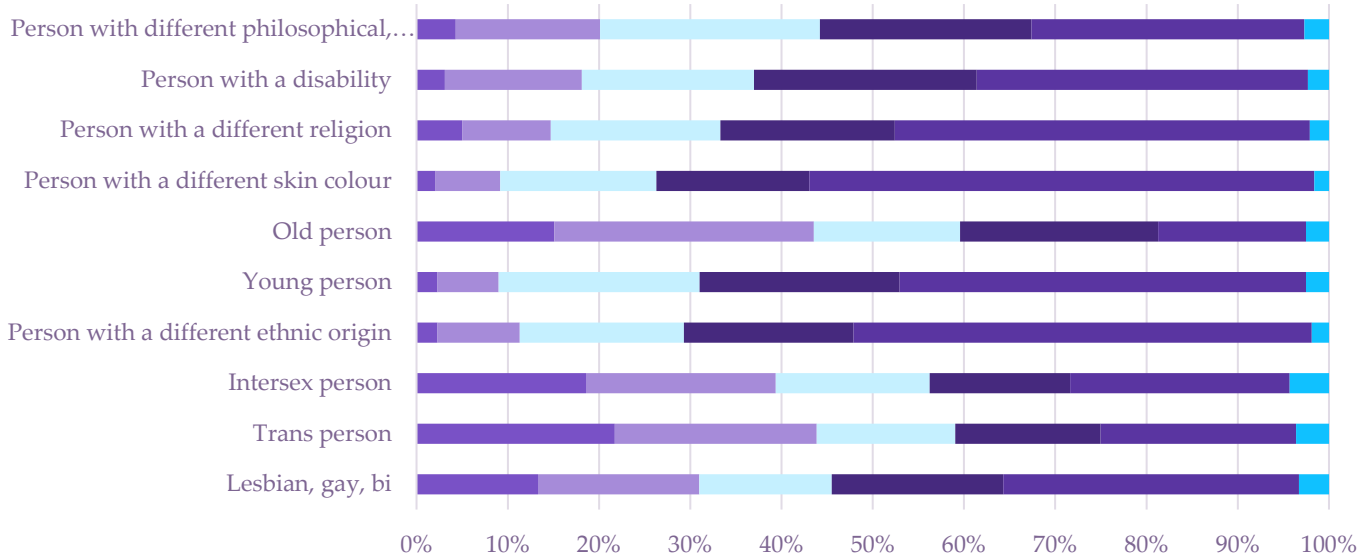
	Woman	Lesbian, gay, bi	Trans person	Intersex person	Person with a different ethnic origin	Young person	Old person	Person with a different skin colour	Person with a different religion	Person with a disability	Person with different philosophical, ideological or cultural beliefs
Very uncomfortable	0.50%	3.30%	7.30%	6.40%	5.10%	0.90%	2.30%	1.90%	4.80%	0.50%	8.20%
Fairly uncomfortable	0.50%	5%	9.00%	7.80%	7.50%	4.10%	7.40%	2.70%	6.80%	1.50%	15.90%
Neutral	8.40%	12.90%	16.60%	17.30%	16.50%	15.10%	20.00%	13.60%	17.30%	11.70%	20.90%
Fairly comfortable	3.40%	10.70%	14.20%	12.80%	15.30%	19.00%	22.50%	11.50%	14.20%	11.50%	17.70%
Very comfortable	86.80%	67.90%	51.50%	53.90%	54.80%	60.30%	47.10%	69.70%	56.00%	74.30%	35.20%
Don't want to answer	0.40%	0.60%	1.40%	1.80%	0.80%	0.50%	0.70%	0.50%	0.90%	0.60%	2.00%

■ Very uncomfortable
 ■ Fairly uncomfortable
 ■ Neutral
■ Fairly comfortable
 ■ Very comfortable
 ■ Don't want to answer

Figure 5 Percentage distribution of the quantitative survey sample according to feelings of comfort with a person with certain characteristics holding the highest elected political position (N=1928)

Levels of comfort are reduced further when the relationship involves the immediate family environment, in particular, their child's romantic partner (Figure 6). Around **one in two people** would feel very or relatively uncomfortable if their child had a relationship with an older or trans person. At the same time, around **one in three** people reported discomfort with **intersex, gay or bisexual people**, characteristics potentially related to the child's own identity. **One in five** people reported similar feelings if their child's romantic partner had **different philosophical, ideological, cultural beliefs** or was a **person with a disability**. Around **one in six**, in the case they had a **different religion**, and **one in nine** if they had a **different ethnic origin from the majority of the population**.

Regardless of whether you have children, how comfortable would you feel if your child had a romantic relationship with a person with the following characteristics/identities?



	Lesbian, gay, bi	Trans person	Intersex person	Person with a different ethnic origin	Young person	Old person	Person with a different skin colour	Person with a different religion	Person with a disability	Person with different philosophical, ideological or cultural beliefs
Very uncomfortable	13.30%	21.70%	18.60%	2.30%	2.30%	15.10%	2.10%	5.00%	3.10%	4.30%
Fairly uncomfortable	18%	22.10%	20.80%	9.00%	6.70%	28.40%	7.10%	9.70%	15.00%	15.80%
Neutral	14.50%	15.20%	16.90%	18.00%	22.00%	16.00%	17.10%	18.60%	18.90%	24.10%
Fairly comfortable	18.80%	15.90%	15.40%	18.60%	21.90%	21.70%	16.80%	19.10%	24.40%	23.20%
Very comfortable	32.40%	21.40%	24.10%	50.20%	44.50%	16.20%	55.40%	45.50%	36.30%	29.90%
Don't want to answer	3.30%	3.60%	4.30%	1.90%	2.50%	2.50%	1.60%	2.10%	2.30%	2.70%

■ Very uncomfortable
 ■ Fairly uncomfortable
 ■ Neutral
■ Fairly comfortable
 ■ Very comfortable
 ■ Don't want to answer

Figure 6 Percentage distribution of the quantitative survey sample according to feelings of comfort with their child's romantic partner who bears certain characteristics (N=1928)

The majority of the sample stated that they agree or strongly agree that school lessons and teaching materials should include information about different cultures (96.5%), the experience of a disability or chronic condition (96.4%), different ethnic and national origins (94.9%), racism (93.4%), sexual orientation (83.9%), religions or beliefs (77.9%), anti-Semitism (77.3%), and gender identity (75.6%).

7.3 Personal experiences of discrimination

Only 15.4% of respondents said they had never experienced discrimination. In contrast, a **significant proportion reported experiences of discrimination within the last 12 months** (Figure 7). The most common experiences of discrimination were related to **gender, age, family or social status, and ideological, philosophical or cultural beliefs**.

Multivariate analysis (binomial logistic regression) was performed to investigate the effect of gender, age, education level and region of residence on the likelihood of experiencing discrimination. The Hosmer-Lemeshow test assessed the goodness of fit of the logistic regression model ($p \geq .05$). **Males are 42.7% statistically significantly less likely to experience discrimination** than females ($p \leq .001$, OR = .573, 95% CI: .463-.710). **Individuals residing in a small town are 52.1% statistically significantly less likely** to experience discrimination than individuals residing in large cities ($p \leq .016$, OR = .479, 95% CI: .263-.872).



Figure 7 Percentage distribution of the quantitative survey sample according to experiences of discrimination in the last 12 months (N=1928)

The most common places where incidents of discrimination occurred were the workplace (34.2%) and public places (23.7%). Significant rates of discrimination were also recorded on the internet (14.7%), in restaurants, cafes, bars and nightclubs (14.4%), when looking for a job (13.1%) and in the means of transport (11.8%). A smaller but notable frequency was reported for attending or applying to schools and universities (8.7%), the media (8.5%), education (7%), social services (7.2%) and when using health care services (6.6%). This was followed by discrimination when looking for housing (6.4%), accessing social benefits or tax reliefs (5.4%), police stations (4.9%) and shops or banks (4.5%). Much lower percentages were reported for places of migration or refugee accommodation facilities (0.5%) and Reception and Identification Centres (0.4%), which is directly related to the sample composition, sampling process, language and questionnaire dissemination. Other places or contexts mentioned were family and friends, wider social life, public places, with the most characteristic example of driving, courts and sports venues such as gyms.

Of the 82.8% of the sample who reported experiences of discrimination, only 19.98% reported the incident (16.54% of the total). **In the respective open-ended question of the online survey**, the majority of individuals clarified that they reported the incident to an informal source, such as **family and friends** (30.09% of those who reported the incident and 4.97% of the total), **colleagues** (3.44% of those who reported the incident and 0.57% of the total), a **psychologist** (1.25% of those who said they reported the incident and 0.21% of the total), to the **internet and social media** (1.56% of those who reported the incident and 0.25% of the total), and to the **perpetrator** (0.94% of those who reported the incident and 0.15% of the total).

Of those who followed **formal channels**, the majority chose to report the incident to the **workplace** (20.37% of those who reported the incident and 3.37% of the total), the **police** (10.65% of those who reported the incident and 1.76% of the total), a **lawyer** (5.64% of those who reported the incident and 0.93% of the total), **justice professionals** (4.38% of those who reported the incident and 0.72% of the total), to a **trade union** (4.07% of those who reported the incident and 0.67% of the total), the **Ombudsman** (2.82% of those who reported the incident and 0.46% of the total), and the **Labour Inspectorate** (1.56% of those who reported the incident and 0.25% of the total).

Some people reported the incident to **civil society associations or bodies**, such as the Transgender Support Association, helplines and the Research Centre for Gender Equality (KETHI) (3.44% of those who reported the incident and 0.57% of the total). Some people said they reported the incident to the **service provider** (2.19% of people who reported the incident and 0.36% of the total), the **hospital manager** (2.19% of people who reported the incident and 0.36% of the total), the **school administration** (0.94% of those who reported the incident and 0.15% of the total) or **teachers** (1.25% of those who reported the incident and 0.21% of the total).

Individual participants mentioned bodies such as the National Commission for Human Rights (GNCHR), the Independent Authority for Public Revenue (AADE), the National Transparency Authority, the National Social Security Entity, the Ministry of Social Cohesion and Family Affairs, the Ministry of Health, the Ministry of Justice, the General Secretariat for Sports, the Municipality, Social Welfare and their personal physician. Some people reported the incident to

the relevant department/place in which the discrimination took place, such as the bank and the bus company.

Non parametric tests indicated a statistically significant association between **reporting the incident** and **education level** ($p \leq .039$). 22.4% of all individuals who held a master's degree reported the incident. The corresponding proportion of those who had completed tertiary education was 20.7% and of those who had a PhD was 14.8%. Of the total number of people who had vocational training, 16.7% reported the incident and the corresponding proportion of people who had completed secondary education was 12.3%.

The main reasons for not reporting highlighted by the open-ended question were *fear, lack of trust and protection of the victim, the perpetrator's social or professional status, unpleasant social climate, lack of support and effectiveness*. Some individuals reported *feelings of shame of their identity, fear of stigmatisation* and further *negative consequences*, such as dismissal, but also the *perpetuation of such attitudes by journalists and political leaders*, as well as *previous victimisation by the relevant authorities*, which exacerbated their lack of trust. Other deterrents included *lack of knowledge of the reporting procedure, bureaucracy, lack of time, cost and difficulty in proving the incident*, for example in the case of age discrimination in the workplace. *Discouraging or indifferent attitude of the competent authorities and fear of escalation of the incident* on the part of the perpetrator were also mentioned. A factor in not reporting is also the *normalisation of violence* and discrimination, and the *'acceptance of the status quo'*, with many people stating that *"the incident was not important to report"*.

"It was just verbal harassment, so I didn't report it anywhere. "Female, 56-65 years old, online survey

"Stereotypes are taken for granted and unfortunately there is nothing indicating that you can get a response, in some cases it happens to turn everything against you. "Female, 56-65 years old, online survey

"I'm used to this kind of harassment so I don't consider it something worth reporting. It's more like "just another day in the life" "Female, 36-45 years old, online survey

If they experienced discrimination or harassment, most people would prefer to report the incident to a **friend or relative** (55.3%), the **Ombudsperson** (35.9%), an **anonymous platform** (33.7%), **civil society organisations** (31.7%) or to the **Labour Inspectorate and competent authorities** (31.4%). A smaller proportion would prefer to report to a **lawyer** (27.1%) the **judiciary** (24.6%), the **police** (24%), a **trade union** (23%) and the **employer** (18.1%). Some people also mentioned organised collectives and Gender Equality Committees as preferred options.

7.4 Impact of discrimination

According to the respondents, the effects of discrimination are complex, multidimensional and often long-lasting, while remaining individual and inextricably linked to the context of discriminatory expression and interpersonal interactions. According to the survey participants, the experience of discrimination significantly affects **mental health** (96.5%), **freedom of personal expression** (83%), **interpersonal and family relationships** (78.8%), **professional life** (76.6%) and **physical health** (71%). In addition, it brings **economic consequences** (69.9%) and **negatively affects education** (63.5%).

Examples of psychological consequences reported by respondents **in the open-ended questions of the questionnaire** include reduced self-esteem, alienation or withdrawal, feelings of guilt, anger, behavioural change, introversion, anxiety, fear, suicidal ideation and heightened vulnerability. **The various forms of discrimination were reported to lead to a generalised feeling of insecurity, frustration and lack of trust.** They also reported that they may lead to **internalised frustration** and **self-oppression**, and affect individuals' self-image and self-actualisation. The **sense of threat** – physical, psychological or social – was identified as persistent and was reported to be exacerbated by a lack of trust in social institutions. Participating individuals reported that people who experience discrimination are forced to

pretend an 'acceptable' identity, conforming to dominant social norms, at the cost of **self-censorship** and **inhibition of personal development**.

Respondents reported that discrimination can also affect a person's **socialisation** and interactions with other people. It can affect their choices, even in **basic daily activities**, such as choosing where to live or entertain, or even lead to difficulties in finding accommodation. Respondents recognised that **participation in public life is undermined** and free expression and social action are discouraged. Other challenges they reported were difficulties in communication, alienation from their social environment, feelings of loneliness and isolation, and barriers to establishing friendships or romantic relationships, or even in their coexistence with family.

On the **health level**, the participants reported **psychosomatic problems, autoimmune diseases, deterioration of sexual and physical well-being** and **substance abuse**, in an attempt to manage pain or to "escape" from a reality that overwhelms them. Some individuals highlighted the **potential threats to people's physical integrity and lives**. In addition, they acknowledged that there is often a **weakness or fear of approaching health services**.

According to survey participants, **people's professional and economic development is often hampered**, and discrimination denies them opportunities for employment, promotion, fair pay or even entry into the labour market. Some people also reported a lack of efficiency in their job duties. Similar consequences were identified at the level of education, with reduced opportunities and school drop-out.

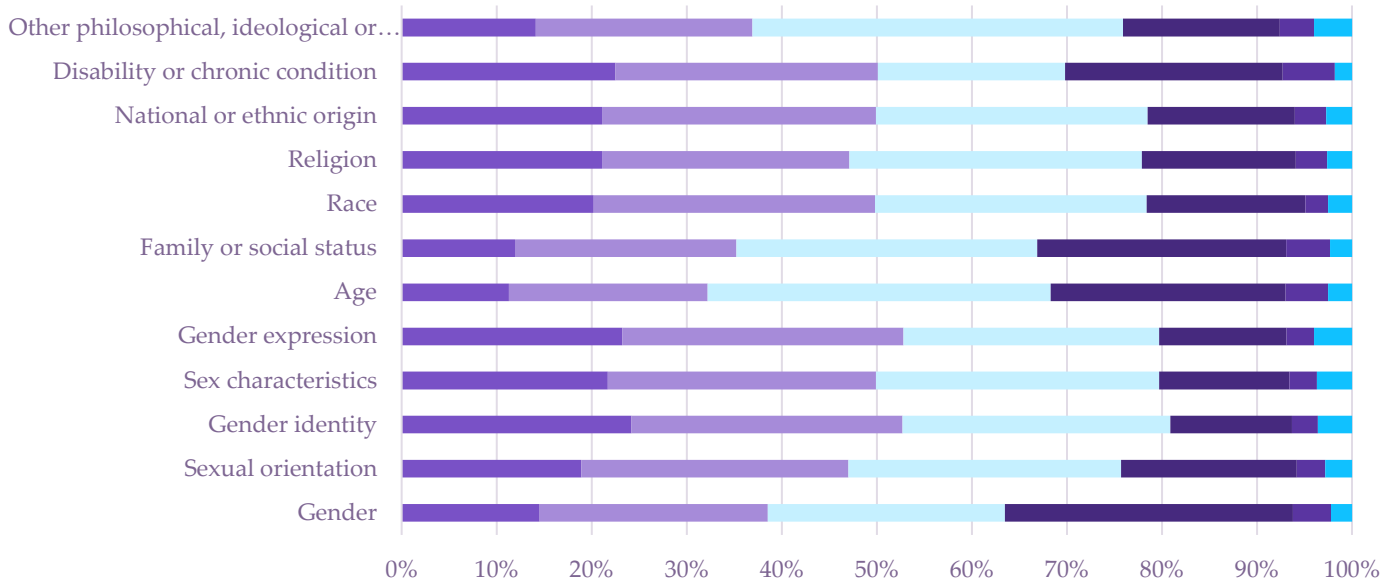
Some respondents stressed that discrimination affects not only the individual but also **social cohesion**. They mentioned that it creates **social barriers**, reinforces **injustice**, leads to the **breakdown of the social fabric** and **prevents smooth coexistence**. Others described that the consequences can include a **lack of trust in the collective** and an **increase in the individual's aggression**, leading to a cycle of violence: *"They shake the individual's trust in the community and institutions and affect social cohesion. Sometimes, they lead to the vicious circle of violence (I become violent because I am discriminated against for what I am, others "confirm" that I am violent precisely because I am what I am, and so on)"*. Some individuals also referred to the

increase in radicalisation, extremism and hatred, both as a reaction and as a form of self-protection against a society that rejects diversity.

7.5 Efforts to combat discrimination

Although many respondents stated that efforts to combat the researched forms of discrimination in Greece (Figure 8) are very or relatively effective, a large proportion of the sample stated the opposite. **About half of individuals found institutional efforts to address discrimination based on gender expression (52.8%) and identity (52.7%), disability or chronic condition (50.1%), national or ethnic origin and sex characteristics (49.9%), race (49.8%), religion (47.1%), and sexual orientation (46.9%) very or fairly ineffective.** Slightly fewer people reported the same for efforts to combat discrimination on the basis of gender (38.5%), philosophical, ideological or cultural beliefs (36.9%), family or social status (35.2%), and age (32.2%).

How effective do you consider the efforts to combat the following forms of discrimination in Greece?



	Gender	Sexual orientation	Gender identity	Sex characteristics	Gender expression	Age	Family or social status	Race	Religion	National or ethnic origin	Disability or chronic condition	Other philosophical, ideological or cultural beliefs
Very ineffective	14.50%	18.90%	24.20%	21.70%	23.20%	11.30%	11.90%	20.20%	21.10%	21.10%	22.50%	14.10%
Fairly ineffective	24.00%	28%	28.50%	28.20%	29.60%	20.90%	23.30%	29.60%	26.00%	28.80%	27.60%	22.80%
Neither effective, nor ineffective	24.90%	28.70%	28.20%	29.80%	26.90%	36.10%	31.60%	28.60%	30.80%	28.60%	19.70%	39.00%
Fairly effective	30.30%	18.50%	12.80%	13.70%	13.40%	24.70%	26.20%	16.70%	16.20%	15.50%	22.90%	16.50%
Very effective	4.00%	3.00%	2.70%	2.90%	2.90%	4.50%	4.60%	2.40%	3.30%	3.30%	5.50%	3.60%
Don't want to answer	2.20%	2.80%	3.60%	3.70%	4.00%	2.50%	2.30%	2.50%	2.60%	2.70%	1.80%	4.00%

Very ineffective
 Fairly ineffective
 Neither effective, nor ineffective

Fairly effective
 Very effective
 Don't want to answer

Figure 8 Percentage distribution of the quantitative survey sample according to perceptions of the effectiveness of actions to combat discrimination based on specific characteristics (N=1928)

Non-parametric tests were conducted to explore differences in respondents' perceptions of the effectiveness of **anti-discrimination efforts** according to **age**. Statistically significant results are summarised below:

- People aged **18-25 years** (M= 1.99) were significantly more likely to consider efforts to combat discrimination based on gender identity less effective compared to those in the 46-55 (M= 2.39, $p < .0001$) and 56-65 age groups (M= 2.55, $p < .0001$). Similarly, the **26-35 age group** (M= 2.18) was significantly more likely to consider these efforts less effective compared to the 46-55 (M= 2.39, $p \leq .047$) and 56-65 (M= 2.55, $p < .0001$) age groups. The **36-45** group (M= 2.18) also considers them less effective compared to the 46-55 (M= 2.39, $p \leq .043$) and 56-65 (M= 2.55, $p < .0001$) age groups.
- People aged **18-25 years** (M= 2.09) were significantly more likely to consider efforts to combat discrimination based on sex characteristics less effective compared to those in the 46-55 (M= 2.42, $p \leq .001$) and 56-65 (M= 2.57, $p < .0001$) age groups. The **26-35** (M= 2.28, $p \leq .003$) and **36-45 age groups** (M= 2.26, $p \leq .001$) also consider them less effective compared to people aged 56-65 years (M= 2.57).
- The **56-65** age group (M= 2.50) was significantly more likely to consider efforts to combat discrimination based on gender expression more effective compared to the age groups 18-25 (M= 1.97, $p < .0001$), 26-35 (M= 2.26, $p \leq .021$) and 36-45 (M= 2.23, $p \leq .006$). Similarly, those aged **46-55** (M= 2.37) were significantly more likely to find them more effective compared to younger individuals, aged 18-25 (M= 1.97, $p < .0001$).
- People aged **18-25 years** (M= 2.66) were significantly more likely to consider efforts to combat discrimination based on family or social status less effective compared to people aged 56-65 years (M= 2.95, $p \leq .049$).
- Younger people, **18-25**, (M= 2.21) were significantly more likely to consider efforts to combat discrimination based on race less effective compared to the age groups 46-55 (M= 2.47, $p \leq .044$) and 56-65 (M= 2.61, $p < .0001$).
- People aged **18-25 years** (M= 2.17) were significantly more likely to consider efforts to combat discrimination based on religion less effective compared to people aged 46-55 (M= 2.51, $p \leq .002$) and 56-65 years (M= 2.63, $p < .0001$).
- **18-25-year-olds** (M= 2.18) were significantly more likely to consider efforts to combat discrimination based on national or ethnic origin less effective compared to the 46-55 (M= 2.48, $p \leq .003$) and 56-65 (M= 2.57, $p < .0001$) age groups. Similarly, **26-35-year-olds** (M= 2.29, $p \leq .012$) were significantly more likely to consider them less effective compared to the 56-65-year-old group (M= 2.57).
- The **56-65** age group (M= 2.89) was significantly more likely to consider efforts to combat discrimination based on disability or chronic condition more effective compared to the 18-25

(M= 2.30, $p < .0001$), 26-35 (M= 2.30, $p \leq .001$) and 36-45 (M= 2.49, $p < .0001$) age groups.

Similarly, individuals aged **46-55** (M= 2.66) **were significantly more likely to find them more effective** than younger individuals, aged 18-25 (M= 2.30, $p \leq .001$) and 26-35 (M= 2.30, $p \leq .001$).

- Younger people, **18-25**, (M= 2.32) **were significantly more likely to consider efforts to combat discrimination based on philosophical, cultural and ideological beliefs less effective** compared to the age groups 46-55 (M= 2.64, $p \leq .018$) and 56-65 (M= 2.74, $p \leq .001$).

Similar tests revealed differences in perceptions of the effectiveness of anti-discrimination efforts according to **educational level**:

- Individuals who had completed **secondary education** (M= 3.06) **were significantly more likely to perceive age-based anti-discrimination efforts as more effective**, compared to those with a Master's degree (M= 2.74, $p \leq .011$) and a PhD (M= 2.65, $p \leq .009$).
- Individuals who had completed **secondary education** (M= 2.60) **were significantly more likely to perceive race-based anti-discrimination efforts as more effective**, compared to those with a PhD (M= 2.23, $p \leq .021$).

The respondents made the following suggestions for a more effective fight against discrimination in Greece, in the relevant **open-ended question of the questionnaire**:

1. Education and awareness raising

- 1.1. **Integration** of equality and human rights **programmes** into the **curriculum**, starting from an early age and focusing on understanding diversity and fostering empathy; integration of social science and sex-ed education in schools.
- 1.2. **Modernisation of school textbooks**, for example, for the lessons of biology, social and civic education, religion and home economics.
- 1.3. **Implementation of student exchange programmes, study visits and trips**, as well as **experiential workshops**.
- 1.4. **Training of parents**, so that they can have discussions with their children and contribute to meaningful education, following on from the efforts of the school.
- 1.5. Investment in running **programmes** targeted at **businesses and citizens**, aimed at, among other things, strengthening active bystandership and raising awareness of the impact of discrimination. Corresponding themes should include relevant protocols, helplines and support organisations.

- 1.6. **Training for health, justice, education, law enforcement, public services and media professionals.**
 - 1.7. **Awareness-raising and empowerment activities for groups that are often targeted.**
 - 1.8. **Organisation of campaigns** and promotion of media information programmes on combating stereotypes and prejudice, and understanding of discrimination and diversity.
 - 1.9. **Promotion of art as a means of preventing** discrimination and learning about other cultures; organisation of cultural events and activities that promote interaction between different communities, fostering understanding and respect.
- 2. Support of vulnerable groups and citizens**
- 2.1. **Provision of legal, psychological and financial support** to people affected by discrimination.
 - 2.2. **Establishment and enhancement of existing support lines.**
 - 2.3. **Facilitation of vulnerable people’s accessibility**, for example people with disabilities, to public areas, services and other contexts of everyday life.
 - 2.4. **Social inclusion of excluded groups.**
 - 2.5. **Facilitation of incidents reporting**, for example by creating an anonymous platform.
 - 2.6. **Support of families** whose members experience discrimination.
 - 2.7. **Provision of free and easily accessible psychosocial support services** to all citizens.
 - 2.8. Establishment of **support centres for victims of discrimination**, with specialised staff to provide direct support.
- 3. Strengthening the legal framework and control**
- 3.1. **Update and horizontal implementation of the legal framework** and improvement of anti-discrimination laws.
 - 3.2. **Imposition of sanctions** and tougher penalties.
 - 3.3. Actions to **properly address hate speech** expressed by citizens, politicians and public figures.
 - 3.4. **Control of the media** and enhancement of the role of the National Council for Radio and Television for their direct intervention in racist speech and the broadcasting of stereotypes.
 - 3.5. **Strengthening of the Code of Conduct of public services** and monitoring of violations.
- 4. Inclusion in the workplace**
- 4.1. Creation of **incentives for inclusive policies in businesses.**
 - 4.2. Creation of **incentives for the recruitment and development of diverse workplaces**, and pluralistic work teams.
 - 4.3. Strengthening of **job placement programmes for excluded groups.**
 - 4.4. Enhancement of **transparency in recruitment and assessment procedures**, and evaluation of human resources managers.
 - 4.5. **Training of professionals** on discrimination, in all work contexts.

- 4.6. **Strict control of companies** by the Labour Inspectorate and sanctions in case of discrimination.

5. Representation

- 5.1. **Representation of minority groups** in higher administrative and academic positions, in the media and other aspects of everyday life: *"In the Faculty of Law of the NKUA, where, according to official data, the number of female graduates is almost three times higher than that of men, male professors are the norm. When women don't see women succeed, their wings are cut off."*
- 5.2. **Enhancement of quota mechanisms** in different contexts and environments, such as work and politics, to ensure representation.
- 5.3. **Representation of groups in the media**, not as victims or marginalised individuals, but as active members of society.

6. Structural reforms

- 6.1. **Separation of church and the state.**
- 6.2. **Participatory design of actions** with people from the relevant social environment.
- 6.3. **Cooperation among agencies** and relevant stakeholders in a coordinated effort.
- 6.4. **Evaluation** of police, teachers and public officials for proper service delivery.
- 6.5. **Monitoring and interventions on the internet** and social media.
- 6.6. **Ensuring continuity and sustainability** of programmes, regardless of potential changes in governments.
- 6.7. **Incorporation of protocols for inclusion and responding to discrimination** in educational institutions and public services.
- 6.8. **Strengthening of mechanisms for monitoring** discrimination and promotion of existing Committees, such as Gender Equality Committees.
- 6.9. Expansion of efforts to **remote areas**.
- 6.10. **Equal access to education, employment and health care.**
- 6.11. **Conduct surveys and collect data** to understand citizens' perceptions and validate policy development.
- 6.12. **Strengthening the role of oversight and support mechanisms**, such as the Ombudsperson and the National Council against Racism and Intolerance, with adequate resources and responsibilities.

Some people made more specific proposals, such as **the legal recognition of femicide** and the **full implementation of the Istanbul Convention**⁷. Another proposal was to establish lending libraries in all municipalities, focusing on books on relevant topics that promote equality and social empathy.

A number of participants expressed the view that excessive promotion of the rights of certain minority groups can lead to reverse discrimination. Examples cited included allowances and quotas in the labour market, where, in their view, people are prioritised on the basis of identity characteristics rather than skills. They argued that such practices may exclude competent candidates and stressed the need for balanced policies, avoiding, as they said, ‘entitlementism’ and ‘woke culture’, and emphasising the concept of compulsoryism.

Individuals reported discrimination experienced by men in terms of **child custody in divorce cases**. They pointed out that the law on joint custody is not implemented as it should be, and that women have more rights in these cases, leading to inequalities.

"Why is a mother considered to be more suitable than a father in raising children? Why are mothers considered "biosocially superior" and have sole custody of children in 99% of child custody decisions? Please record that there is social inequality between the sexes, with women being treated as superior to men, which is unconstitutional." Male, 56-65 years old, online survey

Some people also expressed opposition to the promotion of gender and sexual diversity, with a typical example being criticism of the use of neutral pronouns.

Finally, individuals reported that despite all the actions, efforts are not paying off in the fight against discrimination, maintaining an attitude of mistrust. Some people stressed the need to remove political figures who promote discrimination and racist discourse.

⁷ The Council of Europe Convention on preventing and combating violence against women and domestic violence, Istanbul, 2011: <https://rm.coe.int/168008482e>

8. Main Results - Conclusions

Summary of main results of qualitative research

- The National Action Plan against Racism and Intolerance was the **first organised effort of cooperation between public bodies and civil society organisations** to combat racist crimes.
- The adoption of the Plan and the creation of the National Council against Racism and Intolerance are important achievements, because they introduced **horizontal coordination**, strengthened the **multidisciplinary approach** to tackling the phenomenon and increased **visibility** and **prioritisation**.
- Important achievements of the Plan were the **Guide for racist crime victims** and the **training of law enforcement agencies**.
- Individuals who participated in the qualitative research highlighted **challenges** they faced, such as **lack of preparedness of public institutions, resources, indicators, evaluation**, as well as difficulties in **coordinating relevant stakeholders**. They also mentioned the lack of **stocktaking of actions** and the **lack of a long-term targeting strategy**.
- Among the **recommendations**, it was proposed to provide for **coordinated actions** that will **contribute substantially to supporting victims** and respond to identified, real needs as seen from the field. At the same time, emphasis was placed on the need to **evaluate** and **communicate the results** to the public. **Training** for the implementing agencies, the parties directly involved and the general public was deemed necessary.

Summary of main results of quantitative research

- **Stereotypes remain widespread in Greek society**, with women, people aged 26-35 and people with a higher level of education identifying them more strongly.
- Discrimination based on **gender, sexual orientation, gender identity and expression, race, ethnic origin** and **social status** are considered more frequent.
- **Younger age groups, 18-25 years old, tend to find discrimination based on specific characteristics less widespread.**

- Overall, **education level** is associated with beliefs about the prevalence of discrimination based on specific characteristics, with people with **higher levels of education** tending to believe that **discrimination is more prevalent**.
- The most common environments where discrimination is believed to occur are **work, job search, the internet, search for housing and police stations**.
- There is a correlation between **age** and **people's beliefs about the prevalence of discrimination in certain environments**. Younger individuals perceive discrimination in certain settings to be more prevalent than older individuals, and vice versa.
- **Level of education** is associated with perceptions of the **prevalence of discrimination in certain settings**, with people who have completed a higher level of education perceiving it to be more prevalent.
- **Although the vast majority of respondents said they had not consciously discriminated against people or groups in the last year, a significant number acknowledged unconscious discrimination**. Women appeared to demonstrate greater awareness of these conditions.
- The **actions** taken by participants to combat discrimination included **participating in or conducting educational actions**, individually or as part of their professional role, via the **internet** by relevant posts, reporting racist speech and signing digital protests, as well as by **intervening** in incidents and providing **practical assistance** to victims.
- Several respondents would feel comfortable with **colleagues** who bear protected characteristics. However, the level of comfort decreases when dealing with a **trans or an intersex person** or a person with **different ideological, cultural or religious views** from the majority of the population. This discomfort is intensified when it comes to **elected political positions or their children's romantic partners**. In the case of their children's partners, they would feel uncomfortable with an **older person, a trans, an intersex, a gay or a bisexual** person, characteristics that are potentially related to the child's own identity.
- Only a small percentage said they **had not experienced discrimination**. The main experiences of discrimination were related to **gender, age, social status and ideological beliefs**, and occurred in the **workplace and public spaces**.
- **Men are less likely to be discriminated against than women**, and the same is true for **people living in small towns** compared to those **living in big cities**.

- The majority **did not report the incident** due to **fear, lack of trust in the authorities, bureaucracy and normalisation of violence**. In case they experienced an incident, individuals would prefer to **turn to familiar persons**, mechanisms such as the **Greek Ombudsperson , anonymous platforms, civil society organisations, the Labour Inspectorate and judicial and police authorities**.
- Participants recognised that **discrimination affects** both the **individual**, in terms of mental and physical health, education and work, social and family relationships and everyday life, and **society**, by undermining social cohesion and reinforcing inequality.
- Despite positive attempts, a significant proportion of people consider that efforts to combat discrimination in Greece are not sufficiently effective, especially when it comes to discrimination on the basis of gender identity, disability, race, ethnic origin, religion or sexual orientation. **Younger age groups seem to consider efforts to combat different forms of discrimination less effective than older people**.

Main conclusions

- The 1st NAP has been the **basis for cooperation and prioritisation** of preventing and combating racist crime at national level, but there is a need to **strengthen cooperation** between agencies and to **bridge any differences in their operation and goal setting**. The further development of cooperation between institutional bodies and civil society organisations in preparing and implementing actions can make a significant contribution to achieving these goals.
- The new NAP needs to have a **clear focus and evaluation system**, but also actions to ensure that **the public** understands it and **recognises its progress**. Having already contributed to visibility, additional relevant actions can strengthen the collective, horizontal effort in this direction.
- Perceptions of **the prevalence of discrimination based on specific characteristics** seem to be influenced by **age**, with young people, 18-25 years old, perceiving it to be less prevalent, which may be linked to **personal experiences and everyday perceptions**.
- **Age** also plays an important role in perceptions of **the prevalence of discrimination in certain environments**, as younger people perceive it to be more prevalent in certain settings, while older people perceive it to be more prevalent in other spaces. This may be linked to the **degree of awareness and understanding of the environments**, or the

frequency of visits. For example, younger people identify higher incidences of discrimination in food outlets and online – environments in which they are likely to spend more time – than older people.

- Respondents' **comfort levels** with people who bear certain characteristics seem to decrease as the closeness or interaction increases. **These findings highlight the biases and value matrix that influence social attitudes in more intimate relationships or in relationships that may directly or indirectly affect the individual.**
- **Gender discrimination persists**, with men being less likely to experience discrimination than women. The results confirm the **increased prevalence of different forms of gender-based violence** in everyday life, which remains higher than in the European Union (EUROSTAT, 2024)
- **The reduced likelihood of experiencing discrimination** by people living in **smaller towns** may be linked to both the **conceptualisation of discrimination** and a possible **increased sense of the collective**. Respondents to the online survey mentioned the “vicious cycle” of discrimination and its effect on reducing social cohesion, which is most strongly identified in larger cities. This finding is reinforced by the suggestion mentioned in the online survey of a return to smaller communities where mutual respect prevails.

9. Policy recommendations

Taking into account the results of this research, the following policy recommendations are proposed to the National Council against Racism and Intolerance for the development of the 2nd National Action Plan.

9.1.1 Short-term recommendations

- **Development with clear axes and targeting:** the new NAP is recommended to be grounded in documented social needs and include clear thematic axes, actions with a clear timetable and quantitative and qualitative indicators of achievement. The development of the NAP can be based on surveys such as the present one, targeting specific groups and taking into account the recommendations of citizens and National Committee members, but also on NAP models from other EU Member States.
- **Participatory design:** the drafting and revision of the NAP needs to be based on systematic consultation with NGOs, minority-led organisations, and representatives of groups affected by discrimination, following and strengthening the example of the 1st Action Plan. This could be achieved with the contribution of members of the National Council against Racism and Intolerance, who are more closely associated with such actors, but also through small surveys targeting the said groups, to collect recommendations in a short time period.
- **Indicator-based system:** identification of quantitative (e.g. number of incidents, reports, people trained) and qualitative indicators (e.g. degree of satisfaction of participating individuals, likelihood of using the newly-acquired knowledge in their daily work). It is recommended that these indicators be formulated during the development of the NAP and respond to its targeted objectives.

9.1.2 Medium and long-term recommendations

- **Strengthening transparency and information provision:** actions need to be implemented to regularly inform stakeholders and civil society about the content, development and results of the NAP, enhancing visibility and “reaching out to society”.

Such actions could include press releases, informative events and a stronger presence on social media, reaching younger age groups.

- **Targeted campaigns:** development of awareness-raising actions for population groups with higher exposure or lower knowledge of discrimination, such as men, older people, people with a low educational level, young adults. At the same time, awareness-raising actions on discrimination in settings that are not visible to the general public, such as refugee and migrant shelters or online platforms, are recommended. The said actions need to target multiple settings, such as public spaces (using posters), professional contexts (conducting training), social media (working with people who have access to the general public), and the mass media (by frequently highlighting the issues through advertisements and related broadcasts).
- **Dual evaluation system & public reports:** a combination of an internal mechanism, with periodic reports from the implementing agencies, and an independent external audit, for objectivity and transparency. The relevant evaluation reports can contribute to the mid-term review of the NAP, to achieve the objectives, but also to inform citizens about the progress of the Plan. They can be communicated in the context of awareness-raising campaigns and related events.
- **A unified victim support system:** actions to strengthen referrals and link existing structures into a coherent and personalised system of care, providing legal support, psychological assistance and counselling. Relevant actions may include mapping and linking existing services, establishing cooperation protocols outlining the steps of service provision and creating an online platform containing relevant information.
- **Training of frontline professionals** for the proper identification and handling of incidents and the prevention of secondary victimisation. Professionals need to be trained in relevant victim-centred and human rights approaches, and the provision of Psychological First Aid, in line with international and European standards. These trainings need to be addressed to all professional sectors that may come into contact with victims, such as judges, teachers, police officers, social workers and health professionals.
- **Use of technological tools:** applications and platforms for reporting incidents and digital platforms for linking victims with support organisations, which will provide the possibility of anonymous reporting for the recording of incidents. Technological tools

also need to be used for the training of professionals, with the development of asynchronous learning platforms to facilitate their access and reach remote areas.

- **Sustainability mechanisms:** actions should be designed with a focus on sustainability and continuity beyond the Plan's timespan, and their integration into permanent policies or long-term impact. To achieve continuity over time, measures need to be anticipated in the design of the Plan, including the budget, human resources and practices that will need to be implemented.
- **Addressing unconscious discrimination:** it is important to highlight the existence and consequences of informal, unconscious exclusions through appropriate examples (e.g. in housing, at work, in everyday contact with services) and personal narratives of people who have experienced discrimination. To achieve this, partnerships can be established with people who are close to the public and use social media, but also with relevant civil society organisations that have access to different population groups.
- **Substantial social impact:** the central evaluation criterion that emerges is the reduction of discriminatory incidents, the increase in the number of recordings and reports, and the restoration of the victims' trust in the institutions. In order to achieve this objective, there is a need to strengthen actions aimed at the public and vulnerable communities, focusing on reporting procedures, victims' rights and next steps. At the same time, there is a need to train frontline professionals to implement a victim-centred approach.
- **Educational programmes for the public:** establishment of awareness-raising programmes for all citizens, with a focus on human rights, unconscious bias, forms of hate speech and hate crimes. To achieve this, partnerships with civil society organisations can be leveraged to develop asynchronous learning programmes that will be widely available and free of charge.

9.1.3 Recommendations to the political leadership

- **Practical political commitment:** The success of the Plan depends on the continued support of political leaders, by integrating actions into the budget and into each Ministry's strategies. At the same time, support is needed by the institutions that are part of the NCRI, for its members to carry out their tasks. Such support could be in the form of time or human resources allocation for the implementation of the Plan.

- **School education:** gradual integration of equality, diversity and discrimination issues into curricula from pre-school age.

10. Bibliography

Amnesty International. (2024). The State of the World's Human Rights April 2024. Retrieved from <https://www.amnesty.org/en/documents/pol10/7200/2024/en/>

European Commission against Racism and Intolerance. (2022). ECRI Report on Greece (sixth monitoring cycle). Council of Europe. Retrieved from <https://rm.coe.int/ecri-first-report-on-greece-adopted-on-28-june-2022-published-on-22-se/1680a818bf>

European Commission. (2023). Discrimination in the European Union. Retrieved from <https://europa.eu/eurobarometer/surveys/detail/2972>

EUROSTAT. (2024). EU gender-based violence survey - Main Findings - 2024 Edition. Retrieved from <https://ec.europa.eu/eurostat/documents/7870049/20555052/KS-01-24-012-EN-N.pdf/a31cd481-cc32-b744-1b7e-24d479ed3437?version=1.0&t=1733473455385>

Ministry of Justice. (2021). National Action Plan against Racism and Intolerance 2020-2023. National Printing House. Retrieved from <https://moj.gov.gr/wp-content/uploads/2022/08/NAP-LAST.pdf>

Official Government Gazette. (2009). L. 3811/2009. Retrieved from https://www.kodiko.gr/nomologia/download_fek?f=fek/2009/a/fek_a_231_2009.pdf&t=02458f05ea92e6d3cc82b9ddbaaf8064

Official Government Gazette. (2014). L. 4285/2014. Retrieved from https://www.kodiko.gr/nomologia/download_fek?f=fek/2014/a/fek_a_191_2014.pdf&t=ef599387bdea6105fd271e16496a386e

Official Government Gazette. (2015). L. 4356/2015. Retrieved from https://www.kodiko.gr/nomologia/download_fek?f=fek/2015/a/fek_a_181_2015.pdf&t=49ebfcb7c1975c52e9d8007e4a580c55

Official Government Gazette. (2016). L. 4443/2016. Retrieved from

https://www.kodiko.gr/nomologia/download_fek?f=fek/2016/a/fek_a_232_2016.pdf&t=f5447373a24e98e14cbd3deea4c4d9eb

Official Government Gazette. (2019). L. 4619/2019. Retrieved from

https://www.kodiko.gr/nomologia/download_fek?f=fek/2019/a/fek_a_95_2019.pdf&t=a25c5af089b303113f7f0d472e9a35fc

Official Government Gazette. (2024a). L. 5090/2024. Retrieved from

https://www.kodiko.gr/nomologia/download_fek?f=fek/2024/a/fek_a_30_2024.pdf&t=b3d97e1c1ca002298f8a57359b257b4d

Official Government Gazette. (2024b). L. 5107/2024. Retrieved from

https://www.kodiko.gr/nomologia/download_fek?f=fek/2024/a/fek_a_64_2024.pdf&t=a5314ac18781d5ce8f23b9c996d5083f

OSCE ODIHR. (n.d.). Hate Crime Report: National frameworks to address hate crime in Greece.

Retrieved from <https://hatecrime.osce.org/national-frameworks-greece>

Racist Violence Recording Network. (2023). Annual Report 2022. Retrieved from

<https://rvrn.org/wp-content/uploads/2024/03/ETHSIA-EKTHESH-2022-GREEK.pdf>

Racist Violence Recording Network. (2024). Annual Report 2023. Retrieved from

<https://rvrn.org/wp-content/uploads/2024/04/RVRN-2023-report-fnl.pdf>

Appendices

Appendix A: Consent form for interviews

Καλείστε να συμμετάσχετε σε μια έρευνα σχετικά με τα δομικά ή άλλα εμπόδια, τα κενά, τις προκλήσεις και τα επιτεύγματα της υλοποίησης του 1^{ου} Εθνικού Σχεδίου Δράσης κατά του Ρατσισμού και της Μισαλλοδοξίας. Το παρόν έντυπο είναι μέρος της διαδικασίας ενημερωμένης συναίνεσης, η οποία συμβάλλει να κατανοήσετε την έρευνα πριν αποφασίσετε να λάβετε μέρος.

Η έρευνα αποσκοπεί στη συμμετοχή 10 εκπροσώπων ενδιαφερομένων που:

- Συμμετείχαν στην ανάπτυξη, υλοποίηση ή την αξιολόγηση του 1^{ου} Εθνικού Σχεδίου Δράσης κατά του Ρατσισμού και της Μισαλλοδοξίας
- Επηρεάζονται άμεσα από τις πολιτικές για την αντιμετώπιση του Ρατσισμού και της Μισαλλοδοξίας

Η παρούσα έρευνα πραγματοποιείται στο πλαίσιο του ευρωπαϊκού έργου *ECOSYSTEM - Strengthening Public Authorities' Capacity to Respond to Intersectional Discrimination through Multi-Agency Coalitions*, που υλοποιείται από το Υπουργείο Κοινωνικής Συνοχής και Οικογένειας, την Εθνική Επιτροπή για τα Δικαιώματα του Ανθρώπου και το ΚΜΟΠ – Κέντρο Κοινωνικής Δράσης και Καινοτομίας. Η έρευνα πραγματοποιείται από [ονοματεπώνυμο ερευνήτριας/ή] που εργάζεται ως ερευνήτρια/ής στο ΚΜΟΠ.

Σκοπός της Έρευνας:

Σκοπός της έρευνας είναι η διερεύνηση πιθανών προκλήσεων και κενών που αντιμετώπισαν οι φορείς υλοποίησης του 1ου Εθνικού Σχεδίου Δράσης κατά του Ρατσισμού και της Μισαλλοδοξίας και οι οργανώσεις της κοινωνίας των πολιτών, καθώς και καλές πρακτικές και επιτεύγματα που θα τροφοδοτήσουν και θα συμβάλουν στην ανάπτυξη του 2^{ου} Εθνικού Σχεδίου Δράσης.

Διαδικασίες:

Η εμπλοκή σας στην έρευνα θα γίνει μέσω συμμετοχής σε συνέντευξη που αναμένεται να διαρκέσει 45-60 λεπτά. Μετά τη σύμφωνη γνώμη σας, η συνέντευξη θα μαγνητοφωνηθεί για την πληρέστερη ανάλυση των δεδομένων σας από τις/τους ερευνήτριες/ές.

Μερικά παραδείγματα ερωτήσεων είναι:

- Ποια θεωρείτε τα πιο σημαντικά επιτεύγματα του Σχεδίου Δράσης κατά του Ρατσισμού και της Μισαλλοδοξίας;
- Τι θα μπορούσε να βελτιωθεί για τον καλύτερο συντονισμό και υλοποίηση του 2^{ου} Εθνικού Σχεδίου Δράσης;

Εθελοντική συμμετοχή στην Έρευνα:

Η έρευνα θα πραγματοποιηθεί μόνο με όσα άτομα επιθυμούν να συμμετέχουν εθελοντικά και ελεύθερα. Συνεπώς όλα τα εμπλεκόμενα άτομα θα σεβαστούν την απόφασή σας να συμμετέχετε ή όχι. Αν αποφασίσετε να συμμετέχετε στην έρευνα τώρα, μπορείτε να αλλάξετε γνώμη αργότερα. Μπορείτε να αποσυρθείτε από την έρευνα όποτε θέλετε.

Κίνδυνοι και οφέλη από τη συμμετοχή στην Έρευνα:

Η συμμετοχή σε αυτή την έρευνα θα μπορούσε να ενέχει κάποιο κίνδυνο λόγω των μικρών ενοχλήσεων που μπορεί να προκύψουν στην καθημερινή ζωή, όπως η ανταλλαγή ευαίσθητων πληροφοριών. Έχοντας λάβει τα ενδεδειγμένα μέτρα προστασίας, αυτή η έρευνα θα ενέχει ελάχιστο κίνδυνο για την ευημερία σας. Εάν αντιμετωπίσετε οποιαδήποτε συναισθηματική δυσφορία, καλέστε εμπιστευτικά το 10306 – Τηλεφωνική Γραμμή Ψυχοκοινωνικής Υποστήριξης.

Δεν υπάρχουν άμεσα οφέλη σε σας από την παρούσα έρευνα. Ο σκοπός της είναι να ωφεληθεί η κοινωνία μέσω της ανάπτυξης του 2^{ου} Εθνικού Σχεδίου Δράσης κατά του Ρατσισμού και της Μισαλλοδοξίας, λαμβάνοντας υπόψη τα διδάγματα από την υλοποίηση του 1^{ου} Σχεδίου. Όταν η ανάλυση των δεδομένων ολοκληρωθεί, τα αποτελέσματα θα είναι διαθέσιμα στην εθνική αναφορά που θα δημοσιευθεί στην ιστοσελίδα του έργου, καθώς και των συμμετεχόντων στο έργο οργανισμών/φορέων.

Απόρρητο των δεδομένων:

Η/Ο ερευνήτρια/ής υποχρεούται να προστατεύει το απόρρητό των δεδομένων σας. Η ταυτότητά σας θα είναι γνωστή στον/ην/ους ερευνητή/τρια(ές), εντός των ορίων του νόμου. Η/Ο ερευνήτρια/ής επιτρέπεται να κοινοποιήσει την ταυτότητα ή τα στοιχεία επικοινωνίας σας μόνο εάν και όπως απαιτείται

με το προσωπικό του ΚΜΟΠ (το οποίο απαιτείται επίσης να προστατεύει το απόρρητο των δεδομένων σας).

Η/Ο ερευνήτρια/ής δεν θα χρησιμοποιήσει τα προσωπικά σας στοιχεία για οποιουσδήποτε σκοπούς εκτός αυτής της έρευνας. Επίσης, δεν θα συμπεριλάβει το όνομά σας ή οτιδήποτε άλλο στοιχείο που θα μπορούσε να σας ταυτοποιήσει στις τελικές εκθέσεις του έργου. Εάν η/ο ερευνήτρια/ής μοιραστεί τα δεδομένα του έργου με άλλον ερευνητή στο μέλλον, το σύνολο δεδομένων δεν θα περιέχει στοιχεία ταυτοποίησης, επομένως αυτό δεν θα συνεπάγεται την έντυπη συγκατάθεσή σας. Τα δεδομένα θα διατηρηθούν ασφαλή μέσω της αποθήκευσής τους σε υπολογιστή προσβάσιμο μόνο με κωδικό. Τα δεδομένα θα διατηρηθούν για περίοδο τουλάχιστον 5 ετών μετά την ολοκλήρωση του έργου, όπως απαιτείται από τους όρους υλοποίησης του έργου (Πρόγραμμα «Πολίτες, ισότητα, δικαιώματα και αξίες» - CERV, της Ευρωπαϊκής Ένωσης).

Στοιχεία επικοινωνίας και ερωτήσεις:

Μπορείτε να επικοινωνήσετε με την/τον ερευνήτρια/ής μέσω email: [\[email\]](#)

Ίσως θέλετε να διατηρήσετε αυτό το έντυπο συγκατάθεσης για τα αρχεία σας. Μπορείτε να ζητήσετε από την/τον ερευνήτρια/ής ένα αντίγραφο ανά πάσα στιγμή χρησιμοποιώντας τα παραπάνω στοιχεία επικοινωνίας.

Λήψη της συγκατάθεσής σας:

Αν πιστεύετε πως κατανοήσατε την έρευνα και θέλετε να συμμετέχετε εθελοντικά, παρακαλούμε δηλώστε τη συγκατάθεση σας:

Ημερομηνία:

Υπογραφή συμμετέχοντος ατόμου:

Υπογραφή ερευνήτριας/ή:

Appendix B: Interview questionnaire

Εισαγωγική ερώτηση	1. Ξεκινώντας, θα θέλατε να μας πείτε λίγα λόγια για τον ρόλο σας στον φορέα που εργάζεστε και την εμπλοκή σας στον σχεδιασμό, την υλοποίηση ή την αξιολόγηση του 1 ^{ου} Εθνικού Σχεδίου Δράσης κατά του Ρατσισμού και της Μισαλλοδοξίας;
Επιτεύγματα	2. Ποια θεωρείτε τα πιο σημαντικά επιτεύγματα του Σχεδίου Δράσης;
Προκλήσεις	3. Η υπηρεσία σας ή ο φορέας σας έδειξε ενδιαφέρον στο σχεδιασμό δράσεων για το ΕΣΔ; Αν όχι, γιατί; 4. Συναντήσατε προκλήσεις (προσωπικά ή ως φορέας) κατά την υλοποίηση του Σχεδίου Δράσης; Εάν ναι, πως τις αντιμετωπίσατε;
Συνεργασία	5. Πως ήταν η συνεργασία σας με άλλους φορείς; 6. Πως συνέβαλε η συνεργασία αυτή στην υλοποίηση του Σχεδίου Δράσης;
Διδάγματα & βελτιώσεις	7. Ποια είναι, κατά τη γνώμη σας, τα διδάγματα από την υλοποίηση του Σχεδίου Δράσης; 8. Θεωρείτε ότι επετεύχθησαν τα προσδοκώμενα αποτελέσματα; Θέλετε να μας πείτε λίγα περισσότερα πράγματα για τον τρόπο με τους οποίον επιτεύχθηκαν τα προσδοκώμενα αποτελέσματα ή τους λόγους που δεν συνέβη αυτό;

	9. Τι θα μπορούσε να βελτιωθεί για τον καλύτερο συντονισμό και υλοποίηση του 2 ^{ου} Εθνικού Σχεδίου Δράσης;
Ανάγκες εκπαίδευσης	10. Εντοπίζετε κάποιες ανάγκες εκπαίδευσης για την υλοποίηση του 2 ^{ου} Εθνικού Σχεδίου Δράσης κατά του Ρατσισμού και της Μισαλλοδοξίας;
Κλείσιμο της συνέντευξης	Θα θέλατε να προσθέσετε κάτι;

Appendix C: Quantitative research questionnaire

Θα θέλαμε να σας προσκαλέσουμε στην έρευνα 'Στάσεις και εμπειρίες των πολιτών σχετικά με τις διακρίσεις και τα στερεότυπα'. Στόχος της παρούσας έρευνας είναι η διερεύνηση των αντιλήψεων και των εμπειριών των πολιτών σχετικά με τα στερεότυπα, τις διακρίσεις, τις προκαταλήψεις, τον ρατσισμό, και τις συνέπειες που έχουν στους ανθρώπους που τα βιώνουν. Απευθύνεται σε όλα τα άτομα που έχουν συμπληρώσει το 18^ο έτος και της ηλικίας τους.

Αυτή η έρευνα είναι ανώνυμη και η διεύθυνση IP θα είναι προστατευμένη και μη ανιχνεύσιμη. Δεν χρειάζεται να εισάγετε το όνομά σας ή τα στοιχεία επικοινωνίας σας. Οι απαντήσεις θα καταχωρηθούν με έναν τυχαίο κωδικό για τον διαχωρισμό τους από τις απαντήσεις άλλων συμμετεχόντων ατόμων. Η έρευνα έχει αναπτυχθεί με τα ισχύοντα πρωτόκολλα δεοντολογίας. Ελπίζουμε ότι θα αισθανθείτε άνετα απαντώντας με ειλικρίνεια στις ερωτήσεις.

Η συμπλήρωση αυτού του ερωτηματολογίου θα διαρκέσει 10-15 λεπτά.

Η έρευνα διεξάγεται στο πλαίσιο του ευρωπαϊκού έργου 'ECOSYSTEM - Strengthening Public Authorities' Capacity to Respond to Intersectional Discrimination through Multi-Agency Coalitions', το οποίο υλοποιείται από το Υπουργείο Κοινωνικής Συνοχής και Οικογένειας, την Εθνική Επιτροπή για τα Δικαιώματα του Ανθρώπου, και το ΚΜΟΠ – Κέντρο Κοινωνικής Δράσης και Καινοτομίας. Στόχος του έργου είναι να συμβάλει στην ανάπτυξη του 2^{ου} Εθνικού Σχεδίου Δράσης κατά του Ρατσισμού και της Μισαλλοδοξίας και να ενισχύσει την ικανότητα των εθνικών αρχών στην Ελλάδα όσον αφορά την καταπολέμηση της μισαλλοδοξίας, του ρατσισμού και των πολλαπλών και διατομεακών διακρίσεων. Μέσω μιας συμμετοχικής, διεπιστημονικής και διυπηρεσιακής προσέγγισης, το έργο επιδιώκει να ενισχύσει τη συνεργασία μεταξύ των δημόσιων αρχών και της κοινωνίας των πολιτών εστιάζοντας σε τρεις αλληλένδετους πυλώνες: α) στην ενίσχυση της πρόσβασης των θυμάτων σε πληροφορίες και υπηρεσίες μέσω μιας σχετικής πλατφόρμας, β) στη βελτίωση των δεξιοτήτων των δημόσιων υπαλλήλων και των ικανοτήτων του Εθνικού Συμβουλίου κατά του Ρατσισμού και της Μισαλλοδοξίας, και γ) στην ενίσχυση της ευαισθητοποίησης των πολιτών μέσω μιας Εθνικής Εκστρατείας Ευαισθητοποίησης.

Για γενικές ερωτήσεις και σχόλια μπορείτε να επικοινωνήσετε μαζί μας: [Όνομα και επώνυμο του υπεύθυνου της έρευνας, τηλέφωνο, ηλεκτρονικό ταχυδρομείο]

Σας ευχαριστούμε για τη συμμετοχή σας!

Συναίνεση

Κατανοώ την πρόθεση, τους κινδύνους και τα οφέλη αυτής της έρευνας και συναινώ στην παροχή των πληροφοριών μου για την αναφερόμενη χρήση.

Ναι

Όχι

Συμφωνώ να χρησιμοποιηθούν οι απαντήσεις μου στο πλαίσιο αυτής της έρευνας.

Ναι

Όχι

Δημογραφικά στοιχεία

1. Φύλο:

Γυναίκα

Άνδρας

Μη-δυναδικό άτομο

Άλλο: _____

Δεν επιθυμώ να απαντήσω

2. Ηλικία:

18-25 ετών

26-35 ετών

36-45 ετών

46-55 ετών

56-65 ετών

66-75 ετών

76 ετών ή περισσότερο

Δεν επιθυμώ να απαντήσω

3. Επίπεδο εκπαίδευσης:

Δευτεροβάθμια εκπαίδευση

Επαγγελματική κατάρτιση
Τριτοβάθμια εκπαίδευση
Κάτοχος Μεταπτυχιακού Τίτλου
Κάτοχος Διδακτορικού Τίτλου
Άλλο (διευκρινίστε) _____
Δεν επιθυμώ να απαντήσω

4. Περιοχή κατοικίας:

Μεγάλη πόλη > 50.000
Μικρή πόλη > 10.000 κατοίκους
Κωμόπολη > 3.000
Χωριό < 3.000
Ορεινή περιοχή
Νησιωτική περιοχή
Δεν επιθυμώ να απαντήσω

Πεποιθήσεις σχετικά με τις διακρίσεις και τα στερεότυπα

5. Σε ποιο βαθμό πιστεύετε ότι υπάρχουν στερεότυπα στην κοινωνία μας;

Καθόλου
Λίγο
Μέτρια
Πολύ
Πάρα πολύ

6. Πιστεύετε ότι τα στερεότυπα επηρεάζουν τη συμπεριφορά των ανθρώπων απέναντι σε συγκεκριμένες ομάδες του πληθυσμού;

Καθόλου
Λίγο
Σε κάποιο βαθμό
Πολύ
Πάρα πολύ

7. Πόσο συχνά εμφανίζονται διακρίσεις στη χώρα μας για κάθε ένα από τα ακόλουθα χαρακτηριστικά; Με τον όρο διάκριση νοείται η λιγότερο ευνοϊκή αντιμετώπιση ενός ατόμου που φέρει κάποιο χαρακτηριστικό.

	Δεν υφίστανται	Σχετικά σπάνιες	Πολύ σπάνιες	Σχετικά διαδεδομέ- νες	Πολύ διαδεδομέ- νες	Δεν γνωρίζω
Φύλο						
Σεξουαλικός προσανατολισμός						
Ταυτότητα φύλου [Η έντονη εσωτερική και προσωπική εμπειρία κάθε ανθρώπου ως προς το φύλο, η οποία μπορεί να αντιστοιχεί ή όχι στο φύλο που καταχωρίστηκε κατά τη γέννησή του.]						
Χαρακτηριστικά φύλου [Αφορούν τα βιολογικά χαρακτηριστικά του φύλου, όπως τα χρωμοσώματα, η ανατομία, η ορμονική δομή και τα αναπαραγωγικά όργανα ενός ατόμου.]						
Έκφραση φύλου [Εξωτερικές εκδηλώσεις του φύλου, που εκφράζονται μέσα από το όνομα, τις ανωνυμίες, τα ρούχα, το κούρεμα, τη						

συμπεριφορά, τη φωνή ή τα χαρακτηριστικά του σώματος.]						
Ηλικία						
Οικογενειακή κατάσταση [π.χ. σύμφωνο συμβίωσης, μονογονέας]						
Κοινωνική κατάσταση [Το αποτέλεσμα τυχόν κοινωνικού στιγματισμού, π.χ. πρώην χρήστες ουσιών ή πρώην φυλακισμένοι.]						
Φυλή						
Θρησκεία						
Εθνική ή εθνοτική καταγωγή [π.χ. χώρα προέλευσης, ομάδα με κοινά πολιτισμικά χαρακτηριστικά όπως γλώσσα, θρησκεία, ηθική και έθιμα]						
Αναπηρία ή χρόνια πάθηση						
Άλλες ιδεολογικές/πολιτισμικές πεποιθήσεις						

8. Πόσο συχνά εμφανίζονται οι διακρίσεις στη χώρα μας σε κάθε ένα από τα ακόλουθα περιβάλλοντα;

	Δεν υφίστανται	Σπάνια	Ενίοτε	Συχνά	Διαρκώς	Δεν γνωρίζω
Κατά την αναζήτηση εργασίας						
Στην εργασία						

Κατά την αναζήτηση κατοικίας για ενοικίαση ή αγορά						
Κατά τη χρήση υπηρεσιών υγειονομικής περίθαλψης						
Κατά τη χρήση κοινωνικών υπηρεσιών						
Κατά τη φοίτηση ή την αίτηση σε σχολείο ή πανεπιστήμιο						
Σε καφετέρια, εστιατόριο, μπαρ ή νυχτερινό κέντρο						
Σε κατάστημα ή τράπεζα						
Σε δημόσιο χώρο						
Στα ΜΜΕ						
Στο διαδίκτυο						
Σε επίπεδο κοινωνικών παροχών ή φοροελαφρύνσεις						
Σε Μέσα Μαζικής Μεταφοράς						
Στην εκπαίδευση						
Σε Κέντρα Υποδοχής και Ταυτοποίησης						
Σε αστυνομικό τμήμα						
Σε χώρο προσφυγικής/μεταναστευτικής κοινότητας						
Άλλο: _____ -						

9. Έχετε κάνει κάτι από τα ακόλουθα τους τελευταίους 12 μήνες;

	Ναι	Όχι	Δεν επιθυμώ να απαντήσω
Έχετε κάνει κάτι για την καταπολέμηση των διακρίσεων διαδικτυακά ή δια ζώσης			
Έχετε ασυνείδητα κάνει διακρίσεις λόγω κάποιου χαρακτηριστικού			
Έχετε σκοπίμως κάνει διακρίσεις λόγω κάποιου χαρακτηριστικού			

9^Α. Παρακαλώ, σημειώστε τί ενέργειες κάνατε για την καταπολέμηση των διακρίσεων. (προαιρετική)

10. Πόσο άνετα θα αισθανόσασταν αν κάποιος/α συνάδελφός σας έφερε τα ακόλουθα χαρακτηριστικά/είχε τις ακόλουθες ταυτότητες;

	Πολύ άβολα	Σχετικά άβολα	Ουδέτερα	Σχετικά άνετα	Πολύ άνετα	Δεν επιθυμώ να απαντήσω
Λεσβία, γκέι, αμφιφυλόφιλο άτομο						
Τρανς άτομο						
Ίντερσεξ άτομο						
Άτομο με διαφορετική εθνοτική καταγωγή από την πλειονότητα του πληθυσμού						
Νεαρό άτομο						
Άτομο μεγάλης ηλικίας						
Άτομο με διαφορετικό χρώμα δέρματος από την πλειονότητα του πληθυσμού						

Άτομο με διαφορετική θρησκεία από την πλειονότητα του πληθυσμού						
Άτομο με αναπηρία ή χρόνια πάθηση						
Άτομο με διαφορετικές φιλοσοφικές /ιδεολογικές /πολιτισμικές πεποιθήσεις						

12. Ανεξάρτητα από το αν έχετε παιδιά, πόσο άνετα θα αισθανόσασταν αν το παιδί σας είχε ερωτική σχέση με άτομο με τα ακόλουθα χαρακτηριστικά/ που θα είχε τις ακόλουθες ταυτότητες;

	Πολύ άβολα	Σχετικά άβολα	Ουδέτερα	Σχετικά άνετα	Πολύ άνετα	Δεν επιθυμώ να απαντήσω
Λεσβία, γκέι, αμφιφυλόφιλο άτομο						
Τρανς άτομο						
Ίντερσεξ άτομο						
Άτομο με διαφορετική εθνοτική καταγωγή από την πλειονότητα του πληθυσμού						
Νεαρό άτομο						
Άτομο μεγάλης ηλικίας						
Άτομο με διαφορετικό χρώμα δέρματος από την						

πλειονότητα του πληθυσμού						
Άτομο με διαφορετική θρησκεία από την πλειονότητα του πληθυσμού						
Άτομο με αναπηρία ή χρόνια πάθηση						
Άτομο με διαφορετικές φιλοσοφικές /ιδεολογικές /πολιτισμικές πεποιθήσεις						

13. Πόσο άνετα θα αισθανόσασταν αν ένα άτομο από κάθε μία από τις ακόλουθες ομάδες βρισκόταν σε ανώτατη εκλεγμένη πολιτική θέση στην Ελλάδα;

	Πολύ άβολα	Σχετικά άβολα	Ουδέτερα	Σχετικά άνετα	Πολύ άνετα	Δεν επιθυμώ να απαντήσω
Γυναίκα						
Λεσβία, γκέι, αμφιφυλόφιλο άτομο						
Τρανς άτομο						
Ίντερσεξ άτομο						
Άτομο με διαφορετική εθνική ή εθνοτική καταγωγή από την πλειονότητα του πληθυσμού						
Νεαρό άτομο						

Άτομο μεγάλης ηλικίας						
Άτομο με διαφορετικό χρώμα δέρματος από την πλειονότητα του πληθυσμού						
Άτομο με διαφορετική θρησκεία από την πλειονότητα του πληθυσμού						
Άτομο με αναπηρία ή χρόνια πάθηση						
Άτομο με διαφορετικές φιλοσοφικές /ιδεολογικές /πολιτισμικές πεποιθήσεις						

14. Παρακαλώ, συμπληρώστε το βαθμό συμφωνίας σας με την ακόλουθη δήλωση: Τα σχολικά μαθήματα και το υλικό θα πρέπει να περιλαμβάνουν πληροφορίες σχετικά με...

	Διαφωνώ απόλυτα	Διαφωνώ	Ούτε συμφωνώ, ούτε διαφωνώ	Συμφωνώ	Συμφωνώ απόλυτα	Δεν επιθυμώ να απαντήσω
Θρησκείες ή πεποιθήσεις						
Σεξουαλικό προσανατολισμό						
Ταυτότητα φύλου						
Την εμπειρία αναπηρίας ή χρόνιας πάθησης						
Διαφορετικές κουλτούρες						

Διαφορετικές εθνικές και εθνοτικές καταγωγές						
Ρατσισμό						
Αντισημιτισμό						

Προσωπικές εμπειρίες διακρίσεων

15. Βιώσατε προσωπικά διακρίσεις ή παρενόχληση για κάποιον από τους ακόλουθους λόγους, κατά τους τελευταίους 12 μήνες; **(πολλαπλών απαντήσεων)**

Φύλο
Σεξουαλικός προσανατολισμός
Ταυτότητα φύλου
Χαρακτηριστικά φύλου
Έκφραση φύλου
Ηλικία
Οικογενειακή ή κοινωνική κατάσταση
Φυλή
Θρησκεία
Εθνική ή εθνοτική καταγωγή
Αναπηρία ή χρόνια πάθηση
Άλλες φιλοσοφικές / ιδεολογικές/ πολιτισμικές πεποιθήσεις
Δεν έχω βιώσει διακρίσεις το τελευταίο έτος
Δεν έχω βιώσει ποτέ διακρίσεις
Δεν επιθυμώ να απαντήσω

16. Σκεπτόμενοι/ες/α τις τελευταίες φορές που βιώσατε διακρίσεις ή παρενόχληση, σε ποιο πλαίσιο έλαβαν χώρα; **(πολλαπλών απαντήσεων, στην περίπτωση που επιλέχθηκε κάποιο στοιχείο στην παραπάνω ερώτηση)**

Κατά την αναζήτηση εργασίας
Στην εργασία
Κατά την αναζήτηση κατοικίας για ενοικίαση ή αγορά
Κατά τη χρήση υπηρεσιών υγειονομικής περίθαλψης
Κατά τη χρήση κοινωνικών υπηρεσιών
Κατά τη φοίτηση ή την αίτηση σε σχολείο ή πανεπιστήμιο
Σε καφετέρια, εστιατόριο, μπαρ ή νυχτερινό κέντρο
Σε κατάστημα ή τράπεζα
Σε δημόσιο χώρο
Στα ΜΜΕ
Στο διαδίκτυο
Σε επίπεδο κοινωνικών παροχών ή φοροελαφρύνσεις
Σε Μέσα Μαζικής Μεταφοράς
Στην εκπαίδευση
Σε Κέντρα Υποδοχής και Ταυτοποίησης
Σε αστυνομικό τμήμα
Σε χώρο προσφυγικής/ μεταναστευτικής κοινότητας
Άλλο: _____
Δεν επιθυμώ να απαντήσω

17. Εάν βιώνετε διακρίσεις ή παρενόχληση πού θα προτιμούσατε να αναφέρετε το περιστατικό;

(πολλαπλών απαντήσεων)

Αστυνομία
Δικαιοσύνη
Οργανώσεις Κοινωνίας των Πολιτών
Δικηγόρο
Στον Συνήγορο του Πολίτη ή Επιθεώρηση Εργασίας και άλλες αρμόδιες αρχές
Εργοδότης/ρια

Φιλικό ή συγγενικό πρόσωπο
Ανώνυμη καταγγελία σε πλατφόρμα/γραμμή βοήθειας
Συνδικαλιστική οργάνωση
Άλλο: _____
Δεν επιθυμώ να απαντήσω

Αντίκτυπος των διακρίσεων

18. Ποιες πιστεύετε ότι είναι οι συνέπειες των διακρίσεων στα άτομα που τις βιώνουν; Επιλέξτε όσα ισχύουν. (πολλαπλές απαντήσεις)

Ψυχολογικές συνέπειες
Συνέπειες στις προσωπικές σχέσεις και στην οικογένεια
Συνέπειες στην εκπαίδευση
Συνέπειες στην αγορά εργασίας
Συνέπειες στην υγεία
Οικονομικές συνέπειες
Συνέπειες στην έκφραση του ατόμου
Άλλο: _____
Δεν επιθυμώ να απαντήσω

19. Τι άλλες επιπτώσεις μπορεί να έχουν οι διακρίσεις στα άτομα που τις βιώνουν;

Προσπάθειες αντιμετώπισης των διακρίσεων στην Ελλάδα

20. Πόσο αποτελεσματικές θεωρείτε τις προσπάθειες καταπολέμησης των παρακάτω μορφών διακρίσεων στην Ελλάδα;

	Πολύ αναποτελεσμα τικές	Σχετικά αναποτελεσμ ατικές	Ούτε αποτελεσματι κές, ούτε αναποτελεσμ ατικές	Σχετικά αποτελεσμ ατικές	Πολύ αποτελεσμ ατικές	Δεν επιθυμώ να απαντήσω
Φύλο						
Σεξουαλικός προσανατολισμός						
Ταυτότητα φύλου						
Χαρακτηριστικά φύλου						
Έκφραση φύλου						
Ηλικία						
Οικογενειακή ή κοινωνική κατάσταση						
Φυλή						
Θρησκεία						
Εθνική ή εθνοτική καταγωγή						
Αναπηρία ή χρόνια πάθηση						
Άλλες φιλοσοφικές /ιδεολογικές /πολιτισμικές πεποιθήσεις						

21. Έχετε άλλες προτάσεις για την αποτελεσματικότερη καταπολέμηση των διακρίσεων στην Ελλάδα;

ΕΥΧΑΡΙΣΤΟΥΜΕ ΓΙΑ ΤΟ ΧΡΟΝΟ ΣΑΣ!



<https://www.ecosystem-project.eu/>

