

act:onaid

Annual report

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Countries where ActionAid and ActionAid Hellas work



● ActionAid
works in
45 countries

● ActionAid
Hellas
works in
19 countries

The 19 countries where ActionAid Hellas works are:

- | | | | |
|----------------|--------------|----------------|------------------|
| 1. Greece | 6. Ghana | 11. Cambodia | 16. Rwanda |
| 2. Ethiopia | 7. Guatemala | 12. Kenya | 17. Senegal |
| 3. Afghanistan | 8. Zambia | 13. Bangladesh | 18. Sierra Leone |
| 4. Vietnam | 9. Zimbabwe | 14. Nepal | 19. Tanzania |
| 5. Brazil | 10. India | 15. Palestine | |

Introductory note



Dear friends,

2018 was a milestone year for ActionAid Hellas. On one hand, the marking of our 20-year anniversary had us looking back, reminiscing and celebrating along with all of you, our supporters; it also drove us to review our past and learn from it. On the other hand, it signalled the start of our new 10-year strategy, centred around the "active citizen" concept, namely around persons who fight for their own and other people's rights - wherever they may be - and at the same time assume their share of responsibility in creating a world free of disparity and injustice on a sustainable planet.

If I had to choose a single word to describe 2018, I'd pick "synergy", since none of our accomplishments were solitary - all that we achieved has been the fruit of broad and targeted partnerships. Our achievements ranged from child sponsorship actions in 43 communities around the world to the work carried out by our Epikentro centre in Kolonos, where we provided free services for financially and socially excluded families, in collaboration with 15 other organisations. They also included educational activities throughout the Greek territory, working alongside the educational community; the deployment of 16 of our volunteers to partnering organisations worldwide under the EU Aid Volunteers programme, as well as the participation of dozens of our volunteers in actions run by other stakeholders within Greece.

In collaboration with another 129 organisations, we fought against the rising trend of humanitarian aid penalisation and civil society discrediting in Europe, mobilising and urging citizens to react. Moreover, in Greece, we strove to set up a task force bringing together representatives from the entire Greek civil society, aiming at helping shape an institutional framework on volunteering. Furthermore, at the Athens Coordination Center for Migrant and Refugee issues (ACCMR) we acquired an even more strategic role in refugee issue management, constantly focusing on protecting and empowering women. Lastly, the report we published on "Domestic violence in Greece during the years of the financial crisis" has yielded its first positive results, as it was accompanied by the establishment of dedicated departments by the Hellenic Police in Athens and Thessaloniki.

In 2019 we stand stronger and even more energised, ready to take the next steps for greater action both in Greece and around the globe. I would like to thank you wholeheartedly for supporting our efforts to make this world a fairer place.

Sincerely,

Gerasimos Kouvaras,
General Director, ActionAid Hellas

20 years of ActionAid Hellas: A stroll down memory lane



© Tassos Papaioannou/ActionAid

When ActionAid Hellas was first set up, back in 1998, its main goal was to use its child sponsorship programme in order to connect people from Greece with children from Africa, Asia and Latin America, equally providing support to the communities where they lived. The goal was to enable the realisation of infrastructure works that would allow the communities' members to improve their living conditions as a whole. With time, the organisation broadened its action, holding local

authorities and international stakeholders alike to account, making sure that they provide the citizens of every nation with all that they are entitled to; we also conveyed this knowledge to the people, helping them to claim for and by themselves a life of dignity. Twenty years later, ActionAid is dynamically pursuing its action, nowadays also undertaking work within Greece, in the hope that the changes it is attempting to bring to this world will materialise, thanks to the contribution of its thousands of supporters, thereby making the organisation redundant.

Drawing from the 20th anniversary of ActionAid Hellas, in 2018 we took a stroll down memory lane, reminiscing all the things we have achieved with the help of our supporters.

It brought back how we started off with nothing in 1998 and yet, within a year, 4,500 Sponsors stood by our side, supporting the Nazret community in Ethiopia. Turning the clock back to 2000, the year we begun our educational programme, we realised that close to 40,000 students have been participating in it every year since. We felt pride at having collected 88,000 signatures in 2010, in the framework of the "1 Goal" campaign, which aimed to ensure that all children of the world actually go to school. We were reminded of the phase-out process of a number of communities, following targeted, long-term action, certain that the people there were by that time able to rely on their own strength. We retraced the solidarity trips that our Sponsors took to countries of Africa, Asia and Latin America, getting to see up close how our organisation works, getting to experience unparalleled moments and create "life bonds" with the people they met there. We smiled thinking back to the public's massive response after the "Immersion" documentary by Antonis Kanakis aired in 2013 - making record ratings - and kept that smile when we

looked back to 2014, when we begun our child sponsorship programme in Palestine, standing by the side of the people there that needed us. We felt vindicated for setting up Action Finance Initiative (AFI) in 2014, an organisation that provides financial support to small-sized enterprises in Greece, of which ActionAid Hellas is a founding member. Our memories turned sober when we thought of 2015, a year marked by the refugee crisis, and our substantial work in Lesvos and Attica at the refugees' side; but then our optimism returned as we took pride in the creation of Epikentro at the heart of Athens in 2017, a structure providing support to all our fellow citizens that have been struck by recession, experiencing financial and social exclusion.

All these memories came back to life during our three-day celebration event at the "Syntagma" metro station last October, with a host of speeches, experiential games, a photo exhibition and an empty wall that soon filled up with messages of solidarity from visitors.

Twenty years brimming with one big dream: to change the world! Bolstered by the experience we have gained so far and carefully planning our future strategy, we persist on our path to create a better world, a world of greater justice.

ActionAid's community centre in Athens



© Thalia Galanopoulou/ActionAid

Although ActionAid's Epikentro, the support centre for our fellow humans faced with financial problems and social exclusion in Athens, kicked off in May 2017, by the end of 2018 it had managed to establish itself as a reference point in the Kolonos area. Both the people who visit it and the organisations active in Athens seem to trust it and this is evidenced by the fact that, according to our survey, most people who come to Epikentro for the first time have either learned of it by word of mouth or were referred to it by the City of Athens or other organisations.

The people who come to Epikentro / January - December 2018



1,306
adults



407
minors



1,713
total

50,1%
men
& boys

49,9%
women
& girls

52%
income
< 3,000€

77%
unem-
ployed

59
different
nationali-
ties

68%
Greek
citizens

Services & programmes / January - December 2018

4,545
adult and minor
counselling
sessions

2,653
hours of educational
programmes and
seminars

1,003
participations in school-
specific programmes

2,982
participa-
tions of
adults
&

9,254
articipa-
tions
of minors
in regular
pro-
grammes
and open
workshops

282
people
received
legal
counselling

678
people
received
accounting
counselling

138
people re-
ceived psy-
chological
support

245
people were supported
in finding a job

546
received counselling on state benefits
and miscellaneous personal problems

In 2018, Epikentro offered, for free, 11 programmes for adults and 23 programmes for children and teenagers on a regular basis, as well as 8 services to adults and 3 to children and teenagers. Moreover, many workshops and seminars were provided on a non-regular basis. All programmes and actions aim at providing a comprehensive and holistic approach to the problems faced by the entire family, from the toddlers to the elderly. We use ground-breaking and well-tested methodologies aimed at mobilising people, so that -with our support- they can tackle their problems and lay the foundation for a better future.

Numerous services and programmes are offered: the ones addressed to adults include legal counselling, financial management counselling, psychosocial support, a parenting school and employment counselling. Educational programmes on computer and Internet use, lessons of Greek and English, as well as drama and music workshops of self-expression are

also provided. People - not only from Kolonos, but from all over Athens - meet, work together, accept diversity and set off together to create a better life for themselves.

As for children and teenagers, in 2018 various educational programmes were run, aiming at providing knowledge and broadening horizons. Knowledge is acquired and educational gaps are filled through supplementary tuition courses and English language and IT lessons; robotics and automation programmes, drama workshops, and classes in clay, woodwork and arts help children and teenagers learn to function as a team, accept diversity, express their feelings, nurture patience and perseverance, recognise the importance of co-operation and come to learn from their mistakes. At the same time, Epikentro ensures that they have support in the form of a special education teacher, a psychologist, and vocational guidance counselling.

It is also worth pointing out that, as early as in the year 2018, the first programme to be undertaken by a beneficiary of Epikentro was realised. More specifically, Oksana Shevchuk conducted regular sewing workshops. Having herself received support from the Epikentro centre, she felt the need to give back to a multicultural team characterized by mutual acceptance. This is of particular importance to us, given that throughout the world ActionAid utilises an empowerment methodology and a model of change that stem from the individuals themselves and then spread out as improvements that these individuals convey to their fellow humans and, ultimately, to their community.

Initial results

/ May 2017 – February 2019

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114
people
found a job

4
women found
the strength to
leave an abusive
environment

11
scholarships
allowed people
to acquire new
knowledge



"During the time that I've been coming here my life has changed. I've become optimistic and stronger. Now, with sewing and my new role, where I get to show something to others, it is amazing for me, because I can share what I know with others. I am teaching the craft I love and at the same time I am learning too. I thought that I would teach others. But I am also learning!"

Oksana Shevchuk

"In the Robotics course I learnt a lot of things, like constructing, creating and not giving up."

Primary School pupil

Few words characteristic of Epikentro

We systematically ask of people who come to Epikentro and participate in the programmes, seminars and actions to tell us what they think of all that is provided, so as to better ourselves. This takes place either with the use of formal evaluation sheets or during our talks with them.



"I am happy to come here. I discover things about me, I come up with solutions on my own. I even went on a holiday - I'd never done that in my entire life."

Artemi

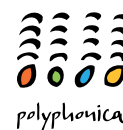
"It is truly beautiful to experience such team-spirit and trust, together with and close to people that you don't know. I feel like I found a place where I can open up without reservations, where we can all do our best."

"Anna"

"The counselling service turned my life around 180 degrees. I managed to get out of bed and out of the house. I adjusted my days to an improved agenda, allowing me to look ahead. I believed more in myself."

Unemployed woman

Epikentro partners



Students become global active citizens

ActionAid is widely known for its educational work, having actively operated in this field for many years now. The programmes that we run strive to raise awareness among students and mobilise them on issues related to equality, justice, solidarity and acceptance, equipping them in the best possible way to become active citizens, capable of creating a better world for all of us.



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Action Week for Education

During the **"Student Action Week: Planet 2030"** we mobilised more than 35,000 students in all of Greece - and 5,000 of them sent us their own "fanzines", i.e. magazines they created drawing their topics from the 17 Sustainable Development Goals and how they picture our planet in the year 2030. In all, we received more than 10,000 fanzines, which were presented in an exhibition at the **"HOPE 2030, Tales Small and Big"** event that took place at Victoria Square. Activities, workshops, concerts, dancing, projections, gardening and talks punctuated the event.



"By familiarising themselves with the fanzines, our students became at the time creative, romantic and revolutionary, turning the 17 Global Goals into a vehicle to help them visualise and claim the Planet of 2030, even more so since the 2030 Planet is their planet."

Principal and students of the 5th grade of the 45th Primary School of Patras

European programmes

We took on the implementation of two major European programmes, which kicked off in 2018 and are expected to be completed in the following years. Specifically, **Walk the Global Walk** revolves around the Sustainable Development Goals and in 2018, we centred on "Goal 11: Sustainable Cities and Communities", creating an 80-page-long Guide recommending dedicated activities to educators that wish to implement the programme. **MigratED** focuses on human rights and migration, highlighting the use of new technologies in education. In the framework of this programme, we worked with "Karpos - Center for Education and Intercultural Communication". Together with 108 educators from both formal and informal education we looked into the unmet needs in this sector.

The Diversity Hotel

2018 saw the beginning of our collaboration with the **Theotokopoulou Estate**, which served as a host to a number of events highlighting and cultivating the values of the active citizen. 4 pilot projects materialised there, as well as 15 educational programmes reaching out to 333 students from primary and secondary education, all of them focusing on human rights, tolerance and respect of diversity.

Other programmes

Our Global Citizen, playfully dubbed **"2P"** and forever accompanied by his suitcase, travelled to 13 kindergartens and 7 primary schools, firing up close to 500 pupils with activities that, properly adjusted to each classroom's syllabus, allowed them to explore issues regarding human rights, poverty and injustice.

During the year, 3 educational programmes that were implemented, showcased activities drawn from the **"Active Citizen in and out of the classroom"** book, created by ActionAid's Global Citizenship Education (GSE) department and published by Patakis Publishers. In total, 80 pupils participated in these programmes. Lastly, an educators' seminar was also held, familiarising educators with the book's thematics, garnering 25 participants from all educational grades.



"To me, it's great that we're doing the child sponsorship. Because I think to myself that if we do such things now that we're kids, imagine what we'll do when we grow up, we'll change the world."
Orestis, 5th Grade, Primary School



© Dimitris Toubis/ActionAid

"A world upside-down" Educational Centre

"All that we did here today has helped me become a citizen with a conscience."

Student, 1st Grade, Educational Renaissance Senior High School

2018 brought the curtains down for our interactive Educational Centre, called "A world upside-down", as the end of the academic year also signalled the end of its educational activity. During its 9 years of operation, we designed 16 educational programmes on topics such as economic inequality around the world, climate change, refugees, human rights, diversity and

production processes. Our programmes were addressed to all school grades, as well as families and educators. On the whole, during this time we ran 1,242 educational programmes, attended by 29,990 children and teenagers!

This presence is now dynamically channelled into activities offered to children and teenagers at the Epikentro centre.

Already four years of operation — a robust foundation for the future

2018 was the 4th year of operation for Action Finance Initiative (AFI), which not only continued to support people with vision and passion, who dare to "do business", but it also set up a branch office in Thessaloniki. All in all, in 2018 AFI **disbursed 82 loans** for new enterprises - of a **total amount of €811,500.00 - which led to the creation of 117 new jobs, and also trained 260 people.**

With the help of volunteering experts from PwC Greece, AFI was able to assess and disclose its positive contribution to the Greek economy: more specifically, for each Euro given to AFI, the amount that is given back to society is 1.87 Euro.

In 2018, AFI renewed and expanded its support network of strategic partners. The "Friends of AFI" Fundraising Programme

supported the Initiative and its mission for the 4th consecutive year. AFI signed an agreement with Eurobank to expand their collaboration to a broader range of activities. What is more, the Prince's Trust International educational organisation chose AFI and its partner, Corallia, to set up and run their entrepreneurship programme aiming at bolstering young entrepreneurship in Greece.



© AFI

Anastasis and Fedonas established the first Greek brand looking to integrate healthy snacks from pure raw materials in everyone's daily living, combining healthy eating with the multiple rewards that this provides to the human body. AFI micro-credit allowed them to purchase mechanical equipment to launch the company, which has already laid claim to a share of the healthy nutrition market.

Institutional lobbying & campaigns

Read the report here: bit.ly/31ljgwJ
Watch the video here: bit.ly/2MC9O4Q

Institutional lobbying & campaigns

Actions to sensitise, raise awareness & mobilise on rights



© Giorgos Georgopoulos/ActionAid

Refugee rights

2018 was also the year we redefined our goals based on our new strategy: aiming to increase our involvement in Greece, we pursued new and/or broader synergies with other civil society stakeholders. We took part in working groups looking into refugee issues (for further information, go to pages 18 and 19) and took the necessary measures to set up a task force bringing together representatives of the civil society, aiming at helping to shape an institutional framework on volunteering and volunteer work.

Furthermore, in collaboration with 129 other organisations in Europe, we called on citizens to sign our petition so that providing help to people entering European countries without

the necessary documents is no longer penalised. In many cases, people who tried to help, both in Greece and in other European countries, were faced with penal sanctions. At the same time, Hungary passed a law stipulating specific imprisonment penalties for anyone helping refugees and migrants.

Sadly, despite the mobilisation of all organisations involved, we failed to gather 1 million signatures across Europe, so as to bring this petition before the European Parliament.

Our fight and actions for greater justice and respect of human rights persist, given that perseverance and patience are the only means to achieve our objectives.

Women's rights

In November 2018, the publication of our report titled **"Domestic violence in Greece during the years of the economic crisis"** became a milestone of our activity in Greece. The report discloses the viewpoints of experienced professionals working with domestic violence targeting women and children in Greece and also includes ActionAid's recommendations to the state for improved policies. Its main finding was that - although the economic crisis does not seem to have been a primary cause of violence in itself - the fact that public services grew alarmingly understaffed undermined their efficiency, adversely impacting society, in particular the most vulnerable families.

This report was highlighted by Greek media; meetings between members of our organisation and representatives

of the Greek state ensued. An important outcome was that the Hellenic Police announced the establishment of dedicated departments to combat domestic violence in Athens and Thessaloniki, aligning itself with one of our recommendations. Our action will persist throughout 2019, since violence against women is one of our key campaigns for the 2018-2020 time frame.

Moreover, as every year, we seized the opportunity of the International Women's Day, on March 8, to raise public awareness with a **video** depicting the power of women around the globe: how they manage to overcome obstacles and achieve victories - both minor and major - on a daily basis. The video got almost 50,000 views and became the topic of more than 100 articles in the press.

Volunteering

Solidarity in action

Our goal in 2018 was to promote and develop volunteering, both within and outside of ActionAid, based on a more targeted and better structured approach of how we coordinate and utilise our volunteers - as a result of this, we currently have 110 volunteers. Throughout the year, depending on their skills, preferences and the needs that arose, our volunteers demonstrated loyalty and diligence, providing invaluable support both at our offices and at the Epikentro centre, by means of their participation in educational programmes and their help with services provided. Going beyond the organisation's locations, they made their presence felt in a series of social events and happenings (e.g. at "Athens Marathon, the Authentic" and a workshop by Doctors of the World), thus becoming the best

ambassadors of ActionAid's vision and values, as well as of the broader concept of volunteering, towards the general public. Special student volunteering activities were run at the Epikentro centre, allowing volunteers to contribute to our summer camp. The spirit of volunteerism was just as truly upheld by our employees, who proved themselves both willing and dedicated to volunteering for initiatives run by other organisations, as well as calls in emergencies.

Once again this year, our volunteers were there, embodying the true image of an active citizen who struggles to make the world we envision a reality. Our thanks go to them!

"So many people, so much need for a little more human-heartedness - and it's so worth it to be the cause of so many smiles!"

Areti, volunteer



© ActionAid

EU Aid Volunteers

Global citizens in action



© Giorgos Georgopoulos/ActionAid

ActionAid Hellas is an officially certified organisation of volunteer deployment in the framework of the EU Aid Volunteers programme, enabling European volunteers -once they have been trained - to utilise their skills and support vulnerable communities in developing countries. The goal is to render these communities capable of responding to future risks and/or recovering from natural disasters, in accordance with the needs particular to each site.

In 2018, 16 of our European volunteers were deployed to South East Asia, West Africa, the Caribbean and Latin America.

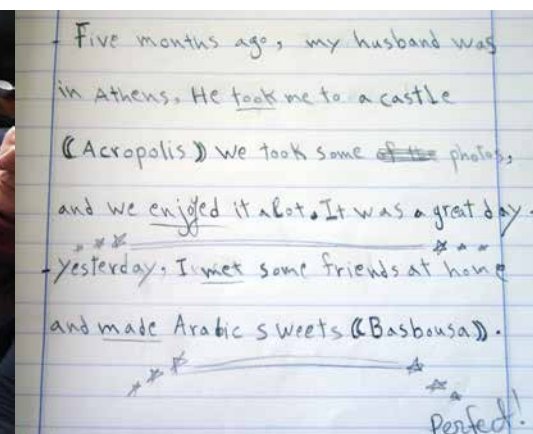
Using their skills, our volunteers helped support vulnerable population groups through programmes aiming to guarantee income and gender equality, to prepare for emergency management, to ensure food, to adapt to climate change, to protect children. In addition to field work, volunteers equally provide support on administrative, communication and financial management topics to the countries that receive them.

The project is co-financed by the European Union and ActionAid Hellas in the framework of the EU Aid Volunteers Initiative.

"It was three months of volunteer work, where we got to test our own human limits. I'd highly recommend to others to also partake in this programme. It was an incredibly intense experience and I enjoyed every minute of it. The people living in these communities may have nothing - yet their faces shine like they have everything. This is what I am bringing back with me to Greece..."

Yorgos Haritakis,
the first Greek volunteer to travel to Ecuador

Conclusion of an important chapter



© ActionAid

After a presence of many months at the island of Lesbos and at Skaramangas and Schisto, in 2018 ActionAid moved back to the urban environment, focusing on a topic that it is well familiar with: protecting and empowering women. Our main partners were "Jafra Foundation", "Melissa: Network of Migrant Women in Greece" and "Zaatar NGO". Moreover, we played an active part in the Athens Coordination Center for Migrant and Refugee issues (ACCMR), which was established in May 2017 by initiative of the City of Athens, under the coordination of the Athens Partnership and with the Stavros Niarchos Foundation acting as its founding donor. As participants in the ACCMR, we coordinated the Health and Prosperity Working Committee.

In collaboration with the organisations mentioned above, we provided psychosocial support, as well as lessons of languages, knitting, clothing alteration and crafting. Within a few

months, women gradually acquired skills and tools that made them feel stronger, ready to start changing their lives around. More specifically, language courses helped them grow more independent and better prepared to socialise in their broader surroundings. Further, information provided to these women allowed them to better comprehend their rights, whereas the psychosocial support services helped them tackle difficult circumstances that they had been through, managing to emerge victorious. The knitting, clothing alteration and crafting workshops were not designed as mere creative leisure activities, but rather so as to provide women with a relative financial safety, since later on they can exploit the knowledge acquired to generate income.

All the while, we persisted in constantly lobbying and participating in all pertinent committees, ensuring our positive contribution in the

form of know-how, networking and support. Our focus was on providing legal support to asylum seekers and refugees, meeting medical needs and improving living conditions in the migrant and refugee camps operating on the islands.

150 women benefited from our programmes, many of them joining more than one activities. The women's age ranged from 15 to 56 years old and they all belonged to vulnerable groups: pregnant women, women that had fallen victim to acts of violence, women travelling alone, women with severely disabled relatives, as well as women with mental health issues. Most referrals aimed at ensuring medical, psychological and/or psychiatric support, and legal counselling.

An ACCMR and Almasar NGO joint initiative, called the Bahar Project, took place on June 21st, 2018. With the collaboration and support of ActionAid

Hellas, this project was held at Epikentro. There, people of all origins and ages, who live in Athens, were invited to meet and get to know each other, using cooking as their primary communication channel. The Afghan Community of Migrants & Refugees in Greece took part in this event. And it was in this way - with festivities - that our refugee action came to an end, giving us one more opportunity to clearly state our intent as well as ActionAid's purpose to back all integration initiatives and activities, allowing refugees and migrants to better integrate in society. After sending out a powerful message against xenophobia and racism, in late June we began providing Greek and English language courses, in which refugees also take part, at Epikentro. In this way, we are continuing our support to this vulnerable population at Epikentro.



Together, we be- come the change

For yet another year, united, we promoted the change that we envision for our world. Through our programmes, we aided in improving the life of 6,435,267 people living in 277 communities in 45 different countries. Driven by the organisation's values, strategy and goals, our 4,179 staff members worldwide managed to bring change to the lives of the most vulnerable people. Let's take a look at some examples of our action, based on our goals, in countries where we work:



We respond to emergencies, such as natural disasters and conflicts.

This last year, our work in facing emergencies focused on the role of women. When a crisis breaks out, women suffer the consequences a lot more than men, as their rights are further violated, they are excluded from all decision-making centres and access to resources. This is why it is our primary goal to train and empower them, so that they can play an active part in crisis management. It is also our key concern to make sure that the needs of the people of affected regions are heard and that reconstruction projects are based on them.

In a period marked by increasingly extreme weather conditions, due to climate change, and by mass refugee migration, due to the conflicts in many areas around the world, in 2018 we responded to 22 emergencies, providing support to 592,820 people. We featured among the Humanitarian Grand Challenge winners for our pioneering work in Jordan, where we implemented the use of cell phones to tackle violence against women in refugee camps. In Vietnam, people who lost their crops as a result of extreme weather conditions got to participate in disaster response committees using, among other things, cell phone applications to ensure early warning.

Tran Thi Be Tu, from Vietnam, is a member of her village's Crisis Management Committee.



© Tran Khac Tung/ActionAid

"I am proud to take part in the Crisis Management Committee, because I am learning very useful things about disasters and climate change. I am not only helping my own family, I am helping all the people in my village."

Tran Thi Be Tu, Vietnam



We tackle the underlying causes of violence against women and girls, striving to ensure financial justice.

Last year we worked to mobilise women against all forms of violence in their homeland. We worked together with social and feminist movements, networks and organisations, applying pressure for the purpose of combating gender-based violence. We also intensified our activities aiming to locate and restrict unpaid care work, so that laws and policies to this end are enforced.

In all countries where we operate, women saw their lives change on an everyday level. In Rwanda, 6,200 girls are now able to attend school thanks to the girls' safe spaces that we have built. In Nepal, we managed to ban by law the unacceptable practice of chhaupadi, which dictates that menstruating women should be isolated, overlooking their right to health and dignity.

Dauli (right) with her daughter-in-law

Thanks to Dauli's mobilisation, nowadays no woman in their village is forced to follow the chhaupadi practice.



© Sabin Shrestha/ActionAid

"I'd stay in the hut all wet, without washing for days. When ActionAid set up the Reflect Circles, we learnt that a woman's period is normal and that we must take care of our hygiene. So I started sleeping in my bed. The other women were afraid that God would be mad and that I might get bad luck or even die. They watched me for months and they saw that nothing happened to me. This made it easier for me to convince them to break with superstition."

Dauli, Nepal

Global achievements



We make certain that citizens massively participate in the civic monitoring of authorities and in the lobbying activities advocating accountability and transparency.

Throughout the year, we boosted civic engagement in local development and promoted widespread participation in electoral procedures. Moreover, we openly challenged laws and practices that undermine democratic and respectful governance. In the broader civil society field, we helped showcase unfair practices of developed countries to the detriment of developing ones, such as the favourable fiscal treatment that foreign undertakings get while local ones are taxed disproportionately.

Mobilisation, campaigns and mass claims brought citizens closer to their rights, forcing governments to account based on the principles of fairness and equality before the law. In Kenya, 23,500 women and 15,000 men were able to ensure access to clean water. In Senegal, 55,000 students benefited from awareness raising activities regarding their rights, thus being able to claim them and fight against violations such as early marriage. Along the same lines, in India students rallied and managed to obtain their schoolbooks from the ministry, given that it is the state's responsibility to distribute school textbooks.

Priyanshu (left) and her schoolmate, Khushbu, holding their new schoolbooks.



© Ramkashi Kumari/ActionAid

"When we asked officials to send us books, they said that it is not their job to do so. So we agreed to draw up a petition in order to get an official reply. That's what we did - and 25 days after our petition they sent us the textbooks of mathematics, language (Hindi) and social sciences. Not only that, the person in charge promised that they would give us all books for all grades by the end of November. It was the first time that all students had books before the exams."

Priyanshu, India

Global achievements



We work to safeguard that everyone has a viable income and an equal opportunity to face climate change.

This past year, we strengthened our collaboration with partners and movements that are active in the fields of climate change and ensuring food and livelihoods to all. We continued to support women farmers, defending the rights to land and climate justice, both at a local and at an international scale.

In 2018 we actively promoted organic farming and bolstered small-farmer rights. In Ghana, more than 10,000 women farmers adopted eco-friendly farming practices adapted to climate change, after attending workshops and participating in actions that we organised. In Senegal, 6,500 people received training on sustainable agriculture, with an emphasis on banning the use of chemical fertilisers and producing natural fertilisers (compost) instead, and 1,800 women acquired access to land and other income-generating resources, thus ensuring their livelihood.

"In the past, I used chemical fertilisers that were very expensive - only one out of ten women could afford them - and it meant I had to spend all my money. They are also bad for our health and some times we got poisoning, if the dose was too much, and the plants were also damaged. Now, with what I learnt, I save money that I can spend on my children's needs, their school or their food. My crops are now bigger and my family is safe, because I use natural fertilisers that make my crops sustainable."

Nini, Senegal

Women in Senegal produce natural fertilisers (compost), in order to protect the environment along with their health and to improve their crop's yield.



© Abdoulaye Diop/ActionAid

Child Sponsorship

Child sponsorship stories spanning 3 continents

Through our child sponsorship programme and backed by 23,870 sponsors from Greece and Cyprus, in 2018 we provided support to vulnerable and marginalised groups in Africa, Asia and Latin America, implementing projects in a total of 20 countries. Having acquired an in-depth understanding of each population's needs and always in collaboration with local partners, we supported the people, providing them with the tools necessary for a life of dignity and paving the way to a better world, a world that is more fair to all.

Africa

The Maasai tradition, which forbids women from owning or inheriting land, is slowly waning - and 60-year-old Suai Lekishon from the Elangatawas region of Kenya is living proof of this change!



© Isaac Kakeni/ActionAid

"I've had a very hard time since my husband's death. That was many years ago... When he died, my own sons came and took my land away. I had nothing to grow and no idea where to turn to. Luckily, ActionAid came over and explained to us that there is a law that allows not only men, but also women, to own property. I always wanted to have land. When they heard my story, the women of the Iloodokilani network, that works with ActionAid, supported me and my case went all the way to court. But I was vindicated: I got my land back and now have a property title with my name on it. I hope that other women, whose land has been ripped from under their feet, will also find justice!"

Suai Lekishon, Kenya

Asia

Gulshah, 40 years old, lives in Afghanistan and lost her husband 6 years ago. She was left alone with 4 children. Now a member of a women's group, she takes literacy courses at her village. This is what she has to say of her experience:



© Isaac Kakeni/ActionAid

"An uneducated person is like the blind who see nothing. Since ActionAid started teaching us how to read and write, my life changed. In the past, many times I wouldn't let my eldest daughter go to school, so that she could do the house chores, but now I am urging her to also finish higher education. I tell my sons to go to school on time and to do their homework. I learnt about women's rights in the community. I have seen so many changes take place in my life, that I tell other women to come to the courses too."

Gulshah, Afghanistan

Latin America

12-year-old Wellington lives with his grandparents since his parents have died. The child sponsorship programme that he is a part of has made him feel stronger.



© Pedro Ribeiro /ActionAid

"Through child sponsorship we get the space and opportunity to learn about our rights and responsibilities, about diversity and respect. In our community, the children's favourite pastime is to play ball, but in house yards, because it is safer. I think that the greatest difficulties that children and young people in my community face are danger and violence. If I could change one thing, that would be violence, I'd love for it to stop. What makes the world a better place, I think, is democracy, peace and love."

Wellington, Brazil

Phasing out

The year 2018 signalled the end of long-term action in many communities supported by ActionAid's child sponsorship programme. This was due to the fact that our development, education and people's empowerment projects bore fruit. Changes brought to people's lives were too many to mention. The following are but some indicative examples:

In **India**, in **Sai Jyoti**, we trained members from 200 women's groups, so that they can provide legal counselling to women victims of violence. We also helped achieve official recognition for the Sahariya tribe - they now have access to the protection and benefits that the law foresees. Another one of our projects was in **Kangra**, where we trained farmers on more efficient farming practices that also are friendlier to the environment.

"In the past we only grew wheat and rice; we depended on rain-fall and our losses were great in times of draught or floods. Today we gain more, because we have larger crops and this means that we can live a life of dignity."

Meenu Devi, Gharnote village

In **San Carlos of Guatemala**, the people took charge of their future by creating, with our support, the Asodemna organisation. They are now fully aware of the importance of teamwork and coming together to fight for their rights; they also have a vision of how their villages can grow in a sustainable way.

"You feel stronger when you know that there are institutions, like judges and the police, that will protect you. Things are better at home now, both for me and for my kids."

Emilsa Consuelo Esteban Hernández, Camelias village

In **Lesotho's Khubelu**, we used speeches and marches to reach more than 8,000 people and inform them about the importance of education. This led to an increase in school attendance from 50% to 75%, and also brought down illiteracy rates in the region from 70% to 55%.

"My dad died when I was a young boy and my mum is a domestic worker. Ever since ActionAid began its campaign, my mum no longer stresses out, because now she knows that primary school is free and that means that I can go back to school."

Thabo, 12 years old

On the other hand, in 2018 we were forced to stop our work in **Pakistan**, where ActionAid had been active since 1990: the Pakistani government, without providing any explanation, decided to reject the operating licence renewal requests of 28 international organisations. It still remains, however, that throughout our presence there millions of people benefited from our programmes. Indicatively speaking, in the last decade we supported 132,900 children, by increasing school enrolment rates, distributing school supplies and establishing community schools. We assisted in improving the health of 262,000 people, by making sure that they get clean water, by setting up health centres and by providing ambulances. Lastly, we stood by 631,500 people faced with various natural disasters.

"Along with 4 more women, I have become a member in a cooperative: ActionAid helped us with the seed capital and the training, and we opened up a cosmetics shop... Now I can help my family and I also pay a private tutor, because I want to learn how to read and write."

Bushra, Choha Shareef village

In all the places that we moved out of, we had laid the foundation for the people in the areas where we operated to have the necessary skills to continue improving their lives. Yet this doesn't mean that our action has stopped. **New communities have welcomed the sponsors of ActionAid Hellas - people who continue to support what we do, for which we are incredibly thankful.**



© ActionAid



Solidarity trips

Experiencing ActionAid's work first-hand

Solidarity trip to Rwanda

In February 2018, 46 Greek and Cypriot volunteers visited Rwanda and the Muvungu village at the western part of the country. Despite the progress that has been achieved, Rwanda still bears the scars of the genocide that took place during the 1994 civil war. Today, it is one of the most populated countries, a fact that further hinders its development.

The team's task was to build toilets for the village school, as well as a girls' space, so that they can change and wash when they are menstruating, given that a girl's period is a taboo topic and an important reason behind school drop-outs, because of the complete lack of hygiene infrastructure. One of the trip's most powerful moments was when 8 sponsors met the children they are connected with through the child sponsorship programme. After the trip, our volunteers decided to up their support to Muvungu and managed to raise €11,028 for the purpose of building a school room, which had been destroyed by bad weather.

In 2018 we carried out three trips in which our supporters were able to participate. This allowed them to see up close what we do and how we work, as well as to experience the practical side of solidarity, by participating in projects generating infrastructure destined to improve the people's life.



© Victoria Cleanthous/ActionAid

"It is truly remarkable what ActionAid does - and there is no better way to get to know their work than by taking part in a solidarity trip. In this way, you get to see up close how the resources made available by the child sponsorship links are put to good use. I believe that all Sponsors should be proud of themselves, because the money they are offering really makes a difference. It helps change the life of entire communities."

Vangelis Vernardos,
Child Sponsor, Athens

Immersion trip to Tanzania

In May we held our immersion trip to Tanzania. Our destination was the Mafia island on the Indian ocean, which - despite being a popular tourist destination - still displays considerable social disparities, with many locals struggling to survive on a daily basis.

For five days, 24 supporters, staff members and partners of ActionAid Hellas stayed with 11 families living in the community where ActionAid works. As is obvious by the name alone, the purpose of this trip was immersion. Immersion in the everyday life of these people

who opened their doors to us, allowing us - even for a short while - to experience their problems, to get to know their habits, to rejoice in their efforts for a better life. This provided all participants with a unique opportunity to better see and comprehend the root causes of poverty and injustice, knowledge that they were then able to convey to the people surrounding them. For their part, they also got to share information regarding their way of life, knowledge, experiences, their true and active interest in the lives and future of their new friends.

"I don't know if I'll be able to do this again, but always a part of me stays behind. It is amazing how close you can grow to these people in such a short period of time. This is what I'm taking home with me, this is what I'll carry inside of me, and I'd like to thank these people, especially Elia's family, since I know that now in Tanzania I have a place I can call home."

Stella Bekiraki,
Child Sponsor, Athens

© Sissy Gkournelou/ActionAid



Solidarity trips

Solidarity trip to Malawi

In July, 37 volunteers from Greece and Cyprus travelled to Machinga, Malawi. With 12 million people living below the poverty line, Malawi constitutes one of the world's less developed countries.

The purpose of this trip was to construct further facilities in two schools. For five days, we worked next to the village people to equip these schools with toilets and a kitchen. We also visited other projects run by ActionAid in this region. This gave us the opportunity to listen to the stories of people who, thanks to ActionAid's work, have been able to overcome obstacles and stand on their own two feet. One particularly strong moment was when we visited the Machinga Women Forum and got



© Pantelis Katselis/ActionAid

to meet women who - thanks to the empowerment programmes - stood up against the oppressing patriarchal society surrounding them and dared to get a divorce, come out as being HIV positive and become a source of inspiration for the entire team of volunteers. After all this, the team returned to their everyday lives with a renewed sense of empowerment themselves.

"For some strange reason, you take in the power they give you. You think to yourself: I am also a woman, I too can do anything - just like them!"

Maria Orfanidou,
Child Sponsor, Limassol

Post-Trip Solidarity

The year 2018 saw the completion of two very important projects thanks to the support of solidarity trip volunteers.

The volunteers that took part in the 2016 and 2017 Uganda trips pitched in to ensure the completion of 3 projects at the Galagala village - a school room, a drinking water well at the school and

a playground - thus doubling school enrolment. The Ghana 2017 trip volunteers, having encountered the women of the Dapa bread-making cooperative, raised the funds needed for a grinding machine by launching a crowdfunding campaign. The women received the grinding machine near the end of 2018 and can now further expand the cooperative's activities.



Transparency & accountability

© Soumi Das/ActionAid

Transparency in our financial management

We make sure to regularly account for each project that we undertake and for every amount that we receive, always in line with ActionAid International's highly strict regulations and the internal audit procedures enforced at all offices throughout the world. Furthermore, each year we are audited by an independent certified accountants' company, the report of which is then uploaded on our website.

Openness in information supply

We respect the people we work with. Dignity is key to our actions; once we have listened closely to their needs, only then do we design and implement with them projects that they really need.

We are accountable to the communities where we are active, by systematically asking them to evaluate our actions and by putting up easily understood tables with the financial data specific to each area of activity.

Efficiency

Our goal is to ensure that the people we work with reap substantial and long-lasting benefits. With this in mind, we refrain from implementing projects that could render people dependent on our help. On the contrary, our projects aim to empower them, so that they can claim all that they are entitled to and be able to live a life of dignity, relying on their own strength.



Accountability networks

We are member in accountability networks for Non-Governmental Organisations:



International NGO Accountability Charter



Core Humanitarian Standard Alliance



International Aid Transparency Initiative

Greek NGO Platform



ActionAid Hellas is a member of the Hellenic Platform for Development, a network of 20 Greek NGOs operating in the field of development and humanitarian aid.



The Platform is the Greek representative of CONCORD, a network comprising 2,600 European organisations and a main interlocutor with EU institutions for the design of European policies that affect the lives of millions of people worldwide.

ActionAid's child sponsorship programme

Throughout 2018, "ActionAid's child sponsorship" remained our most popular programme and - thanks to the participation of individual supporters, school classes, companies and stakeholders from Greece and Cyprus - accounts for **86% of our proceeds**, rising to a total of **€6,073,609**. We would like to wholeheartedly thank the thousands

of citizens who make up our constant nucleus, so that we can persist in our work for a better world of greater justice for all.

Moreover, for their substantial support, we would like to thank the companies that stand by us through the child sponsorship programme, such as the ACHMEA-Interamerican Group, Thrace Plastics Pack S.A., Yuboto, W.S. Karoulis SA, Eurobank Ergasias S.A., Korres, Damco, Edenred and Galaxias supermarkets, and a host of other companies. The amount raised thanks to them was **€81,995**.

Other regular programmes

The contribution of those who participated in other programmes was equally valuable. Through the "Friend of ActionAid" programme, we raised **€78,504**, whereas donations under the "Citizen of the World", "Women of the World", "Life Supporter" and "Country Supporter" programmes yielded **€72,602**. 2018 saw the conclusion of these programmes' integration in the "Friend of ActionAid" programme.

Donations for Epikentro

With the invaluable support of Stavros Niarchos Foundation, Vodafone Foundation, TIMA Charitable Foundation, John S. Latsis Public Benefit Foundation and A.G. Leventis Foundation, **€238,758** were raised to meet the needs of Epikentro.

Using the National Bank of Greece's act4Greece platform, individuals and undertakings, like Mellon Technologies S.A., Metron Stages and NBG Factors S.A., as well as the John S. Latsis Foundation, donated a total of **€38,000**.

Moreover, the KAFKAS, Agile Actors, Sport Café & Statistical Decisions companies donated **€12,522** to Epikentro, whereas the Google and Nike employee contribution schemes raised the amount of **€5,192**. Our warmest thanks to all of them.

Lastly, we'd like to thank Ms. Christina Kontova for sponsoring the project of purchasing sewing machines and training women to use them, in Rwanda, and Ms. Katrina Tsantali for sponsoring the project of purchasing cows for the Terimbere cooperative, also in Rwanda.

One-off donations

There were many supporters and companies that supported us through one-off donations, capitalising on personal events, emergency appeals and other fundraising campaigns. In total, we raised **€91,576**. Our proceeds from one-off donations sprang from:

ActionAid Runners

In 2018, all in all 539 men, women and children ran with us, taking part in all of the Athens Half Marathon and Authentic Marathon races, spreading our message and helping us raise **€16,181** from the registration fees. Throughout the Marathon, supporters who came to our stand at the Sponsors' Village had the opportunity to win gifts from AEGEAN, Bristot, NOYNOY, Parfum Christian Dior, along with other companies that have opted for anonymity. To all of them, we are grateful - as we are to all of you, our supporters! We also need to thank the Hellenic Athletics Federation (SEGAS) for enabling us to partake in

this iconic celebration of sports and solidarity.

Emergency appeals

Many of our supporters responded to our emergency appeals, helping us to support the people stricken by the devastating tsunami in Indonesia, by heightened violence in Palestine, severe drought in East Africa and the refugee crisis in Bangladesh, where hundreds of thousands of Rohingya refugees have sought refuge. In total, we raised **€13,222**.

The power is in your hand

In 2018, Greek schools supported 2 actions by participating in their favourite "The power is in

your hand" programme, raising **€5,888**. After having transmitted the spirit of solidarity to their students, teachers joined them in enabling the creation of a Child Development Centre in the Ghoraghat region of Bangladesh and the kick-off of an irrigation project at the Wakii community in Ghana.

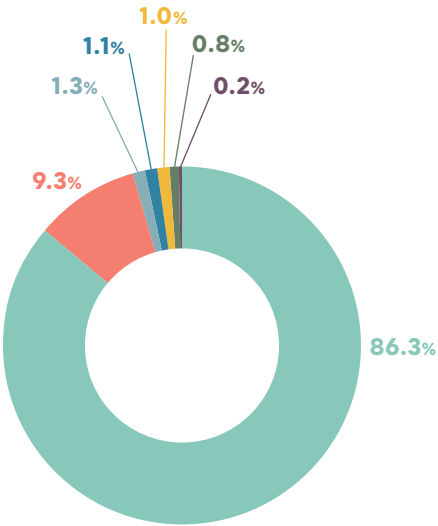
Other donations

Our supporters think of ActionAid at all important moments of their lives - they have been making donations in lieu of wedding, christening, birthday presents as well as in memoriam. These gestures helped raise **€7,850** and we wish to sincerely thank them for their initiative.

Institutional fundraising

The total amount of proceeds raised from institutions and foundations was **€655,685**. Institutional funding from European programmes in the year 2018 amounted to **€333,642**.

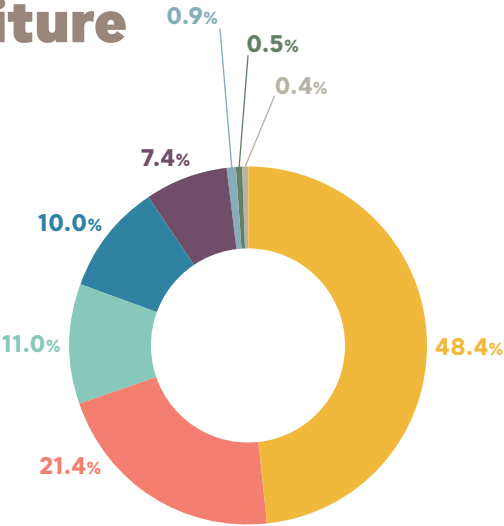
Income 2018



Income

Income from "ActionAid's Child Sponsorship" programme	6,073,609€	86.3%
Income from institutions and foundations	655,685€	9.3%
Income from other non-regular donations	91,576€	1.3%
Income from the "Friend of ActionAid" programme	78,504€	1.1%
Income from donations for the programmes: "Citizen of the World", "Women of the World", "Life Supporter" and "Country Supporter"	72,602€	1.0%
Income from financial activities	48,886€	0.8%
Income from emergency appeals: Palestine, Indonesia, Bangladesh and East Africa	13,123€	0.2%
TOTAL	7,033,985€	

Expenditure 2018



Expenditure

Restricted funds for development programmes in the countries supported by ActionAid Hellas	3,425,948€	48.4%
Promotional activity and supporter recruitment	1,514,157€	21.4%
Educational programme and civic engagement	778,512€	11.0%
Other administrative fees & office operational expenses	710,044€	10.0%
Epikentro programmes & operation	525,028€	7.4%
Refugee support programme	61,760€	0.9%
Depreciation	37,197€	0.5%
Provisions for staff termination of service compensation	24,301€	0.4%
Financial activity expenditure	2,049€	0%
TOTAL	7,078,996€	

The difference between income and expenditure is covered through the use of ActionAid Hellas reserves. As per ActionAid's policy, reserves are retained for the purpose of ensuring the organisation's ongoing and seamless operation and are to be used in the event of financial years making a loss.



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A. INDEPENDENT AUDITOR'S REPORT

To the Shareholders of the Non-Profit Organization «ActionAid Hellas»

Report on the Audit of the Financial Statements

We have audited the financial statements of the Non-Profit Organization «ActionAid Hellas», which comprise the statement of financial position as at December 31, 2018, and the statement of comprehensive income and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Non-Profit Organization «ActionAid Hellas» (the Organization) as at December 31, 2018, and its financial performance and its cash flows for the year then ended in accordance with the regulations of L. 4308/2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs), as these have been incorporated in the Greek legislation. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization within the meaning of the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) that has been transposed into Greek Law, and the ethical requirements of Law 4449/2017, that are relevant to the audit of the financial statements in Greece and have fulfilled our other responsibilities under those ethical requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the regulations of L. 4308/2014 and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Board of Directors either intends to liquidate Organization or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Athens, 21 June 2019

Vassilis Kaplanis
Certified Auditor
SOEL Reg. No. 19321
ERNST & YOUNG (HELLAS) CERTIFIED AUDITORS –ACCOUNTANTS SA
SOEL Reg. No. 107
8B Chimarras, Maroussi

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Governance

You can find out more at:
actionaid.gr/hellas

ActionAid Hellas was founded in 1998; its legal form is that of a Civic, Non-Profit Organisation, and its statutes have been legally registered under number 6442/98. It is governed by the General Assembly and the Governing Board, both strictly and exclusively made up of volunteers.

General Assembly

It comprises 25 members and constitutes the highest, strategic decision-making body; further, it controls and supervises all other organisation bodies. In July 2019, GA members were:

Adwoa Adoma Kluvitse
Svetoslav Danchev
Eleni Asvesta
Kostas Vaxevanis
Iro Varsami
Katerina Vigou
Ilias Galinos
Lydia Giannakopoulou
Bianca Glavani
Spyros Kapnias
Christina Karambella
Katerina Kyrilli
Vassilis Makrakis
Panagiotis Mamalis
Konstantinos Macheras
Alexandra Mitsotaki
Christos Michaelidis
Kyriakos Pissaris
Nefeli Stefopoulou
Nikolaos Travlos
Tina Tsontou
Maria Choukli
Dimitra Christodoulou

Governing Board

It comprises seven members, six of which are elected by the General Assembly and one is appointed by ActionAid International. Its main task is to trace the Strategy in line with General Assembly decisions and to ensure the implementation of the organisation's strategic plans. In July 2019, Board members were:

Ilias Galinos
Chair
Adwoa Adoma Kluvitse
Vice Chair
Bianca Glavani
Treasurer
Spyros Kapnias
Member
Christina Karambella
Member
Konstantinos Macheras
Member
Francoise Kayitare
Member (ActionAid International)

ActionAid International

Our international model of governance abides by the organisation's fundamental principles of effective decentralisation, participatory decision-making and constantly enhanced accountability. The seat of this international organisation is located in Johannesburg, South Africa.

ActionAid International is governed by an international General Assembly, comprising representatives from 27 countries worldwide, and by an International Board, elected by the GA.

Employees

For further information on ActionAid Hellas, visit:
actionaid.gr/hellas

In July 2019, 72 people are employed at our Athens office and at Epikentro.

Gerasimos Kouvaras
General Director
Elli Thoua
Governance & Internal Policies Manager

Nikos Boudouras
Operations Director
Rena Kallergi
Accounting & Compliance Manager
Angelos Sinanis
Accounting & Reporting Senior Officer
Andreas Fotopoulos
Accounting Officer
Nina Alevizou
Finance & Operations Manager
Dimitris Moraitis
Financial Control & Reporting Coordinator
Anastasia Maliagrou
Reception & Administration Officer
Sofia Paschali
Reception & Administration Officer
Eleni Karamani
HR Manager
Irinia Mavromati
HR Administration & Internal Communication Coordinator
Haris Thanassoulas
IT Manager
Maria Falidouri
IT Help Desk Support

Glykeria Arapi
Head of Local Programmes, Monitoring & Evaluation
Yorgos Hatzioanidis
Community Center Manager
Maria Karaissaroglou
Community Center Coordinator
Evdokia Veneti
Community Centre Senior Officer
Stella Stevi
Community Centre Senior Officer
Pavlina Papilia
Operations Officer
Sotiria Kyriakopoulou
Youth Club Project Coordinator
Sofalena Kouremenou
Networking & Career Development Specialist

Amalia Panayotopoulou
Language Courses Facilitator
Anastasia Sidera
Skills & Career Development Specialist
Eleni Loumaki
Facilitator
Marina Konstadopoulou
English Facilitator
Cristina Karkoulia
English Facilitator
Niovi Yagtz
IT Facilitator
Mariza Tsalali
Monitoring & Evaluation Coordinator
Alexandra Vasiliou
Database Analysis Coordinator

Vicky Moutsaki
Head of Civic Engagement
Dimitra Diroyanni
Educational Programmes Manager
Despina Kardoyerou
Educational Programmes Development Coordinator
Nasrat Shir Shah
Mediator
Crissoula Stamatoukou
Educational Programmes Coordinator
Youli Megayanni
Educational Programmes Senior Officer
Stella Elmatzoglou
Volunteer Programme Coordinator
Dora Bakatsellou
Volunteer Project Management Officer
Evi Lazaridou
Volunteer Project Management Officer
Sofia Delenika
Solidarity Trips Manager

Konstantina Papadimitriou
Head of Development
Ioakim Vravas
Development Manager
Irinia Zafiri
Development Coordinator
Iro Bala
(Maternity Leave) Institutional Fundraising Manager

Makis Drakopoulos
Institutional Fundraising Coordinator
Sotiria Loura
(Maternity Cover) Institutional Fundraising Senior Officer
Marios Kabouris
(Maternity Cover) Institutional Fundraising Senior Officer

Alkistis Blauth
Head of Individual Fundraising
Suzanna Maragou
Digital Development Manager
Dimitra Pappa
Supporter Analysis Coordinator
Zoi Tsilibounidou
Individual Fundraising Coordinator
Natalie Delli
Individual Fundraising Coordinator

Aneza Vidaki
Head of Support Relations
Efi Prototeri
Supporter Acquisition & Retention Coordinator
Anna Kordi
CS Correspondence Officer
Athanassia Triaktsoula
Supporter Acquisition & Retention Officer
Alexandra Likou
Supporter Acquisition & Retention Officer
Eleni Tzebelikou
Supporter Care Agent
Evdokia Skarlatou
Supporter Care Agent
Mirsini Mega
Supporter Care Agent
Elio Dylgjeri
Supporter Care Agent

Aspasia Kakari
Head of Communications, Policy & Campaigns
Anna Botsoglou
Content & Accountability Manager
Mara Psaraki
Accountability Reporting Senior Officer
Poly Tsigouni
Accountability Reporting Senior Officer
Sissy Gournelou
Media Coordinator
Dimitra Spatharidou
Communications Senior Officer
Tassos Papaioannou
Art Director
Marios Adonopoulos
Graphic Design Officer
Matta Samiou
Campaigns Manager
Maria Mourtzaki
Policy Coordinator



ActionAid is an independent, global organisation that - since 1972 - has been fighting poverty and injustice in 45 countries around the globe. Today, thanks to the organisation's programmes, more than 15 million people are learning how to utilise their strengths so as to claim a life of dignity and a better world of greater justice for all. In Greece, ActionAid was established in 1998 and to this day it has supported 83 communities worldwide, thanks to the help of more than 100,000 child sponsors in Greece and Cyprus. On this day, we support 44 communities in 18 countries of Africa, Asia, Latin America and in Greece.

act:onaid

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