

Third NATIONAL ACTION PLAN ON DISABILITY 2021-2023



REPUBLIC OF CYPRUS



DEPARTMENT FOR SOCIAL INCLUSION
OF PERSONS WITH DISABILITIES

CONTENTS

Foreword by the Minister of Labour, Welfare and Social Insurance	3
Introduction	4
First National Disability Strategy 2018-2028	6
Report on the Second National Action Plan on Disability 2018-2020	8
Third National Action Plan on Disability 2021-2023	12
Ministry of Labour, Welfare and Social Insurance	15
Ministry of Education, Culture, Sport and Youth	22
Ministry of Health	30
Ministry of Transport, Communications and Works	36
Ministry of the Interior	44
Ministry of Justice and Public Order	47
Ministry of Finance	49
Ministry of Energy, Commerce and Industry	50
Deputy Ministry of Welfare	52
Deputy Ministry of Tourism	54
Deputy Ministry of Research, Innovation and Digital Policy	57
Table of Outcomes Measurement Indicators	60



FOREWORD

BY THE MINISTER OF
LABOUR, WELFARE AND
SOCIAL INSURANCE
ZETA AEMILIANIDOU

Since I assumed the political leadership, in 2013, of the Ministry of Labour, Welfare and Social Insurance, I have numerous meetings with organisations of persons with disabilities, with parents and relatives, with persons with disabilities themselves. I always listened to them carefully, their concerns about omissions, their needs and expectations about what needs to be done.

There were several times when I realised that the work of the government services for our fellow citizens with disabilities, both of my Ministry and of other Ministries, was remarkable, yet not enough. Our vision had to be built on new foundations, on the modern foundations of the conventions and strategies of the international organisations in which the Republic of Cyprus participates: the United Nations Convention on the Rights of Persons with Disabilities, the European Disability Strategy and the Council of Europe Disability Strategy.

In keeping up with the other states worldwide that are devoting more and more resources to disability issues, also due to the increase in the percentage of the population with disabilities, Cyprus decided to organise this work over a three-year action plan that bring together, at an operational level, the actions of all Ministries related to disability. The first National Action Plan on Disability for the three-year period 2013-2015, was approved by the Council of Ministers on 26.07.2013. Afterwards, it was my pursuit to upgrade the plans of our state at a strategic level as well. Thus, with the coordination of the Department for Social Inclusion of Persons with Disabilities, with the cooperation of all competent Ministries and after consultations with the organisations of persons with disabilities, the first National Strategy on Disability for the decade 2018-2028, which was approved by the Council of Ministers on 19.12.2017, along with the second National Action Plan on Disability for the three-year period 2018-2020. This action plan, which I am honored to preface here, is the third National Action Plan on Disability for the three-year period 2021-2023.

Our vision is the fulfillment of the rights of the persons with disabilities, as equal members of the society, and the improvement of the quality of life, reformative and additional actions, within the framework of the UN Convention on the Rights of Persons with Disabilities. Our principles and values remain as our guide, our respect for dignity, diversity, individual autonomy and individual choices of individuals, the equality of opportunity, the empowerment for full and effective participation and inclusion of persons with disabilities in society.

The field of action is inexhaustible. The cooperation of all bodies of society, the recognition of any work that is carried out along with the simultaneous recognition of weaknesses and areas for improvement, are required in order for us to be led, with hard work, to an even better and inclusive society. I wish everyone, who shall contribute to the implementation of the National Action Plan on Disability 2021-2023 and of the 135 actions that are included therein, great success through fruitful cooperation and achievement of our common goals to improve the life quality of all persons with disabilities in Cyprus.

INTRODUCTION

The three-year National Action Plans on Disability constitute the main tool for achieving the strategic goals and objectives that were set by the First National Disability Strategy 2018-2028 that was approved by the Council of Ministers by its Decision on 19.12.2017, within the general context of the implementation of the UN Convention on the Rights of Persons with Disabilities, which was ratified by the Republic of Cyprus in 2011.

The first National Action Plan on Disability 2013-2015 was approved by the Council of Ministers in July 2013 and the second National Action Plan on Disability 2018-2020 was approved in December 2017. This one, the third National Action Plan on Disability 2021-2023, was completed following the public consultation that was conducted during April and May 2021 and was approved by a decision of the Council of Ministers in December 2021.

The Department for Social Inclusion of Persons with Disabilities, of the Ministry of Labour, Welfare and Social Insurance, within the framework of its role as the Focal Point in Cyprus concerning the implementation of the UN Convention on the Rights of Persons with Disabilities (UNCRPD), coordinates, in cooperation with the other Ministries, Deputy Ministries and state services (through a network of contact points) and in consultation with the representative organisations of persons with disabilities, the preparation of the national action plans on disability, the gathering of information and evidence for the achievement of the action plan at the time, the preparation of reports to the Council of Ministers, the European Union, the UN Committee on the Rights of Persons with Disabilities and other actors. All strategic documents are posted on Department's website at www.mlsi.gov.cy/dsid.

Each Ministry/Deputy Ministry, within the framework of its competences, implements policies, measures, programmes and actions that serve persons with disabilities in all areas of life: social protection and inclusion, education, employment, accessibility to goods and services, health, rehabilitation, entertainment and culture.

The actions are implemented by amending the existing legislation, formulating new legislation or administrative regulations, spending expenditure committed through the annual state budgets of the Ministries by taking into account the financial capabilities at the time of the state, making use of the available human resources, making use of the European resources through co-financed projects, strengthening the involvement of the Non-Governmental Organisations, the Local Government Authorities and the private sector in collaboration with the wider public sector.

Consultation with the representative organisations of persons with disabilities and their active and constructive involvement in the decision-making processes for the formulation and monitoring of the implementation of the National Strategy and the National Action Plan on Disability is desirable and necessary. The consultation is realised in various ways: by written communication, by open public dialogue, by meetings and discussions at the level of Ministries or Departments/Services, by participation in joint Working Groups for the processing of specific issues, through workshops and other learning activities, via written communication, etc. The advent of the coronavirus pandemic in 2020 prevented real-time communication and consultation, which was mainly limited to written, telephone and online communication. The Pancyprian Alliance for Disability, an umbrella alliance of disability-related organisations, in which the Cyprus Confederation of Disability Organisations and other organisations participate, submitted in December 2020 its memorandum entitled “Second Strategic Action Plan on Disability, of Civil Society 2021-2023”. Additional views and suggestions were submitted during the two-month public consultation held in April and May 2021 and were taken into account by the competent Ministries and Deputy Ministries prior to the finalization of this document.

The Republic of Cyprus, like all State Parties, submits reports and engages in dialogue with the UN Committee on the Rights of Persons with Disabilities on the ways it implements the Convention and satisfies the rights of the persons with disabilities. All actions of the public administration were recorded in the First Report of Cyprus for the implementation of the Convention that was submitted to the competent UN Committee in July 2013 as well as in a supplementary Report that was submitted in December 2016. The Pancyprian Alliance for Disability submitted its parallel report. Then, in March 2017, the first Dialogue of the Republic’s delegation with the UN Committee was held and in May 2017 the Committee’s Concluding Observations and recommendations to the Republic of Cyprus were issued.

In addition, the Republic of Cyprus reports and coordinates its actions with the European Commission, which issued the European Strategy on the Rights of Persons with Disabilities 2021-2030, as well as with the Council of Europe that issued the Disability Strategy of the Council of Europe 2017-2023.

FIRST NATIONAL STRATEGY ON DISABILITY 2018-2028

The First National Disability Strategy, that was approved by the Council of Ministers in December 2017, defines the vision, the values, the strategic goals and the objectives of the Republic of Cyprus for the implementation of the rights of citizens with disabilities, by directing all the state players towards those actions that shall add value and will further improve the quality of life of persons with disabilities.

VISION

The vision of the First National Disability Strategy is to fulfill the rights of the persons with disabilities, as equal members of the society and to improve their quality of life, through reform and additional actions, within the framework of the UN Convention on the Rights of Persons with Disabilities.

PRINCIPLES AND VALUES

The principles and values on which any action for the fulfillment of the rights of persons with disabilities shall be based, are fully adopted, as stipulated by the UN Convention on the Rights of Persons with Disabilities, and are:

- Respect for inherent dignity, individual autonomy, including the freedom to make one's own choices and independence of individuals;
- Non-discrimination;
- Full and effective participation and inclusion in society;
- Respect for difference and acceptance of persons with disabilities, as part of human diversity and humanity;
- Equality of opportunity;
- Accessibility;
- Equality between men and women;
- Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

STRATEGIC GOALS AND OBJECTIVES

The strategic goals and objectives that shall direct every policy, measure and action to fulfill the vision that has been set and shall concern all areas of the life of the person with a disability from birth to old age are the following:

1. Early diagnosis of disability, with the operation of appropriate facilities and services to which the child or adult with a disability shall have access and with continuous training of health professionals in the public and private sector.
2. Scientific, multi-thematic, personalised and comprehensive evaluation of disability, individual needs and capabilities, using scientific and modern assessment tools and methods and informing the citizen about the status of his/her needs and capabilities.
3. Early child intervention with services of the required specialties, which shall prevent or treat or deal with the effects of the disability and environmental obstacles on the child.
4. Inclusion in education in schools of all educational levels and with the provision of personalized educational and support services, as well as the operation of pre-professional programmes and lifelong learning programmes.
5. Access to the natural and built environment, transport and information, by providing reasonable facilities and aids and adapting the environment, means of transport, means of communication and information, as well as applying the principles of “planning for all”.
6. Access to health and physical rehabilitation services, with the operation of facilities and services to ensure health care and physical rehabilitation within the framework of the General Health Plan.
7. Integration in employment, with the operation of vocational training programmes, provision of incentives to employers and employees, provision of advisory and support services for professional rehabilitation, provision of mechanisms and incentives for self-employment and development of entrepreneurship of persons with disabilities.
8. Adequate standard of living with social benefits or services that ensure the social protection of the individual.
9. Independent living and integration into the community, with social benefits or services and/or with the operation of adapted facilities and the provision of specialised support services of all the required specialties to ensure the person’s living in the community, with dignity, safety and maximum autonomy.

10. Participation in cultural life, entertainment, leisure activities and sports, by operating programmes and providing support services for participation in such programmes.
11. Support in decision-making and the exercise of legal capacity, with the creation and operation of mechanisms and the provision of specialized services to strengthen self-advocacy and maximize the autonomy of individuals, as well as training all involved stakeholders to practice decision-making support.
12. Cultivating and strengthening a culture of equality and non-discrimination, with information campaigns, learning and training activities and the use of new information and communication technologies.

REPORT ON THE SECOND NATIONAL ACTION PLAN ON DISABILITY 2018-2020

During the three-year period 2018-2020, out of 86 actions in total (46 ongoing and 40 new actions) that were planned through the second National Action Plan on Disability, 54 actions were fully implemented (a rate of 63%), 26 actions were partially implemented (a rate of 30%) and 6 were not implemented (a rate of 7%). A detailed report of all actions is presented in a separate document that is posted on the Website www.mlsi.gov.cy/dsid.

From the new actions that were implemented during the three-year period, the following stand out and are summarised as the main reform actions:

- In the areas of social protection and social inclusion, seven new supported living homes in the community for people mainly with intellectual disabilities, co-financed by the European Social Fund, were operated in 2020, commissioned to contractors by the Department for Social Inclusion of Persons with Disabilities, and in 2019 the social benefits for care and transportation of persons with motor and visual disabilities were increased and expanded with an annual additional expenditure amounting to €4.2 million for 6.000 beneficiaries.

- In the field of education, important steps were recorded with the conduct by experts of the European Agency for Special and Inclusive Education of studies and then the preparation by the Ministry of Education, Culture, Sport and Youth of a bill on the reform and modernization of special education.
- In the field of health, the implementation of the General Health System by the Ministry of Health and the Health Insurance Organisation, with the introduction of health care and rehabilitation services (such as the services of physiotherapists, occupational therapists, speech therapists, clinical psychologists, etc.), that are vital for children and adults with disabilities.
- In the field of accessibility to the natural and built environment, the new Decree by the Minister of the Interior, the Decree on the Streets and Buildings (Amendment of Annex III) of 2018 (Regulatory Administrative Act [RAA] 262/2018), strengthened the further improvement of accessibility of persons with disabilities to public buildings and streets. At the same time, the Deputy Ministry of Tourism issued a revised tourist guide for accessible Cyprus, while the number of the accessible beaches increased to 50, 29 of which were fully accessible. The Department of Antiquities of the Deputy Ministry of Transport, Communications and Works improved accessibility to archaeological sites, museums and monuments, while Hermes Airport, the managing company of the two airports, further improved the infrastructure and facilities for travelers with disabilities.
- In the field of accessibility to information, a bill was prepared by the Department of Information Technology Services, and the “Law on Accessibility of Websites and Applications for Mobile Devices of Public Sector Organisations” passed into law and published on 5.4.2019 for purposes of harmonization with the Directive 2016/2102/EC, while the process of converting all websites of government organisations to meet accessibility standards for people with disabilities is underway.

In general, in terms of the implementation of the First National Strategy 2018-2028 and the National Action Plan on Disability during the three-year period 2018-2020, many steps forward have been made with the implementation of important strategic goals and objectives set and adding value in the lives of people with disabilities in Cyprus, but additional drastic measures and reforms in all areas of life, and particularly in the field of supportive social services, education, accessibility to goods and services, employment, independent living, are required to be implemented in the ten years to follow.



1. Accessibility project at the 2nd Kindergarten in Deryneia.
2. Accessibility project at the 3rd Kindergarten in Pafos.
3. Supported employment
4. and 5. Creative activities in assisted living residences
6. Self-Advocacy Group and support in decision-making
7. Accessibility and facilities at the beaches
8. and 9. Grant of technical means and assistive technology aids
10. Privileged parking in specially marked areas
11. Integration into employment with positive actions in the public and private sector
12. Grant of wheelchairs



THIRD NATIONAL ACTION PLAN ON DISABILITY 2021-2023

Acknowledging that there is much scope for improving the services provided to persons with disabilities in Cyprus and taking into account both the requests and claims of persons with disabilities, their families and the organisations that represent them, as well as the recommendations of the UN Committee on the Rights of Persons with Disabilities, the Third National Action Plan on Disability within the framework of the National Disability Strategy sets the goals for further improvement of the current situation.

The formulation of the Third National Action Plan on Disability 2021-2023 took into account the following: (a) the goals and action programmes of 8 Ministries and 3 Deputy Ministries that provide services, within the framework of their responsibilities, to people with disabilities, (b) the requests, the opinions and suggestions of the representative organisations of people with disabilities and mainly of the Cyprus Confederation of Organisations of the Disabled, CCOD, (official, under law, social partner of the state for disability issues) as well as of the Pancyprian Alliance for Disability (umbrella consortium of the CCOD and other organisations), which were submitted after a public consultation, (c) the Concluding Observations issued on 8.5.2017 by the UN Committee on the Rights of Persons with Disabilities, following the dialogue and the consideration of the first Cyprus Report on the implementation of the Convention, (d) the highest European and international strategy documents on disability, such as the European Strategy for the Rights of Persons with Disabilities 2021-2030 and the Council of Europe Disability Strategy 2017-2023, and (e) the recommendations of the Commissioner for the Administration and the Protection of Human Rights as the Independent Mechanism in Cyprus for the monitoring of the Convention, as well as other Independent Officials.

The Third National Action Plan on Disability 2021-2023, which follows, includes 135 actions (58 new actions and 77 ongoing), which shall be implemented by 8 Ministries and 3 Deputy Ministries. For each Minister /Deputy Minister the strategic goals and objectives within the framework of the National Strategy on Disability are presented and the targeting of satisfaction of these actions for: (a) the specific articles of the UN Convention on the Rights of Persons with Disabilities, (b) the specific Recommendations of the UN Committee on the Rights of Persons with Disabilities to the Republic of Cyprus that were issued in May 2017, and (c) the proposals of the Pancyprian Alliance for Disability to the Civil Society Strategy Plan on Disability that was submitted in December 2020.

Among the new actions that shall be implemented, during the next three years, the following stand out and are summarized:

- The further expansion of the network of supported living homes for adults, mainly with mental disabilities or autism, as well as the operation of the first Family Support and Intervention Center for Children with Autism, which is co-financed by the European Social Fund with an expenditure of €20 million and €5 million respectively for the new programming period 2021-2027.

- The provision of incentives and support for the creation of social enterprises by people with disabilities.
- The transfer to Cypriot law and the harmonization with the Directive (EU) 2019/882 on the accessibility requirements for products and services.
- The provision of post-secondary vocational education for the graduates of the Special Units of Secondary Education and the establishment of the Graduation /Leaving Certificate.
- The training of Caregivers and the implementation of this new institution of Caregivers in the hospitals of the State Health Services Organisation, as well as the expansion of health care services by other health professionals within the framework of the General Health System.
- The strengthening of the accessibility and mobility of persons with disabilities in urban centers, the granting of new taxi licenses for the transport of persons with disabilities, free bus transportation for holders of the European Disability Card, the provision of accessibility and facilities at the main bus stops, the increase of parking spaces in the Municipalities for the holders of the Disability Parking Card.
- The amendment of the Law on Radio and Television Organisations and the harmonization with the Directive 2018/1808/EC by strengthening the accessibility of persons with disabilities to audiovisual media services.
- The implementation of incentive plans for the creation and upgrading of accessible tourism infrastructure and facilities and the recording and publication of accessible tourism points in Cyprus through smart applications.
- The full digital access of persons with disabilities in emergency situations, including access to the '112' telephone service.

It is pointed out that, for the new actions that are included in the Action Plan, an additional financial burden on the state budget is entailed, which shall be agreed within the framework of the statutory budgetary procedures, while for the existing actions no additional financial burden is entailed, as long as they shall either be implemented within the framework of the already approved credits in the relevant budget funds of the respective government agencies that shall implement them or do not require the payment of any expenses.

The Table at the end of this document shows the main measurable (quantitative or qualitative) achievement indicators of expected outcomes by the end of the Third National Action Plan on Disability 2021-2023.

MINISTRY OF LABOUR, WELFARE AND SOCIAL INSURANCE

Strategic goals and objectives of the Ministry of Labour, Welfare and Social Insurance within the framework of the National Disability Strategy, are:

- Integration in employment, with the operation of vocational training programmes, provision of incentives to employers and employees, provision of advisory and support services for professional rehabilitation, provision of mechanisms and incentives for self-employment and development of entrepreneurship
- Adequate standard of living with social benefits or services that ensure the social protection.
- Independent living and integration into the community, with social benefits or services and/or with the operation of adapted facilities and the provision of specialized support services of all the required specialties to ensure the person's living in the community, with dignity, safety and maximum autonomy possible.
- Participation in cultural life, entertainment, leisure activities and sports, by operating programmes and providing support services for participation in such programmes.
- Support in decision-making and the exercise of legal capacity, with the creation and operation of mechanisms and the provision of specialized services to strengthen self-advocacy and maximize the autonomy of individuals, as well as training all involved stakeholders to practice decision-making support.

The herein abovementioned strategic goals and objectives and the herein below stated actions for the three-year period 2021-2023 satisfy:

- Articles 5, 6, 7, 9, 12, 19, 20, 26, 27, 28 and 30 of the UN Convention on the Rights of Persons with Disabilities.
- Recommendations 6, 8, 9, 20, 34, 44, 46, 48, 54, 56, of the UN Committee on the Rights of Persons with Disabilities issued on 8.5.2017.
- Proposals 2, 9, 10, 12, 17, 50, 78-85, 102-115, 116-122, 174-196, 203 of the Pancyprian Alliance for Disability, Strategic Action Plan of the Civil Society on Disability, December 2020.

MINISTRY OF LABOUR, WELFARE AND SOCIAL INSURANCE

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
Department for Social Inclusion of Persons with Disabilities		
1. Creation of new Supported Living Residences	20 million for the entire project period 2021-2027 through the European Social Fund	The support network of facilities/services for subsistence in the community for the persons with disabilities shall be expanded with the creation of five new supported living homes, while at the same time the operation of the eleven supported living homes for persons with disabilities, which started operating in 2020 and 2021, shall continue. For the supervision of the services of the contractors and the operation of the Plan, the employment of 8 Social Inclusion Officers shall continue for a definite time.
2. Operation of a new Family Support and Intervention Center for Autism	5 million for the entire project period 2021-2027 through the European Social Fund	The operation of the new Center, which first operated in October 2021 to provide support, counseling and education services to 300 preschool children with autism and their families throughout Cyprus shall continue. The Center was assigned to a contractor after a public tender and was housed in a renovated building in the premises rented by the Christos Stelios Ioannou Foundation. For the operation of the Center and the supervision of the services provided, the services of 7 Social Inclusion Officers of a definite time until 2023 shall continue.
3. New project: "New Network of Social Integration Services for Persons with Disabilities" that is co-financed by the European Social Fund and new legislation on services and benefits to persons with disabilities (provided that the required additional staffing of the Department for Social Inclusion of Persons with Disabilities is approved)	30 million for the entire project period 2021-2027 through the European Social Fund	The new Network of Social Inclusion Services for Persons with Disabilities, the implementation of which requires the administrative reinforcement of the Department with additional permanent staffing, shall include the introduction of new support services for persons with disabilities such as the Personal Assistant, the Advisor etc. by creating Registers of Certified Providers of Social Inclusion Services for Persons with Disabilities, increasing the number of professional service providers by leveraging non-governmental organisations, local authorities and companies, introducing mechanisms to control the quality of services provided, consulting and promoting a new legislation on services and benefits to persons with disabilities with the aim of a balanced mix of services and financial benefits that shall ensure maximum social protection and inclusion.

MINISTRY OF LABOUR, WELFARE AND SOCIAL INSURANCE

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
4. Drafting of a bill for the integration to the national Cypriot law of the new European Directive on Accessibility of Products and Services (European Accessibility Act) and coordination with competent authorities for the implementation thereof	-	According to the timetable that was submitted to the Legal Service, with the aim of meeting the time limit for passing a harmonizing bill until 28.6.2022, the DSID (Department for Social Inclusion of Persons with Disabilities) shall prepare a harmonizing bill and shall complete the public consultation with the competent Ministries, agencies and other stakeholders involved until 30.6.2021. This shall be followed by the legal audit by the Legal Service, the approval by the Council of Ministers and the passing of the new law by the House of Representatives. The implementation of the new law shall be undertaken by the competent market supervisory authorities for each product or service.
5. Increasing employment opportunities and vocational rehabilitation of persons with disabilities through social enterprises	Available credits for the Fund for the Vocational Rehabilitation and Incentives through the new law	After the new law on the establishment of social enterprises was passed in December 2020 by the Parliament, the Administrative Committee of the Special Fund of the DSIPD (Department for Social Inclusion of Persons with Disabilities) shall assign the conduct of a study on the further utilization of the Fund and the institution of new mechanisms for the establishment and support by persons with disabilities of social enterprises by creating new jobs in viable career fields.
6. Operation of a new pilot programme of Advisors to Support Decision-Making and completion of the new legislation on supported decision-making and implementation of Article 12 of the Convention.	€50.000 per year with a grant for organisations	Within the framework of the promotion of the bill for the support in decision-making and exercise of legal capacity of persons with disabilities, a new pilot programme shall operate in cooperation with organisations and with a grant from the DSID for the detailed study and recording of the required support services and operation of the new legislative and institutional framework that the bill will bring about.
7. Support of the establishment of a representative organisation of persons with mental disabilities	Organisation sponsorship credits available	In order to implement the recommendation (paragraph 8) of the UN Committee to establish an organisation by the persons with mental disabilities themselves and not only by the parents/relatives/friends, as it is currently the case in Cyprus, the DSID shall seek, in cooperation with the Committee for the Protection of Persons with Intellectual Disabilities as well as other organisations and bodies for mental disability, the support of persons so that they have their own organisation and to actively participate in decision-making processes for the satisfaction of their rights.

MINISTRY OF LABOUR, WELFARE AND SOCIAL INSURANCE

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
8. Creation of a unified system for the collection of information and data on persons with disabilities and the implementation of the Convention	DSIPD credits available	In order to implement the recommendation (paragraph 62) of the UN Committee, the DSID in cooperation with all the competent Ministries and Services for the implementation of the Convention, shall codify the parameters and indicators for the measurement of the results of the implementation of the Convention and shall create a unified database.
Department for Labour		
9. "Scheme of Providing incentives to employers to hire people with disabilities".	€2.000.000	The Scheme aims to encourage employers to hire persons with disabilities and aims to combat their reluctance to hire persons with disabilities, either because of the perception that they will not be efficient and/or because the amount of pay is a disincentive. One hundred (100) people from the Target Group are expected to join.
Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
Department for Social Inclusion of Persons with Disabilities		
10. Expansion of the Implementation of the New System for the Assessment of Disability	10.5 million for the entire project period 2021-2027 through the European Social Fund	Continuation of the operation of three Disability Assessment Centers in Lefkosia, Lemesos – Pafos and Larnaka - Ammochostos (with the third one being housed in a new building since 2021), conducting 4.500 assessments per year. Expansion of the assessment mechanism with the aim of evaluating and certifying the needs of the applicants for new social inclusion services and benefits and issuing a comprehensive personalized social inclusion plan to improve the quality of life of each person with a disability. The System, as a scientific and objective tool, shall contribute to the implementation of the new policy for services and benefits for persons with disabilities (see related new action). In addition, during the new programming period, the aim is to upgrade the System, by strengthening its quality control after seven years of operation. The main actions of the project shall concern the purchase of services of evaluators of doctors and other health and rehabilitation professionals, the purchase of services of consultants for the assessment of social workers and psychologists, the purchase of services of a Quality Consultant and Scientific Associate, the purchase of services of supportive and auxiliary services, the continuation of the rental of the buildings of the three Disability Assessment Centers and the System Management Unit.
11. Grant of Social Benefits/Allowances	45 million per year	Supporting persons with disabilities for their social protection and social inclusion, addressing the costs caused by disability, through the following: <ol style="list-style-type: none"> 1. Scheme for the Provision of Allowance for Severe Motor Disability. 2. Scheme for the Provision of Care Allowance for Individuals with Paraplegia or Quadriplegia. 3. Law on Special Allowance for Blind Persons. 4. Law on Mobility Allowance to Disabled. 5. Scheme for the Provision of Mobility Allowance to Individuals with kidney disease under Regular Dialysis Treatment. 6. Scheme for the Provision of Mobility Allowance to Individuals with Thalassemia.

MINISTRY OF LABOUR, WELFARE AND SOCIAL INSURANCE

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
		<ol style="list-style-type: none"> 7. Scheme for the Provision of Financial Assistance to Persons with Disabilities for the Acquisition of a Disability Car. 8. Scheme for the Provision of Financial Assistance for the Acquisition of Technical Means, Instruments and Other Aids by Persons with Disabilities. 9. Scheme for the Provision of Financial Assistance for the Provision of Wheelchairs. 10. Scheme for the Management/Borrowing of Wheelchairs, Technical Means, Instruments and other Aids. 11. Issuance of Disability Parking Card to Persons with Disabilities 12. Issuance of European Disability Card.
12. Vocational Rehabilitation Services	530.000 per year	<p>Supporting persons with disabilities for their integration into employment through the following:</p> <ol style="list-style-type: none"> 1. Law on the regulation of the recruitment of persons with disabilities who meet defined objective criteria, at a rate of 10% of the job posts currently being filed in the wider public sector. 2. Scheme for the Creation and Operation of Small Units for Self-Employment. 3. Scheme for Supported Employment through the grant of organisations for the employment of Work Mentors. 4. Scheme for the Vocational Training of Persons with Disabilities.
13. Grants to Organisations of Persons with Disabilities	420.000 per year	<p>Supporting organisations that represent persons with disabilities to assert their rights and to implement service programmes that complement government services:</p> <ol style="list-style-type: none"> 1. Sponsorship to the Cyprus Confederation Organisation of the Disabled. 2. Scheme for Grant to Organisations for the employment of Social Assistants. 3. Scheme for State Aid of Minor Importance for the provision of Sponsorship to Organisations of Persons with Disabilities for - <ol style="list-style-type: none"> a) Services for Information and Promotion of Rights, b) Psychological Support and Counseling Services, c) Communication Services, d) Entertainment, Sports and Culture Services, e) Mobility Services, f) Personal Assistance and Errands Services in-home and out of the house (except personal care and cleaning). 4. Scheme for the Provision of Sponsorship to Organisations for training programmes for persons with disabilities. 5. Scheme for the Provision of Sponsorship to Organisations for training programmes for disability professionals.
14. Grant to CPPID (Committee for the protection of Persons with Intellectual Disabilities) and completion of the modernization of the law on the protection of persons with intellectual disability	330.000 per year	<p>Supporting the Committee for asserting and monitoring the implementation of the rights of persons with intellectual disabilities and the operation of a coordination service for early child intervention. In addition, the CPPID (Committee for the protection of Persons with Intellectual Disabilities) promotes the modernization of the Law on the Protection of Persons with Intellectual Disability, keeps a Register of Persons with Intellectual Disabilities and ensures the access of persons with intellectual disability to alternative forms of information such as easy-to-read language.</p>

MINISTRY OF LABOUR, WELFARE AND SOCIAL INSURANCE

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
15. Operation of the "Ledra" Assisted Living Residence for 9 persons with very severe disabilities (deinstitutionalization from Athalassa Hospital) Support the living of former residents of the Vocational Rehabilitation Center for the Disabled	330.000 per year	<ol style="list-style-type: none"> 1. Deinstitutionalization of 9 people with very severe disabilities and behavioral disorders, who resided at the Athalassa Hospital and their support in living in a residence within the community. 2. Provision of supportive measures for living in residences within the community to 6 persons who were deinstitutionalized from the Boarding School of the former Vocational Rehabilitation Center for the Disabled.
16. Monitoring and promoting the implementation of the UN Convention on the Rights of Persons with Disabilities	Within the framework of the approved credits	<ol style="list-style-type: none"> 1. Preparation and submission of reports to the UN Committee for the implementation of the Convention and the realization of the rights of persons with disabilities in cooperation with the Contact Points of the state services. During 2021-2022, it is expected that the Committee shall be asked for its second Report on the implementation of the Committee's Recommendations and the Convention. 2. Coordination, preparation and monitoring of the National Action Plan on Disability. 3. Continuation of the consultation of the new bill prepared to support decision-making and the exercise of legal capacity.
Welfare Benefits Administrative Service		
17. Provision of disability allowance and social cohesion measures to persons with disabilities, beneficiaries of the GMI (Guaranteed Minimum Income)	40 million per year	40 million per year
18. Provision of care to persons with disabilities within the framework of the GMI (Guaranteed Minimum Income) legislation	3.5 million per year	Financial support to deal with the expenses arising from the individual's needs for care.
Department of Labour		
19. Employment of 30 Employment Counselors for a definite time at the Public Employment Service	2.6 million by 2023	The purpose of the action is to strengthen the Public Employment Service in serving the unemployed. The Counselors offer employment services mainly to unemployed persons belonging to vulnerable groups. The expected quantitative result is an increase in job placements.

MINISTRY OF LABOUR, WELFARE AND SOCIAL INSURANCE

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
(PES) for the period until the end of 2023 and monitoring by the PES the registration of unemployed people with disabilities and their placements in job posts, on a monthly basis		
Social Insurance Services		
20. Payment of disability pension by the Social Insurance Fund	34 million per year	4202 benefiting pension recipients due to loss of income from work.
21. Payment of disability pension (due to physical injury from an employment accident or occupational disease)	4 million per year	836 benefiting recipients.
European Social Fund Unit		
22. Training and employment of the unemployed for the provision of home care services to persons with disabilities	8 million for 2021-2027	The provision of home care services to persons with disabilities by caregivers employed by organisations.

MINISTRY OF EDUCATION, CULTURE, SPORT AND YOUTH

Strategic goals and objectives of the Ministry of Education, Culture, Sport and Youth, within the framework of the National Strategy on Disability, are:

- Development, training and qualitative upgrading of the human resources in education.
- Modernization of administrative facilities of the educational system and school units.
- Provision of education and upgrading of its content, evaluation and effectiveness.
- Support and strengthening each student, acknowledging his/her diversity.
- Early diagnosis of disability, with the operation of appropriate facilities and services to which the child shall have access.
- Early child intervention with services of the required specialties, which shall prevent or treat or deal with the effects of the disability and environmental obstacles on the child.
- Promote access to education for all.
- Promotion of actions related to the elimination of stereotypes in education against women and girls with disabilities.

The herein above-mentioned strategic goals and objectives and the herein below stated actions for the three-year period 2021-2023 satisfy:

- The Articles 1-4, 5, 7, 9, 24 of the UN Convention on the Rights of Persons with Disabilities.
- The Recommendations 10, 12, 18, 20, 22, 40, 46, 50 of the UN Committee on the Rights of Persons with Disabilities issued on 8.5.2017.
- The Proposals 8, 17, 37, 38, 39, 49, 58, 138-140, 142, 144, 147, 149, 151 of the Pancyprian Alliance for Disability to the Civil Society Strategic Plan on Disability, December 2020.

MINISTRY OF EDUCATION, CULTURE, SPORT AND YOUTH

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
Directorate of Secondary General and Secondary Technical and Vocational Education		
1. Provision of post-secondary vocational training	Within the framework of the approved credits	All children, who graduate the Special Units, shall have the opportunity to continue their education, specialization and professional experience in specific professions based on the wishes, skills and abilities of each student, aiming at their professional rehabilitation and autonomy. Consideration of a proposal for cooperation with higher (tertiary) education for the provision of post-secondary (post-lyceum) education and the acquisition of a Certificate or Diploma, for the purposes of professional rehabilitation of the children of the Special Units.
2. Formation of the Graduation/Leaving Certificate of children of the Special Units	-	Configuration of the Graduation/Leaving Certificate of the children of the Special Units, so that it descriptively presents the areas of their potential/skills and to be useful for the employer.
3. Communication network between schools	-	Creation of a network of schools for the purposes of communication, simultaneous actions, interaction, dissemination of material and good practices for the provision of quality education to Special Education children. Creation of a platform to post the material. Organisation of sample lessons, in order to exchange good teaching practices for special education children.
4. Development and implementation of information campaigns based on inclusive education Directorate for Higher Education	Within the framework of the approved credits	Information and strengthening positive attitudes towards inclusive education.
Directorate for Higher Education		
5. Modernization of the application submission system for the provision of facilities for the examinations for access to the public Higher Education institutions of Cyprus and Greece that is being conducted by the Examinations Service	Within the framework of the approved credits	Ensuring the provision of facilitations to Persons with Disabilities (PWD) and persons with invisible disabilities for the examination for access to the public Higher Education institutions of Cyprus and Greece with the introduction of a new electronic system for the submission of applications.

MINISTRY OF EDUCATION, CULTURE, SPORT AND YOUTH

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
6. Creation of a special webpage on the website of the Examinations Service with instructions and information for the PwD (Persons with Disabilities)	Within the framework of the approved credits	Creation of a special webpage on the website of the Examinations Service, where all information, announcements and forms related to the facilitations provided to PwD, within the framework of the examinations conducted by the Examinations Service, shall be posted. The forms shall be formatted in an appropriate format, so that they are accessible by PwD and Persons with Intellectual Disabilities.
7. Investigation by the Directorate of Higher Education on the policies that exist in all institutions of Higher Education in Cyprus in relation to the facilities provided to PwD	Within the framework of the approved credits	With the aim of at ensuring equal treatment of all students with disabilities in Higher Education, providing the support that they need from admission to completion of their studies, to succeed and benefit to the maximum from Higher Education, the Directorate for Higher Education aims to investigate the policies that exist in all Higher Education Institutions of Cyprus in relation to the facilities provided to PwD. On the basis of this investigation, recommendations shall be made for the development of a modern and inclusive policy for the PwD in the Higher Education institutions of Cyprus that have not developed the actions required on the subject.
8. Creation of a database in the Directorate of Higher Education in relation to various axes concerning the PwD	Within the framework of the approved credits	With the aim of database decision-making, the Higher Education Directorate shall create an electronic database with the aim of collecting quantitative and qualitative data on: <ul style="list-style-type: none"> • the facilities provided by the Examinations Service to PwD, within the framework of the examinations it conducts, • the financial support received by PwD from the Student Welfare Service, • the number of posts offered by the Higher Education institutions of Cyprus to PwD who have participated in Pan-Cypriot Examinations, through the excessive posts, • the data on the attendance of PwD in the Higher Education institutions of Cyprus (level of studies, study programmes, numbers of graduates, etc.)
9. Preparation of annual reports by the Directorate of Higher Education in relation to the access and attendance of PwD in Higher Education	Within the framework of the approved credits	Inclusion of results related to PwD in Mapping of the Educational Field of Higher Education. Preparation of annual reports in relation to the facilities provided by the Examinations Service to PwD.

MINISTRY OF EDUCATION, CULTURE, SPORT AND YOUTH

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
Educational Psychology Service		
10. Training of educational psychologists in new psychometric tools	Within the framework of the approved credits	Training of all educational psychologists serving in the Educational Psychology Service (46 officers).
11. Supervision of educational psychologists, twice a month, from January 2021 to July 2021, with the aim of ensuring the quality of services offered to children with special needs	4.202.000	The external supervisors shall submit a feedback report on the outcome of the supervision, their conclusions and recommendations for the institution.
Technical Services		
12. Substitution – Construction of “Apostolos Loukas” Special School in Lemesos	4.202.000	The project is in the study phase. The expected commencement date of the project is September 2021 and the expected completion date is September 2023.
Ongoing actions from previous three years		
13. Special Education Reform	Within the framework of the approved credits	<ul style="list-style-type: none"> • Submission of final recommendations by the European Agency for Special Education and Inclusive Education, which shall form the basis for the preparation of the regulations that shall accompany the new legislation. • Preparation of draft regulations and possible revision of draft legislation. • Sending texts to the involved bodies for submission of opinions. • Submission of legislation and regulations to the Legal Service for legal vetting review. • Approval of legislation and regulations by the Council of Ministers and submission thereof to the House of Representatives for voting. • In the field of education, significant steps were taken with the preparation by experts of the European Agency for Special Education and Inclusive Education of recommendations

MINISTRY OF EDUCATION, CULTURE, SPORT AND YOUTH

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
Primary Education Directorate		
14. Provision of educational services, support services, equipment and aids during school attendance within the framework of the Education and Training of Children with Special Needs Laws	Within the framework of the approved credits	<ul style="list-style-type: none"> Staffing of schools with special education teachers. Provision of specialized equipment, training and support services. Provision of school assistants/attendants. Ensuring student transport.
15. Training of principals and teachers of general schools	Within the framework of the approved credits	<p>Gaining knowledge and familiarity with the following topics:</p> <ol style="list-style-type: none"> General and inclusive education – a rights-based approach to disability. The role of the principal and the general class teacher in inclusive education. Characteristics of children with disability. Problem management of children with disabilities.
16. Training of special teachers	Within the framework of the approved credits	<p>Empowering teachers to acquire additional knowledge and skills in matters related to:</p> <ol style="list-style-type: none"> General and inclusive education – a rights-based approach to disability. Characteristics of children with different forms and complexity of disability.
17. Training of school assistants/attendants Directorate of Secondary General and Secondary Technical and Vocational Education	Within the framework of the approved credits	<p>Gaining knowledge and familiarity with the following topics:</p> <ol style="list-style-type: none"> Management of serious problems that arise during the attendance of children with disabilities at school. Characteristics of children with disabilities and how they interact with the child's personality and learning status.
Directorate of Secondary General and Secondary Technical and Vocational Education		
18. Provision of educational services, support services, equipment and aids during school attendance within the framework of the Education and Training of Children with Special Needs Laws	Within the framework of the approved credits	<p>Access of children with disabilities to education and to any supporting service, equipment or aids, appropriate facilities and means for better access to the detailed curriculum and at the same time adapting the logistical infrastructure of the schools to their needs.</p> <p>Support of all children who attend High Schools, Lyceums and Technical Schools of Vocational Education and Training by Secondary Education teachers, who have many years of experience and/or expertise in disability issues, to better serve their needs.</p>

MINISTRY OF EDUCATION, CULTURE, SPORT AND YOUTH

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
19. Transition from education to vocational rehabilitation	0	Use of the evaluation form for final year students of Special Units and Special Schools, which has been created in collaboration with the Department for Social Inclusion of Persons with Disabilities (DSIPD), for the evaluation and verification of the needs and capabilities of the children attending pre-vocational training programmes, aiming at their smooth and efficient transition to employment.
20. Pre-vocational training: Upgrading of pre-vocational programmes implemented by the Ministry of Education, Culture, Sport and Youth	The expenditure shall be calculated at a later stage, in the 2022-2023 budgets	Formation and enrichment of the existing programmes that meet the needs, desires and skills of the students of the Special Units.
21. Informing students about the rights of people with disabilities	–	Implementation of programmes to inform students of all levels about disability issues with the aim of: a) informing students about the rights of persons with disabilities. b) formulation of positive attitudes towards disability with the aim of acceptance and positive interaction.
22. Free transportation of children with special needs	Within the framework of the approved credits	All students, who attend a school that is outside their community, have free access to the school environment.
23. Training of principals and teachers of general schools	Within the framework of the approved credits	Readiness of principals and teachers to manage the diverse difficulties of children stemming from their disabilities.
24. Training and information for parents/guardians	Within the framework of the approved credits	Training of parents/guardians on various issues concerning children with various forms of disability. Informing parents/guardians of the children of the Special Units about their vocational rehabilitation opportunities after Lyceum /Technical School and connecting them with the corresponding services.
25. Training of school assistants/attendants	Within the framework of the approved credits	Training seminars for school assistants/attendants on topics related to both the basic skills for effective school assistants/attendants and issues of approaching children with autism, mental retardation or other disabilities and managing difficult or violent behaviors, the smooth integration of children into the school context, for the implementation and observance of safety and health protocols to deal with COVID-19, etc.

MINISTRY OF EDUCATION, CULTURE, SPORT AND YOUTH

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
Pedagogical Institute		
26. Training of special teachers	€15.000 per year	Training programme "Keep me Safe" by the Pedagogical Institute (PI), in collaboration with the Directorate of Primary Education and the Cyprus Family Planning Association (CFPA). During the 2019-2020 school year, the training was interrupted due to the pandemic and shall be completed during the 2020-2021 school year, with the application of the material by the teachers with parallel support from the teacher. Other specific educational actions based on the diagnosed needs promoted in the PI by Special Schools, Education Directorates or other bodies. Expected outcomes: Strengthening and promoting the vocational training of teachers in Special Schools and Special Units in matters related to inclusive education and disability.
27. Training of principals and teachers of general schools	Within the framework of the approved credits	Conferences/workshops, seminars on a school basis, optional seminars, seminars in the Executive Training Programme on issues related to disability in education, with the aim of strengthening and promoting the vocational training of teachers in general schools. Network of PI Schools for the support of the implementation of the anti-racisms policy of the Ministry of Education, Culture, Sport and Youth, with the aim of empowering schools and teachers to deal with incidents of ableism in schools, in combination with other forms of racism, within the framework of school operating regulations.
28. Training of parents/guardians	Within the framework of the approved credits	Seminars for parents/guardians: Support and empowerment of parents/guardians/families on disability issues.
29. Promotion of new actions related to the elimination of stereotypes in education against women and girls with disability	Within the framework of the approved credits	Continuation of the implementation of the action plan of the Inter-departmental Committee on Gender Equality. Coordination of the Inter-departmental Committee on Gender Equality in Education by the PI, based on the new action plan for the 2020-2022 period.
Educational Psychology Service		
30. Assessment of children with learning difficulties, adjustment problems and developmental disabilities	Within the framework of the approved credits	3000 incidents (based on the statistics of the 2019-2020 school year).

MINISTRY OF EDUCATION, CULTURE, SPORT AND YOUTH

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
31. Continuation of monitoring of children who have already been assessed within the framework of re-assessments	Within the framework of the approved credits	4000 incidents (based on the statistics of the 2019-2020 school year).
32. Training of school assistants/attendants	Within the framework of the approved credits	Participation of educational psychologists in the trainings to be organized by the PI, in collaboration with the managements of all levels.
33. Training of special teachers	Within the framework of the approved credits	Depending on the requests of the schools, conferences shall be carried out on the Two-Day Initiative for Teachers (Primary Education), on Teacher's Day (Secondary and Technical Education) and on a school basis, where there is a need and a request to the competent educational psychologist of the school.
34. Training of principals and teachers of general schools	Within the framework of the approved credits	10 conferences.
35. Training of parents/guardians	Within the framework of the approved credits	To be conducted, where there is a request from the schools.
36. Promotion of new actions related to the elimination of stereotypes in education against women and girls with disability	Within the framework of the approved credits	Design and implementation of experiential workshops, depending on the school's request.
Technical Services		
37. Improvement of the accessibility to public schools	€771.700	Tender notices involving work to improve accessibility to public schools.

MINISTRY OF HEALTH

Strategic goals and objectives of the Ministry of Health, within the framework of the National Strategy on Disability, are:

- Improving the provision of health care and physical rehabilitation services to persons with disabilities.
- The collection of health statistics for persons with disabilities.
- The improvement of the existing legal framework for the provision of health care and rehabilitation services.

The herein abovementioned strategic goals and objectives and the herein below stated actions for the three-year period 2021-2023 satisfy:

- The Articles 4, 19, 25, 31 of the UN Convention on the Rights of Persons with Disabilities.
- The Recommendations 44, 51, 52, 62 of the UN Committee on the Rights of Persons with Disabilities issued on 8.5.2017.
- The Proposals 102, 155, 156, 157, 163 of the Pancyprian Alliance for Disability to the Civil Society Strategic Plan on Disability, December 2020.

MINISTRY OF HEALTH

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
Nursing Service Administration of the Ministry of Health		
1. Organisation and implementation of experiential workshops with the aim of mental empowerment and prevention of occupational burnout of Professionals of Institutions (Officers – Caregivers) who provide services to persons with disabilities.	–	By 2023, 18 Experiential Workshops are to be held (12 participants per Workshop) to professionals of institutions, who provide services to persons with disabilities. The Workshops shall be carried out by Mental Health Nursing Officers of the Nursing Services Administration (NSA), throughout the years 2021-2023.
2. Implementation of a Nurses Training Programme in relation to Rheumatoid diseases	50.000 per programme of 6-month duration (includes travel expenses of the participants, consumables, travel expenses of speakers, accommodation expenses, etc. 2021 1 programme (ongoing) 2022 1 programme (forecast)	The training programme includes modules on disability issues for persons with rheumatoid diseases, since they are one of the most important problems they face (from the Educational Sector of the Nursing Services Administration (NSA)), and the expected outcomes concern: <ul style="list-style-type: none"> • The improvement of nursing care in the specific group of patients (investigation of patient satisfaction with nursing care). • The support of nurses (investigation of the degree of satisfaction with the programme, knowledge, etc., is done by the Educational Sector at the end of the programme). • Strengthening the image of the hospitals (patient satisfaction). • The strengthening of the satisfaction of the administration of the hospitals both from the conduct of the programme and from the daily practice of nursing. Note: The Educational Sector is the responsible body of the Nursing Services Administration of the Ministry of Health for the planning and organisation of educational programmes that contribute to the continued professional development of nurses and midwives. Within the framework of the programmes that have been developed or are planned, modules that refer to persons with disabilities are included.
3. Realization of a Health Caregivers Training Programme (by the Educational Sector of the Nursing Services Administration (NSA))	150.000 for 3 annual programmes 2021-2022 Additional 50.000 euro per programme for another 3 programmes for the years 2022 – 2024	The training programme shall include: a) Body Mechanics and Patient Transfer techniques, b) Mechanics of the human body, c) Basic principles of proper patient handling techniques, d) Techniques used in people with mobility problems, e) Safety measures during mobilization, f) Patient positions in bed, g) Significance of timely mobilization The expected outcomes concern: <ul style="list-style-type: none"> • The introduction of the institution of the health care provider in the State Health Services Organisation. • The improvement of services provided (investigation of patient satisfaction). • The investigation of the success of the implementation of the institution of the caregiver (satisfaction by hospitals, health professionals, patients). • The improvement of the State Health Services Organisation finances (budgets, etc.).

MINISTRY OF HEALTH

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
Medical and Public Health Services		
4. Participation of the representative of Medical and Public Health Services in the newly established Commission for the rights of patients of the Ministry of Health, which shall organize conferences/ seminars for the training and information of doctors and others health professionals	-	<p>Informing Health Care Professionals on issues concerning persons with disability to better deal with the particularities of the specific group population.</p> <p>Improvement of the quality of the health services provided to persons with disability. (It can be measured with a questionnaire that shall compare the satisfaction of persons with disability with the health services received before and after the training of the providers).</p>
5. Medical Examination at the School Premises and at Special Schools for all children with disabilities and chronic diseases by the School Health Service	-	<p>The School Health Service is in continuous communication with the Nurse of Special Schools and the Teachers for any medical problem arises during the school year. Moreover, it is in communication with the Personal Doctors or the Special Doctors attending these children, to resolve any medical subjects arising during their studies at school. It is in communication with the parents and the guardians of children with disability, in order to inform them, to advise them and to direct them on any medical issues or concerns they face.</p> <p>The School Health Service is able to provide Medical Opinion for the exemption from the Military Service to the last year students with disability, in order for their parents or guardians to be released from this hardship. It provides pre-sport control for the students with disability for participation in sport competitions.</p> <p>The School Health Service points out the enormous significance of vaccination against COVID-19 for children with disability, for their protection against coronavirus. A large number of persons with disability aged 16 and above has already been vaccinated with priority, who reside in Institutions and Closed Facilities, as well as home vaccinations have taken place to those who desired so.</p>
6. Health care services from other health care professionals (OHCP) to individuals with Down syndrome or to individuals who have symptoms as a result of a syndrome	-	<p>The number of treatments, such as and in all others cases of beneficiaries, is determined on the basis of scientific documentation regarding with the necessity of receiving a number of treatments but also of financial capabilities of the Health Insurance Organisation. More specifically, the number of treatments varies depending on the age of the person and also on the type of service that the person needs and varies from 36 sessions to children until 3 years until 12 visits for children of older age.</p> <p>People with the same health condition may have different needs regarding the services they may receive from OHCP. Therefore, the Health Insurance Organisation accepts requests for exception for the provision of more treatments than those prescribed, if this request is documented in a special form of the Organisation and is submitted jointly by the OHCP and the treating physician. The request subsequently is evaluated by a committee of specialists that also has the responsibility for assessing the special characteristics of the beneficiary and in combination with the additional treatments required.</p>

MINISTRY OF HEALTH

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
Directorate of Mental Health Services - State Health Services Organisation		
7. The deinstitutionalization and rehabilitation in the community of patients who are hospitalized at the Athalassa Hospital in a joint cooperation between the Ministry of Health, the Directorate of Mental Health Services and other public and private sector bodies	-	Ensuring the rights and quality of care for institutionalized people with mental disorders and disabilities in facilities of supported living in the community with the provision of the required nursing services.
Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
Health Insurance Organisation		
8. Provision of health care and physical rehabilitation services within the framework of the new General Health System managed by the Health Insurance Organisation	Expenditure within the framework of the General Healthcare System (GHS)	Upgrading the services provided to persons with disabilities for their health care and physical rehabilitation with therapeutic interventions, e.g., physiotherapy, occupational therapy, speech therapy, clinical psychology, nutrition, nursing as well as rehabilitation equipment.
Nursing Services Administration of the Ministry of Health		
9. Information and training of doctors, nurses and other health care professionals, as well as auxiliary staff of the public and private sector, with regard to the needs and rights of patients (the action shall be carried out in collaboration with the Medical & Public Health Services)	1.000 per year	By 2023, 20% of the personnel of each Facility/Hospital shall have been trained.

MINISTRY OF HEALTH

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
10. Collection of statistical data concerning health and persons with disabilities/conditions causing disability within the framework of the Community Home Care, which participates in the HoCare project, which is implemented in 8 European countries and is funded by the Interreg Europe programme	–	Creation of an “Electronic platform of the Service” with all the details of the patients of the service and the possibility for statistical analysis. The said service is under the State Health Services Organisation and the Nursing Services Administration also participates in the programme.
11. Home Nursing Programme for Patients with Mechanical Ventilation (by the Educational Sector of the Nursing Services Administration (NSA))	–	The programme includes: a) Mechanics of the human body, b) Basic principles of proper patient handling techniques, c) Techniques used in people with mobility problems, d) Safety measures during mobilization, e) Patient positions in bed, f) Significance of timely mobilization. The expected outcomes concern: a) the strengthening of the role of the community nurse, and b) the patient satisfaction with the services provided
Medical and Public Health Services		
12. Actions to prevent children's accidents and poisoning	–	Within the framework of the Health Education Programme, enlightening lectures are given on the relevant topics in collaboration with the Health Visitors. The expected outcomes concern the information provided by the School Health Service to parents and children regarding the prevention of child accidents and poisoning and the dissemination of information to families and children.
13. Medical examination of students with disabilities for participation in sport competitions within the framework of the School Health Service	–	Facilitating the participation process and ensuring a healthy participation in sport competitions. Opportunity for children of all levels of education to participate in sport activities.

MINISTRY OF HEALTH

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
Directorate of Mental Health Services - State Health Services Organisation		
14. Creation of a center for children with neuro-developmental disorders European-Norwegian programme (Article 7- Children with disabilities)	-	Timely and valid diagnostic assessment by multidisciplinary team of potential neurodevelopmental disorders among child-adolescents. Multilevel handling of each case, counseling and support of parents, collection of epidemiological data on neurodevelopmental disorders.
15. Modernization of the Community Mental Health Care Act	-	Upgrading and ensuring the quality of mental health services provided in the community to persons with mental disabilities and mental disorders.
16. Revision of the legislation on Psychiatric Care	-	A study for the improvement of the existing institutional framework for the provision of mental health services. Modernization and compliance with other legislation, contracts, regulations.

MINISTRY OF TRANSPORT, COMMUNICATIONS AND WORKS

Strategic goals and objectives of the Ministry of Transport, Communications and Works, within the framework of the National Strategy on Disability, are:

- The strengthening of accessibility and movement of persons with disabilities in the natural and built environment and in transport (urban centers, wider urban areas, archaeological sites, museums and monuments, state buildings, road network, airports, public buses, etc.)

The herein abovementioned strategic goals and objectives and the hereinbelow stated actions for the three-year period 2021-2023 satisfy:

- The Articles 9, 20, 30 of the UN Convention on the Rights of Persons with Disabilities.
- The Recommendations 26, 27, 28 of the UN Committee on the Rights of Persons with Disabilities issued on 8.5.2017.
- The Proposals 49, 51, 61, 62, 63, 70, 71, 120, 121 of the Pancyprian Alliance for Disability to the Civil Society Plan on Disability, December 2020.

MINISTRY OF TRANSPORT, COMMUNICATIONS AND WORKS

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
Public Works Department /Sustainable Mobility Sector		
1. Strengthening the accessibility of cyclists, pedestrians, PwD in urban centers and replacing pedestrian detection devices with devices that include appropriate sound systems and touch systems for persons with reduced vision	5 million (2021-2027 period)	<p>Improvement/upgrading of active transportation infrastructure (pedestrians, cyclists, PwD) in urban centers (on Pancyprian level). The project includes the upgrading of existing and construction of new pedestrian crossings with special provisions for PwD, such as appropriate access ramps, pedestrian detection devices with appropriate sound and touch systems (based on European standards) for persons with reduced vision, repair and upgrading of sidewalks with appropriate ramps and routing for the visually impaired and various other general improvement works that shall help upgrade the urban environment for safe and pleasant movement. The Project is at an early stage and therefore the range of actions cannot be determined quantitatively.</p> <p>The Project includes independent individual small construction contracts (lasting 6-12 months each) in the main urban centers, which shall be spread over the entire duration of the present programme period (2021-2027). The first construction contract of the Project is expected to be announced within the 2nd half of 2021. The Project involves small interventions in the existing road network and therefore it is not expected that extensive and specialized studies shall be required.</p>
2. Replacement of pedestrian detection devices with devices that include appropriate sound systems and touch systems (based on European standards) for persons with reduced vision as part of the Co-Financed Project "Supply and replacement of lighting equipment with modern equipment of low energy consumption in the Districts of Larnaka and Ammochostos"	€75.000	<p>The Co-Financed Project from the EU Cohesion Fund "Supply and replacement of lighting equipment with modern equipment of low energy consumption in the Districts of Larnaka and Ammochostos" of total value of €560.000 includes the replacement of light signaling equipment at 33 signalized junctions and 14 pelican type autonomous pedestrian crossings. Within the framework of this project, modern pedestrian detection devices shall be installed which include appropriate sound systems and touch systems (based on European standards) for the safe crossing of people with impaired vision at all pedestrian crossings (puffin type at signalized junctions and autonomous pelican type pedestrian crossings) included in the Contract. The value of the pedestrian detection devices, with the provisions mentioned hereinabove, is estimated at approximately €75.000. The contract is expected to start in the 2nd quarter of 2021 and shall last 15 months.</p>
3. Improving the accessibility of privately owned state buildings of public services that serve the public (ramps, elevators, platforms, toilets, service counters, tactile paving for blind, marking)	€50.000-€200.000 within the framework of the regular approved	<p>The action is ongoing. The Department of Public Works shall make improvements to privately owned public service buildings that serve the public.</p>

MINISTRY OF TRANSPORT, COMMUNICATIONS AND WORKS

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
4. Improvement of accessibility to public roads in the competency of the Public Works Department (ramps, crossings, marking, audio marking, tactile paving for blind, moving obstacles from sidewalks)	€50.000-€100.000 within the framework of the regular approved annual credits	The action is ongoing. The Department of Public Works shall make improvements to existing public roads that fall under the jurisdiction of the Department.
5. Update of the Lefkosia Integrated Mobility Plan, Sustainable Urban Mobility Plan (SUMP) for Lefkosia (The Provision of Consultancy Services for the Development of a Sustainable Urban Mobility Plan (SUMP) for the Greater Urban Area of the City of Lefkosia)	€700.000	The Offers were submitted on 5 February 2021. Expected date of signing the Contract: May 2021. Term of Contract: 20 months. The aim is to integrate detailed accessibility needs of persons with disabilities into the mobility planning of the wider urban area of Lefkosia at a strategic level.
6. National Land Transport Strategy (National Land Transport Strategy (NTS) for the areas controlled by the Government of the Republic of Cyprus).	€250.000	Expected date of announcement: March 2021. Term of Contract: 18 months. The aim is to integrate accessibility needs of persons with disabilities into the mobility planning in the interurban road network.
7. Sustainable Urban Mobility Plan (SUMP) for Pafos	€100.000	Expected date of announcement: 2nd quarter of 2021. The aim is to integrate detailed accessibility needs of persons with disabilities into the mobility planning of the wider urban area of Pafos at a strategic level.
8. Sustainable Urban Mobility Plan (SUMP) for the wider area of Ammochostos	€100.000	Expected date of announcement: 2nd quarter of 2021. The aim is to integrate detailed accessibility needs of persons with disabilities into the mobility planning of the wider urban area of Ammochostos at a strategic level.

MINISTRY OF TRANSPORT, COMMUNICATIONS AND WORKS

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
Road Transport Department		
9. Granting approvals for new taxi licenses for the transport of hindered persons with or without attendant	-	The aim is to transport hindered persons with or without attendant.
Department of Civil Aviation /Hermes Airports		
10. Sunflower Lanyard Program	N/A	<p>A new programme (Sunflower Lanyard Programme) is planned and it is addressed to persons with non-visible disabilities, such as autism, Crohn's disease, pacemaker use, epilepsy and various other conditions. Non-visible conditions are those whose symptoms are not visible and they also include mental illnesses and psychological disorders.</p> <p>This programme allows persons with disability to discreetly let airport or airplane staff know that they may need extra assistance when travelling.</p> <p>Passengers with the special indication can have, among other things, the opportunity to avoid queues and waiting, more time at their disposal at security checks and boarding, clear instructions for each stage of the journey, direct access to toilets and the possibility not to be separated from the other members of their family at all, even if they are adults.</p> <p>The Sunflower Lanyard initiative is already used worldwide in many airports, such as Heathrow and Gatwick, and other airports in Europe and America as well as by large companies abroad.</p> <p>The trademark of this programme is the green lanyard with sunflowers for the neck. It is a universally recognized flower, while remaining racially neutral. The colors are also chosen with care, as the bright yellow and bright green are visible from afar.</p> <p>The lanyards are offered at the airport and the staff shall be trained to identify them, approaching passengers themselves and providing appropriate assistance.</p> <p>The programme is international and is expected to work in combination with the 'I can fly' programme that is addressed to persons with autism departing from the airports of Cyprus.</p> <p>The commencement of the programme was postponed due to the pandemic and is planned for spring-summer 2021.</p>
11. Changing Place for PwD at the Pafos International Airport (Changing Place)	N/A	The changing place for persons with disability has been delivered and is ready for operation and is equipped with a ceiling lift, and adjustable changing bed for adults as well as a shower and toilet.
12. Express lane		Special lane for PwD (express lane) at departures at the Larnaka International Airport.

MINISTRY OF TRANSPORT, COMMUNICATIONS AND WORKS

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
Directorate for Passenger Public Transport		
13. Buses accessible by persons with disability on a Pan-Cypriot basis and exemption from the payment of fees for persons on wheelchairs, for the blind, for attendants of blind persons or persons on wheelchairs, beneficiaries of a European Disability Card and their attendants		The accessibility of persons with disability on buses in all cities of Cyprus. All bus stops have been recorded and the most important ones shall be made accessible by providing facilities, in collaboration with the Public Works Department.
Ongoing actions from previous three years		
Department of Civil Aviation /Hermes Airports		
14. Changing place for persons with disability		The Changing Place for Persons with Disability is equipped with a ceiling lift, an adjustable changing bed for adults as well as a shower and toilet (Larnaka Airport).
15. "I can fly" programme		"I can fly" A programme offering a passage that is as "fast, smooth and stress-free" as possible through the required procedures of a trip that is especially designed for people with autism.
16. EagleLifter		The EagleLifter is a lifting and carrying system for Persons with Disability who cannot autonomously move to/from their seat on the aircraft or overweight persons, eliminating manual transport.
17. Accessible website of Hermes Airports based on the WCAG (Web Content Accessibility Guidelines) international standard		The new website of Hermes Airports has been launched, which is accessible to PwD based on the WCAG (Web Content Accessibility Guidelines) international standard

MINISTRY OF TRANSPORT, COMMUNICATIONS AND WORKS

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
18. Marking of the priority seats for the best and most immediate service of the PwD and PwRM (Persons with Reduced Mobility) at the departure exits		At the departure exits, priority seats have been marked for the best and most immediate service for PwD and PwRM.
19. Special Lane for PwD at passport control at arrivals at the Larnaka International Airport		The special PwD crossing lane at arrivals at the Larnaka International Airport has been completed.
Department of Antiquities		
20. Gradual execution of infrastructure projects in archaeological sites and monuments		At this stage, projects are being carried out for sanitary facilities for PwD at the Medieval Castle of Larnaka. The creation of accessible sanitary facilities is also being promoted at the Ammochostos Gate, in Lefkosia and at the Archaeological site of Choirokoitia. The aim is to make the archaeological sites and monuments as accessible as possible, according to the potential of each site/monument.
21. Accessibility projects in museums (e.g. climbing ramps, sanitary areas) through their gradual upgrading		At this stage, projects are being carried out for sanitary facilities for PwD at the Archaeological Museum of the District of Larnaka, while similar actions for the three-year period are being promoted for the Archaeological Museum of the District of Lemesos and the Local Museum of Kourion. The aim is to make all Museums of the Department of Antiquities fully accessible.
22. Examination of accessibility from the creation of Management Plans for archaeological sites		The aim is, at the stage of creating Management Plans, to examine the best management of accessibility issues and to decide on the relevant projects to be implemented. During the three-year period, the matter in question is considered for the Archaeological Site of Nea Pafos and Polis Chrysochous.
23. of accessibility in museums, through Museological Studies		As in relation to the archaeological sites, at the stage of preparation of museological studies, the way of providing and upgrading accessibility is also examined, so that the necessary projects can be proposed.

MINISTRY OF TRANSPORT, COMMUNICATIONS AND WORKS

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
<p>24. Accessibility to the Archaeological Site and the Museum of Ledra-Lefkosia (Aghios Georgios' Hill, Pancyprian Public Servants' Trade Union (PASYDY))</p>		<p>The archaeological site and the museum of Ledra-Lefkosia are expected to open to the public in 2021 and shall be fully accessible to PwD. Moreover, audio-guides which shall also serve PwDs, are ready and shall be implemented.</p>
<p>25. Creation of signs for archaeological sites and monuments with that shall be accessible to persons PwD. Similar signs are being prepared for the archaeological site of Idalion. New informational material that shall be accessible is also being promoted for churches that belong to UNESCO</p>		<p>The aim is to make the informational material in archaeological sites accessible to persons with different kind of disabilities.</p>
<p>26. The study of the New Cyprus Museum stipulates that the new Cyprus Museum shall be full accessible to PwD and during the three-year period the relevant actions shall be developed</p>		<p>The New Cyprus Museum shall include applications that are especially designed for PwD (e.g. tactile exhibits, digital applications with experiential virtual reality experiences, etc.).</p>

MINISTRY OF TRANSPORT, COMMUNICATIONS AND WORKS

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
<p>27. For the points of the archaeological sites and monuments where the implementation of accessibility projects is not possible, as well as for the museums, digital applications for mobile phones and touch screens are currently being promoted in the area</p>		<p>The aim is to enable digital action through the use of new technology.</p>
<p>28. The Department of Antiquities promotes the creation of an action (Cultural Heritage for All Society), in collaboration with institutions and centers for PwD, so that persons with disabilities can get to know the archaeological heritage of our country up close, through various actions (museums, archaeological sites, monuments)</p>		<p>The aim of the Department is to achieve the direct contact of persons with disability (e.g. with autism, or intellectual disability) with our archaeological heritage: through visits and getting to know archaeology, e.g. through visual material, actions such as painting, ceramics, etc. shall be promoted, so that they can have an interactive and meaningful experience with our heritage, actively participating in it and developing abilities and skills.</p>

MINISTRY OF THE INTERIOR

Strategic goals and objectives of the Ministry of the Interior, within the framework of the National Strategy on Disability, are:

- Improving the accessibility of persons with disability to audio-visual media services.
- Ensuring the participation of persons with disability in electoral procedures.
- Improving the accessibility to privileged public parking spaces for persons with disabilities in order to facilitate their movement.
- Encouraging and guiding the Competent Authorities, through the Advisory Committee on Accessibility, regarding the mandatory application of the proceedings of Annex III, Regulation 6 1HA, which concerns the architectural design of the man-made environment and ensuring access to buildings for persons with disability, to buildings, roads and squares”.

The herein above-mentioned strategic goals and objectives and the herein below stated actions for the three-year period 2021-2023 satisfy:

- The Articles 4, 9, 21, 29 of the UN Convention on the Rights of Persons with Disabilities.
- The Recommendations 5, 6, 7, 25, 26 of the UN Committee on the Rights of Persons with Disabilities issued on 8.5.2017.
- The Proposals 75, 127, 130, 131, 132, 199, 200, 207 of the Pancyprian Alliance for Disability to the Civil Society Strategic Plan on Disability, December 2020.

MINISTRY OF THE INTERIOR

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
District Administration Offices		
1. Satisfaction of requests from Municipalities for the creation of new parking spaces	–	Improving accessibility for persons with disability in parking spaces (creation of more parking spaces for persons with disability, in areas that are directly controlled by the Municipalities, where the general public moves and stricter application of the provisions of Annex III, Regulation 61HA, regarding the configuration of parking spaces, for persons with disability, at the stage of issuing a Town Planning Permit or Building Permit, for new development).
Audiovisual Media and Mass Media Sector		
2. The passing of the Radio and Television Organisations (Amendment) Law of 2021	–	The amending Law, among other things, achieves harmonization with the European Directive 2018/1808/EC (Directive on audiovisual media services). Based on the amendment of the provisions of Article 30B, it is expected that the accessibility of persons with disabilities to the Audiovisual Media Services (AVMS) shall be enhanced. Accordingly, the same applies under the corresponding Article 18C of the Cyprus Broadcasting Corporation (Amendment) Law of 2021, which is also pending in the House of Representatives for passing.
Ongoing actions from previous three years		
Administration of the Ministry of the Interior		
3. Continuation of the process to improve the legal framework regarding the accessibility of buildings, squares and streets, by persons with disability, after the issuance of the Regulatory Administrative Act (RAA) 404/2019, which concerns the amendment and improvement of two paragraphs of the currently in force Annex III, Regulation 61HA, regarding sanitary facilities of persons with disability	–	The Advisory Committee on Accessibility (ACA) has been established, according to the R.A.A. (Regulatory Administrative Act) 248/2017, which was issued on 28/7/2017, to promote the procedures concerning the improvement of the legal framework regarding the accessibility of buildings, squares and roads, by people with disability. Moreover, the ACA has also an advisory role to the Minister of the Interior on accessibility issues that concern persons with disability. The Committee aims at completing, within 2021, the discussion and promoting the public consultation process for the replacement of the existing text of Annex III, Regulation 61HA, which came into force in September 2018, by the new text -proposed by the Cyprus Scientific and Technical Chamber (ETEK)- of Annex III, Regulation 61HA, of the Streets and Buildings Regulation Law, which concerns the architectural design of the man-made environment and ensuring access for persons with disability, to buildings, streets and squares.

MINISTRY OF THE INTERIOR

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
Audiovisual Media and Mass Media Sector		
4. Monitoring of relevant initiatives, which aim to ensure the rights of persons with disability in audiovisual media services		Ensuring the rights of the Persons with Disability in information and entertainment is one of the Ministry's priorities. The ministry of the Interior sends, from time to time, specific recommendations for the gradual increase of the accessibility of persons with disability to the programmes of the Cyprus Broadcasting Corporation (RIK/CyBC) and the transmission of Greek-language broadcasts with Greek subtitles as often as possible, especially the television series of the RIK (CyBC). The permanent position of the RIK administration, as it has informed the Directorate of the Ministry of the Interior, is to have interpretation, for persons with hearing or other disabilities, in all extraordinary and important events, something that was not done before and has now been institutionalized. However, all said actions of the RIK are monitored by the Ministry of the Interior in order to maintain the initiatives and to further strengthen them.
Cyprus Radiotelevision Authority		
5. Compliance with the provisions of Articles 3(2)(i) and 30B-(3) of the Radio and Television Organisations Law of 1988 (as subsequently amended)		Ensuring the rights of the Persons with Disability in information and entertainment. Pursuant to Article 3(2)(i): the Authority deals with matters concerning the best implementation of the legislation governing audiovisual media service providers and submits relevant recommendations. Pursuant to Article 30B-(3): Audiovisual media service providers, after consultation with the Authority, submit thereto a timetable, within one year from the entry into force of this Article, that specifies specific ways for the gradual increase of the percentages of their programmes, by at least 5% except newscasts, that shall be made accessible to persons with visual or hearing disabilities. The Cyprus Radiotelevision Authority continues to strive to comply, to the maximum extent, with the provisions of Articles 3(2)(i) and 30B-(3) of the Radio and Television Organisations Law of 1988 (as subsequently amended). Following the issuance of convictions against television organisations, the Cyprus Radiotelevision Authority continues, from 2020 onwards, to monitor the plans and schedules of the said organisations, as well as their actions, in relation to the access of persons with visual and hearing disability to television broadcasts, using outcome measures. Depending on its findings, the Authority acts to the extent permitted by the relevant legislation.
Civil Defense		
6. Revision of the "Tripos" Plan for the rescue of persons with disabilities in cases of the need for rescue due to natural disasters or wars		The "Tripos" Plan is being revised by the Civil Defense Administration in order to make it more flexible and effective when reinstated. However, until the restoration of the "Tripos" Plan, in its new revised and improved form, the issues of rescuing persons with disability, in cases of the need for rescue due to natural disasters or wars, have been undertaken by other State Services, such as, e.g. the Fire Service, with which the Civil Defense has a continuous and close cooperation.
Election Service		
7. Provision of facilities to persons with disabilities when exercising their voting rights		Ensuring the unhindered participation of persons with disabilities in electoral processes both on election days and on other days of the year (e.g. providing facilities when submitting nominations or issuing voter booklets to persons with disability).

MINISTRY OF JUSTICE AND PUBLIC ORDER

Strategic goals and objectives of the Ministry of Justice and Public Order, within the framework of the National Strategy on Disability, are:

- Empowering women and girls with disabilities and ensuring their protection from gender-based discrimination.
- Inclusion of the gender dimension in all legislation, policies and programmes for persons with disabilities

The herein abovementioned strategic goals and objectives and the hereinbelow stated actions for the three-year period 2021-2023 satisfy:

- The Articles 6 of the UN Convention on the Rights of Persons with Disabilities.
- The Recommendations 17,18 of the UN Committee on the Rights of Persons with Disabilities issued on 8.5.2017.
- The Proposals 28, 29 30, 31 of the Pancyprian Alliance for Disability to the Civil Society Plan on Disability, December 2020.

MINISTRY OF JUSTICE AND PUBLIC ORDER

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
<p>1. Organisation of a Conference, in collaboration with the Commissioner for Gender Equality and the Cyprus Confederation of Organisations of the Disabled (KYSOA), on the topic "Women with Disabilities: Problems and Challenges"</p>	<p>The cost of the action has not been estimated</p>	<p>Within the context of the Conference, it is expected that the difficulties, problems, discrimination and challenges that women with disabilities in Cyprus have to face every day shall be presented. After the Conference, a list of findings is expected to be drawn up, with the ultimate goal of creating a manual with guidelines for the competent authorities for the correct treatment of persons with disabilities.</p>
<p>2. Conduct of a Pan-Cypriot survey on the socio-economic situation, the needs and expectations of women who belong to vulnerable groups and are subject to multiple discrimination, including women and girls with disabilities</p>	<p>The cost of the action has not been estimated</p>	<p>The findings/results of the survey shall be exploited, with the aim of writing a strategic plan for the inclusion and empowerment of vulnerable groups of women in society, including women with disabilities</p>

MINISTRY OF FINANCE

Strategic goals and objectives of the Ministry of Finance, within the framework of the National Strategy on Disability, are:

- Strengthening the extraction of representative statistics in relation to disability.

The herein abovementioned strategic goal and objective and the hereinbelow stated actions for the three-year period 2021-2023 satisfies:

- The Article 31 of the UN Convention on the Rights of Persons with Disabilities.
- The Recommendations 61, 62 of the UN Committee on the Rights of Persons with Disabilities issued on 8.5.2017.
- The Proposal 210 of the Pancyprian Alliance for Disability to the Civil Society Strategic Plan on Disability, December 2020.

MINISTRY OF FINANCE

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
Statistical Service		
1. Study to integrate questions about disability in the Income and Living Conditions Survey to be carried out in 2023 by the Statistical Service within the framework of the European Regulation	-	Deriving more representative statistical results in the Income and Living Conditions Survey in relation to disability

MINISTRY OF ENERGY, COMMERCE AND INDUSTRY

Strategic goals and objectives of the Ministry of Energy, Commerce and Industry, within the framework of the National Strategy on Disability, are:

- Contributing to ensuring a level of social protection by compensating disability-related expenses.

The herein abovementioned strategic goals and objectives and the hereinbelow stated actions for the three-year period 2021-2023 satisfy:

- The Article 28 of the UN Convention on the Rights of Persons with Disabilities.
- The Recommendation 56 of the UN Committee on the Rights of Persons with Disabilities issued on 8.5.2017.
- The Proposals 192, 193 of the Pancyprian Alliance for Disability to the Civil Society Plan on Disability, December 2020.

MINISTRY OF ENERGY, COMMERCE AND INDUSTRY

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
Energy Service		
<p>1. Continuation of the implementation of the Decree of the Ministry of ECI (Energy, Commerce and Industry) that concerns the categories of vulnerable electricity consumers and the protection measures thereof, as such is amended or substituted.</p>	<ul style="list-style-type: none"> - for the measure (a) the reduced revenues of the EAC (Electricity Authority of Cyprus) that result from the application of the special pricing (approximately 3 million euro per year) are proportionally covered by all electricity consumers through Public Service Obligations in the final electricity bills - for the measure (b) the provision of sponsorship is provided by the RES and Energy Conservation Fund (approximately 3 million euro per year for all vulnerable consumers), which is financed by the Consumption Fee that all consumers pay in their final electricity bills. - for the measure (c) the sponsorship is provided by the European Regional Development Fund and the Republic of Cyprus. (it is estimated that approximately 1 million per year is spent on all categories of vulnerable consumers). - for the measure (d) the due amounts that may arise must be recovered through settlements between the beneficiaries of the measure and the EAC 	<p>Measures (a), (b), (c) aim to reduce the cost of Electricity for the beneficiaries. Measure (d) aims at the uninterrupted supply of electricity for health reasons of the beneficiaries. The categories of the Decree include, inter alia, categories of persons with disabilities who receive a benefit from the Department for Social Inclusion of Persons with Disabilities. The measures include:</p> <p>(a) The right to submit an application for inclusion in the special household tariff with Code 08 of the EAC. The said pricing is approximately 20% lower than the normal residential pricing.</p> <p>(b) The provision of financial incentives (€750/Kw), depending on the available budget, for the installation of a residential photovoltaic system using the “net-metering” method.</p> <p>(c) The provision of financial incentives, depending on the available budget, for the energy update of their residencies through the “Save-Upgrade Homes” Plan. The said Plan provides for the provision of an increased percentage of sponsorship (80% instead of 60% that applies to the rest of the consumers) for the energy upgrade of their residence.</p>
Consumer Protection Service		
<p>2. Conducting lectures</p>	<p>-</p>	<p>Training of persons with disabilities on their consumer rights</p>

DEPUTY MINISTRY OF WELFARE

Strategic goals and objectives of the Deputy Ministry of Welfare, within the framework of the National Strategy on Disability, are:

- Contributing to ensuring a level of social protection by compensating disability-related expenses.

The herein abovementioned strategic goals and objectives and the hereinbelow stated actions for the three-year period 2021-2023 satisfy:

- The Article 28 of the UN Convention on the Rights of Persons with Disabilities.
- The Recommendation 56 of the UN Committee on the Rights of Persons with Disabilities issued on 8.5.2017.
- The Proposals 192, 193 of the Pancyprian Alliance for Disability to the Civil Society Strategic Plan on Disability, December 2020.

DEPUTY MINISTRY OF WELFARE

Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
<p>1. Subsidy for the Local Government Authorities, voluntary organisations and their partnerships for the operation of programmes that fall under the social care sector and cover the needs of persons with disabilities (day care and 24-hour care programmes) within the framework of the Minor State Aid Scheme</p>	<p>4 million per year</p>	<p>25-30 benefiting bodies per year through the organisation and activation of local communities and the development of cooperative action between them and the state services with the aim of better serving the citizens at a local level in order to meet social care needs, socialization, employment, skills development and reconciliation of professional and family life.</p>
<p>2. Operation of 8 State Homes for 24-hour care of persons with disabilities</p>	<p>4,6 million per year</p>	<p>43 beneficiaries with the coverage of social care needs on a daily or 24-hour basis.</p>
<p>3. Regulation and inspection of the quality of provision of social care services by the private sector including services for persons with disabilities</p>	<p>Within the framework of the approved credits</p>	<p>Setting and ensuring minimum quality levels for social care services provided by the private sector.</p>

DEPUTY MINISTRY OF TOURISM

Strategic goals and objectives of the Deputy Ministry of Tourism, within the framework of the National Strategy on Disability, are:

- Encouraging the creation (through the provision of incentives) of infrastructure of special interests accessible to persons with disabilities.
- The creation of infrastructure for persons with disabilities in common areas in mountainous areas and /or in the countryside and/or in remote areas.
- The improvement and promotion of the information and service provided to persons with disabilities in the tourism and leisure sector.
- The improvement of accessibility of persons with disabilities to beaches.

The herein above-mentioned strategic goals and objectives and the herein below stated actions for the three-year period 2021-2023 satisfy:

- The Articles 9, 20, 28, 30 of the UN Convention on the Rights of Persons with Disabilities.
- The Recommendations 25, 26 of the UN Committee on the Rights of Persons with Disabilities issued on 8.5.2017.
- The Proposals 117, 120, 121, 126, 127, 204, 206, 207 of the Pancyprian Alliance for Disability to the Civil Society Strategic Plan on Disability, December 2020.

DEPUTY MINISTRY OF TOURISM

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
1. Scheme to Provide Financial Support for the creation, upgrade of infrastructure / facilities with the aim of upgrading the offered product concerning the special forms of tourism	50.000	<p>This is an effort to encourage the creation of special interest infrastructure that is accessible to persons with disabilities by providing a financial incentive to the private sector that is activated in special forms of tourism, so that Cyprus can attract local and foreign tourism of persons with disabilities. They concern:</p> <p>a) Rural tourism – the creation of modern sanitary facilities with changing places in mountainous areas and/or in the countryside and/or in border areas (outdoors outside cafes/restaurants) to serve, inter alia, persons with disabilities.</p> <p>b) Religious tourism – improvements in matters of accessibility to religious monuments in cases where the specific monuments can accommodate persons with mobility difficulties as well as construction/improvement of sanitary facilities for use by visitors to the Monuments (men, women, PwD).</p> <p>c) Green Tourism – creation of charging stations for electric cars /electric bicycles/electric vehicles for PwD by all beneficiaries of the Scheme.</p>
2. Scheme to Provide Financial Support for the creation, upgrade of infrastructure / facilities with the aim of upgrading the offered product concerning the special forms of tourism in Municipalities and Districts.	70.000	<p>Creation of infrastructure for persons with disabilities in public spaces, which shall contribute to the accommodation of persons with disabilities from Cyprus and abroad.</p> <p>Eligible costs related to rural tourism have included the creation of paths for persons with disabilities and the creation of modern sanitary facilities with changing places in mountainous areas and/or in the countryside and/or in border areas (outdoors outside cafes/restaurants) to serve, inter alia, persons with disabilities.</p>
3. Recording and publicizing accessible tourist spots through smart applications	100.000	<p>The Deputy Ministry of Tourism, in collaboration with all Municipalities and Districts and other stakeholders, started recording the accessible points for persons with disabilities, with the aim of verifying these points and creating a relevant application and search engine with targeted information for the specific areas.</p> <p>The recording and posting of all accessible places shall be a decisive factor in choosing Cyprus and/or its specific areas for tourism by local and foreign visitors.</p> <p>This is a particularly helpful tool for the selection of both an area and specific activities by persons with disabilities since they shall be able to precisely see the specifications of a place before they visit it. This fact shall lend prestige and credibility to the destination and inspire great confidence in its potential visitors/persons with disabilities.</p>
4. Revision of all printed and electronic material for the inclusion of accessible points for persons with disabilities as well as the communication of a friendly environment for persons with disabilities in the promotional actions of the Deputy Ministry	10.000	<p>This is an attempt not only to make Cyprus a welcoming destination for persons with disabilities but also to promote it as such.</p>

DEPUTY MINISTRY OF TOURISM

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
5. Revision of the Service Guide for Persons with Disabilities and Reduced Mobility	8.000	Improving the level of service for persons with disabilities.
6. Photographing facilities for PwD in hotels and tourist accommodation that are licensed by the Deputy Ministry of Tourism	10.500	Improvement of provided information.
Ongoing actions from previous three years	Expenditure Required €	Expected Outcomes
7. Preparation of a new tourist guide for accessible Cyprus	3.600	Improvement of provided information.
8. Subsidy of local authorities for facilities for PwD on the beaches	70.000 (approximately – part of the general credits for beaches)	Improving accessibility and facilities both on the 52 accessible beaches of Cyprus, as well as on the remaining ones that still have serious deficiencies.
9. Registration of facilities for PwD in the Leisure Centers listed by the Deputy Ministry	Within the framework of the regular approved credits	Improvement of provided information.
10. Recording facilities for PwD in the hotel business listed by the Deputy Ministry	12.500	Improvement of provided information.

DEPUTY MINISTRY OF RESEARCH, INNOVATION AND DIGITAL POLICY

Strategic goals and objectives of the Deputy Ministry of Research, Innovation and Digital Policy, within the framework of the National Strategy on Disability, are:

- Reducing social and digital exclusion through accessible Websites and Mobile Apps.

The herein above-mentioned strategic goals and objectives and the herein below stated actions for the three-year period 2021-2023 satisfy:

- The Articles 2, 3, 4, 5, 8, 9, 19, 20, 21, 22, 24, 30 and 33 of the UN Convention on the Rights of Persons with Disabilities.
- The Recommendations 8 and 26 of the UN Committee on the Rights of Persons with Disabilities issued on 8.5.2017.
- The Proposals 16, 49, 53, 65, 127, 129 and 152 of the Pancyprian Alliance for Disability to the Civil Society Strategic Plan on Disability, December 2020.

DEPUTY MINISTRY OF RESEARCH, INNOVATION AND DIGITAL POLICY

New actions during the three-year period 2021-2023	Expenditure Required €	Expected Outcomes
1. Raising awareness	-	The MRIDP (Ministry of Research, Innovation and Digital Policy) shall take measures to increase awareness regarding the accessibility requirements that are set out in the provisions of Article 4 of the Accessibility of Websites and Applications for Mobile Devices of Public Sector Bodies Law of 2019 (L. 50(I)/2019), their benefits for users and owners of Internet Sites and Mobile Applications and the possibility to submit comments in cases of non-compliance with accessibility requirements.
2. Providing effective access to the emergency number 112 by persons with disabilities	-	Full digital access for persons with disabilities in emergency situations, including their access to the 112 service.
Department of Information Technology Services		
3. Creation of an electronic registry of Internet Sites (IS) and Applications for mobile devices of public sector bodies	-	With the creation of this electronic registry, the Internet Sites and Mobile Applications of the public sector bodies shall be registered. The said electronic registry shall be used for further actions in order to make Internet Sites and Mobile Applications of the public sector bodies accessible.
4. Development of new Internet Sites and a new Single Portal, "gov.cy"	-	Reduction of the social and digital exclusion through accessible Internet Sites and through the Single Portal in accordance with the Accessibility of Websites and Applications for Mobile Devices of Public Sector Bodies Law of 2019 (L. 50(I)/2019).
Ongoing actions from previous three years		
Department of Information Technology Services		
5. Completion of the conversion of the Internet Sites (IS) of the Government Organisations in order for them to be accessible to persons with disabilities	-	Reduction of the social and digital exclusion through accessible Internet Sites in accordance with the Accessibility of Websites and Applications for Mobile Devices of Public Sector Bodies Law of 2019 (L. 50(I)/2019). All Internet Sites that were published in September 2018 onwards, are also accessible to persons with disabilities. The Department of Information Technology Services continues the implementation of the relevant Law, so that all Internet Sites are also accessible to persons with disabilities.

DEPUTY MINISTRY OF RESEARCH, INNOVATION AND DIGITAL POLICY

Ongoing action from previous three years	Expenditure Required €	Expected Outcomes
<p>6. Training of officers who supply the Internet Sites of the Government Organisations with the preparation of a manual and organisation of three-hour seminars for all Government Organisations</p>	<p>-</p>	<p>Keeping the Internet Sites that are delivered accessible so that they have fully complied with Law 50(I)/2019. The Department of Information Technology Services, in collaboration with involved stakeholders (e.g. IT Service of the School for the Blind) intends to organize informative presentations and workshops for all Government Organisations.</p>
<p>7. Preparation of national legislation on the accessibility of the Internet Sites of the Government Organisations.</p>	<p>-</p>	<p>The Department of Information Technology Services shall take the necessary actions to amend the national legislation.</p>

TABLE:

MEASURABLE OUTCOMES INDICATORS OF THE NATIONAL ACTION PLAN ON DISABILITY 2021-2023

MINISTRY/DEPUTY MINISTRY	NAPD (National Action Plan on Disability) ACTION FROM WHICH THE INDEX RESULTS	TITLE AND DESCRIPTION OF QUANTITATIVE INDEX OF ACHIEVEMENT (FOR THE PERIOD 2021-2023)	MEASUREMENT UNIT
MINISTRY OF LABOUR, WELFARE AND SOCIAL INSURANCE	1. Creation of new Supported Living Residences	Increase the number of new Supported Living Residences and listed tenants	Number
	2. Operation of a new Center for Autism, Family Support and Intervention	Preschool children with autism and their families that are supported	Number
	5+12. Vocational rehabilitation services	Persons entering employment	Number
	11 + 17+ 18 Granting social benefits	Persons receiving social benefits	Number
	19. Employing Employment Counselors in the Public Employment Service and monitoring the registration of unemployed persons with disabilities and their placement in job posts	Number of unemployed persons who were served by the Public Employment Service	Number
MINISTRY OF EDUCATION, CULTURE, SPORT AND YOUTH	1. Provision of post-secondary vocational education	Vocational rehabilitation of children of Special Units: increase of the number of children of Special Units who ensure their vocational rehabilitation and autonomy from 70% to 90%	Percentage
	2. Establishment of the Graduation/Leaving Certificate of the children of Special Units	Graduation certificate to provide the potential employers the necessary information about the candidates' abilities/skills, so that they can employ people who shall work safely and effectively in their jobs	Qualitative measurement
	5. Modernization of the application submission system for the provision of facilities for the entrance exams to the Public Higher Education Institutions of Cyprus and Greece that are conducted by the Examination Service	Number of Persons with Disabilities (PwD) who received facilities for the Entrance Exams to the Public Higher Education Institutions of Cyprus and Greece, per category of disability and per category of facilities Percentage of Persons with Disabilities (PwD) whose request for being provided with facilities was approved	Number of persons Percentage of persons (total number of applications approved/total number of applications submitted)

MEASURABLE OUTCOMES INDICATORS OF THE NATIONAL ACTION PLAN ON DISABILITY 2021-2023

MINISTRY/DEPUTY MINISTRY	NAPD (National Action Plan on Disability) ACTION FROM WHICH THE INDEX RESULTS	TITLE AND DESCRIPTION OF QUANTITATIVE INDEX OF ACHIEVEMENT (FOR THE PERIOD 2021-2023)	MEASUREMENT UNIT
	30. Assessment of children with learning difficulties, adjustment problems and developmental disabilities	Recording of assessments, incidents, which are referred by schools, as children with possible learning and adjustment problems in the school environment	Counting of incidents based on the statistics of the EPS (Educational Psychology Service) (the unit of measurement each time concerns one case, namely one child)
	31. Continuation of monitoring of children who have already been assessed within the framework of the re-assessments	Children who have already been approved for special/educational assistance, shall be re-assessed by educational psychologists, depending on their needs	Counting of re-assessments of the cases that have already been approved for provision of special/educational assistance (the unit of measurement each time concerns one case, one child)
	34. Training of principals and teachers of general schools	The counting concerns the educational actions, every time the intervention of the EPS (Educational Psychology Service) is requested in special education and disability issues	Counting of training actions in special education and disability matters (the unit of measurement concerns each time that the EPS (Educational Psychology Service) is asked to intervene in the role of the teacher, each training is considered to be one unit of measurement)
	27. Training of principals and teachers of general schools	Offering a specialized optional seminar (five afternoon meetings in person and/or online) on autism in education for Principals and teachers of all levels	Participation of 30 persons in the seminar
MINISTRY OF HEALTH	5. Medical Examination at the School Premises and at Special Schools for all children with disabilities and chronic diseases by the School Health Service	Number of visits by School Doctors to Special Schools	Number of visits
	5. Medical Examination at the School Premises and at Special Schools for all children with disabilities and chronic diseases by the School Health Service	Medical examination of students with disabilities for participation in sport competitions within the framework of the School Health Service	Number of children with disabilities participating in school competitions.

MEASURABLE OUTCOMES INDICATORS OF THE NATIONAL ACTION PLAN ON DISABILITY 2021-2023

MINISTRY/DEPUTY MINISTRY	NAPD (National Action Plan on Disability) ACTION FROM WHICH THE INDEX RESULTS	TITLE AND DESCRIPTION OF QUANTITATIVE INDEX OF ACHIEVEMENT (FOR THE PERIOD 2021-2023)	MEASUREMENT UNIT
MINISTRY OF TRANSPORT, COMMUNICATIONS AND WORKS	1. Strengthening the accessibility of cyclists, pedestrians, PwD in urban centers and replacing pedestrian detection devices with devices that include appropriate sound systems and touch systems for persons with reduced vision	Touch system (tactile) for persons with reduced vision/blind people in puffin type at signalized junctions and in pelican-type pedestrian crossings (single and double) and sound system (buzzer) in pelican-type single pedestrian crossings.	To this day, 1 70 touch systems (tactile) and 90 sound systems (buzzer) have been installed throughout Cyprus. It is estimated that an additional 160 and 70 respectively shall be installed during the period 2021-2026.
	13. Buses accessible by persons with disability on a Pan-Cypriot basis and exemption from the payment of fees for persons on wheelchairs, for the blind, for attendants of blind persons or persons on wheelchairs, beneficiaries of a European Disability Card and their attendants	Accessibility for PwD on the buses that run regular lines at a Pan-Cypriot level. Based on the new concession contracts for the provision of public passenger transport services on regular bus lines, it is specified that the buses that shall perform the service should "have the minimum requirements for accessibility, namely low-floor vehicles for urban lines, as well as to provide clear relevant information for the available provision of accessibility to provincial and long-distance lines". Accessible buses have the role to serve special categories of passengers who have mobility problems or other disabilities.	Number of PwD using buses
MINISTRY OF THE INTERIOR	5. Compliance with the provisions of Articles 3(2)(i) and 30B-(3) of the Radio and Television Organisations Law of 1988 (as subsequently amended)	Increase the percentage of programmes, by at least 5% except newscasts, that shall be made accessible to persons with visual or hearing disability. Audiovisual media service providers, after consultation with the Cyprus Radiotelevision Authority, submit thereto a timetable, within one year from the entry into force of this Article, that specifies specific ways for the gradual increase of the percentages of their programmes, by at least 5% except newscasts, that shall be made accessible to persons with visual or hearing disabilities.	Percentage increase

MEASURABLE OUTCOMES INDICATORS OF THE NATIONAL ACTION PLAN ON DISABILITY 2021-2023

MINISTRY/DEPUTY MINISTRY	NAPD (National Action Plan on Disability) ACTION FROM WHICH THE INDEX RESULTS	TITLE AND DESCRIPTION OF QUANTITATIVE INDEX OF ACHIEVEMENT (FOR THE PERIOD 2021-2023)	MEASUREMENT UNIT
MINISTRY OF JUSTICE AND PUBLIC ORDER			
MINISTRY OF FINANCE			
MINISTRY OF ENERGY, COMMERCE AND INDUSTRY	2. Conducting lectures for the training of persons with disabilities on their consumer rights	Number of lectures for the training of persons with disabilities on their consumer rights	3
DEPUTY MINISTRY OF WELFARE	2. Operation of 8 State Homes for 24-hour care of persons with disabilities	Number of beneficiaries with coverage of social care needs on a daily or 24-hour basis	Number
DEPUTY MINISTRY OF TOURISM	1. Scheme to Provide Financial Support for the creation, upgrade of infrastructure / facilities with the aim of upgrading the offered product concerning the special forms of tourism	Number of special interest infrastructure units accessible to persons with disabilities by providing a financial incentive to the private sector that is activated in special forms of tourism	Number
DEPUTY MINISTRY OF RESEARCH, INNOVATION AND DIGITAL POLICY	5. Completion of the conversion of the Internet Sites (IS) of the Government Organisations in order for them to also be accessible to persons with disabilities (PwD)	Number of Internet Sites of the Public Service. IS (Internet Sites) that have been published before September 2018 and should be converted in order to be also accessible to PwD.	150

Department for Social Inclusion of Persons with Disabilities
Ministry of Labor and Social Insurance
1430 Lefkosia, Cyprus



Issued by the Press and Information Office
PIO 46/2023

Design/page layout: Anna Kyriakou
Graphic design: Iakovos Nikolaou

Copyright © Department for Social Inclusion of Persons with Disabilities, 2023
Information and date of this Action Plan may be reproduced provided the source is acknowledged.

