Action plan accompanying the DI strategy

Technical support on the deinstitutionalisation process in Greece

CREDITS & RIGHTS

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1. List of abbreviations

DG REFORM
Directorate General for Structural Reform Support

DI
Deinstitutionalisation

EASPD
European Association of Service providers for Persons with Disabilities

ESF+
European Social Fund Plus

MoLSA
Ministry of Labour and Social Affairs

NCDP
National Confederation of Disabled Persons

NGO
Non-governmental Organisation

PWD
Persons with Disabilities

RRF
Recovery and Resilience Facility

SWC
Social Welfare Centres

TSI
Technical Support Instrument

UN
United Nations

UN CRC
United Nations Convention on the Rights of the Child

UN CRPD
United Nations Convention on the Rights of Persons with Disabilities

2. Introduction

Dignity, non-discrimination and equality are values enshrined in all major international human rights conventions, and in European Union (EU) treaties, legislation, and policy. The United Nations Convention on the Rights of Persons with Disabilities is the first treaty that was adopted not only by all the EU Member States but by the EU itself and, together with the United Nation Convention on the Rights of the Child is a catalysts for change on how rights should be enjoyed and how services can be provided to facilitate their full access. Social welfare structures are thus increasingly called upon to adapt and set up new and innovative systems to support adults and children in need.

This Action Plan was developed in the framework of the technical support on the deinstitutionalisation (DI) process in Greece aiming at supporting the Greek government and stakeholders in planning an effective DI process. This project is carried out with funding by the European Union via the Structural Reform Support Programme and in co-operation with the European Commission's Directorate-General for Structural Reform Support. Its first component sets the objective of completing the Strategy, a Roadmap and an Action Plan for DI in Greece. The Strategy is aimed at developing a solid framework of social care support systems, so that children adults and elderly with various support needs can be fully included in society and participate to society, allowing them to enjoy their fundamental rights.

It addresses specifically the needs of the following target groups: children, children with disabilities, adults with disabilities and elderly; and sets a number of priorities and subsequent strategic objectives for the target groups of the DI reform: children and children with disabilities, adults with disabilities, and elderly persons.

The structure of the Action Plan is based on the one of the DI Strategy; for each of the strategic objectives, the Plan defines:

- **Tasks** (actions needed to achieve the objective)
- **Indicators** (showing how to measure the actions' success)
- **Time Frame** (the time period needed to complete the tasks)
- **Responsible authority**
- **Collaboration with other stakeholders**
- **Financial resources allocated** (source of funding).

The Plan was drafted in collaboration with MoLSA and with the consultation of key stakeholders representing target groups.
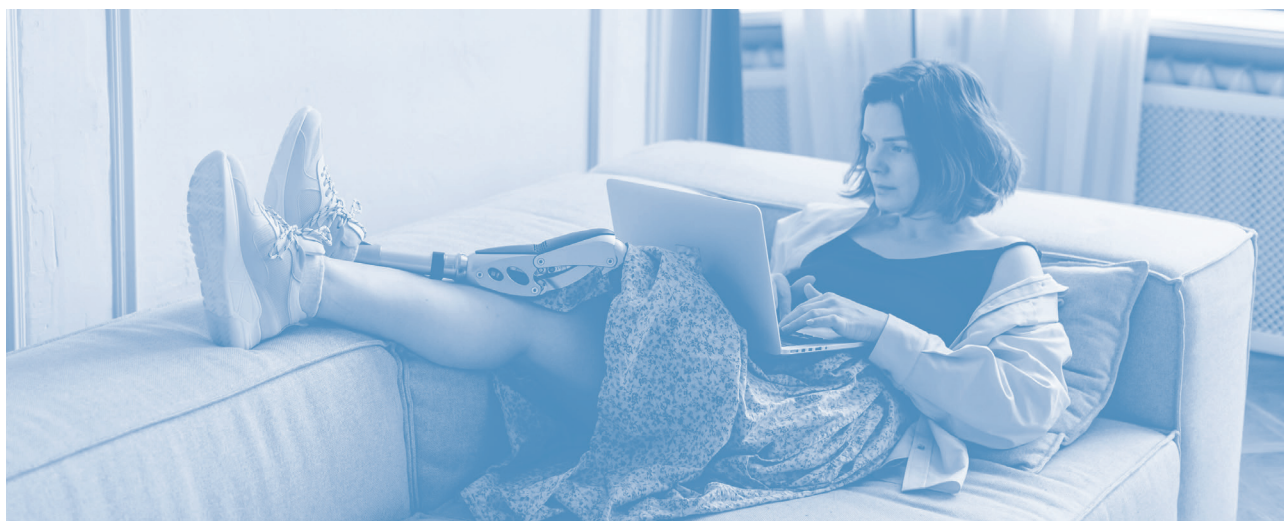
3. Children and children with disabilities

Priority 3.1 Ensure a solid base of support services aimed at strengthening and empowering families, children and children with disabilities						
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
3.1.1 Reinforcing, further developing and harmonising the range of **universal social care programs, services and benefits** (e.g., early childhood education, family allowances, access to health services) available to ensure accessibility, availability and affordability to all services across the country – including in rural areas and covering both pre and post-natal care.	Redesign existing e-Register of Social Welfare Services and Service providers (public and private ones) covering all types of **universal social care programs, services and benefits.**	Creation of the Single Digital Access Portal to Social Protection Upgrading of the existing platform, with the integration of all information systems, through which applications for social benefits and all type of social care programs and services are submitted.	2021-2023	MoLSA	Ministry of Digital Governance	ESF+/RRF in complementarity
	Mapping of existing **universal social care programs, services and benefits** both public and private, analysis of data on the availability of these programs, services and benefits at national and local level, including mapping of social work workforce.	Report with detailed analysis on **universal social care programs, services and benefits** availability, current needs for reinforcement of existing ones and development of new services. Ensure the results from EASPD's activity "Mapping exercise and analysis/ review of support services and procedures implemented in the community in Greece", are utilised.	2022-2023	MoLSA		RRF/ESF+/National Budget in complementarity

Priority 3.1 Ensure a solid base of support services aimed at strengthening and empowering families, children and children with disabilities						
Strategic objective	Tasks	Indicators	Time frame	Responsible authority	Collaboration with other stakeholders	Financial resources allocated
3.1.2 Developing across the country a wider range of **specialised support programs, services and benefits** (e.g. educational support, disability allowances, in-kind assistance, free travel pass, invalidity pension) available in the community to support families and children with high support needs.	Redesign existing e-Register of Social Welfare Services and Service providers (public and private ones) covering all types of **specialised support programs, services and benefits.**	Creation of the Single Digital Access Portal to Social Protection Upgrading of the existing platform, with the integration of all information systems, through which applications for social benefits and all type of social care programs and services are submitted.	2021-2023	MoLSA	Ministry of Digital Governance	ESF+/RRF in complementarity
	Mapping of existing **specialised support programs, services and benefits** analysis of data on the availability of these programs, services and benefits at national and local level, including mapping of social work workforce.	Report with detailed analysis on **universal social care programs, services and benefits** availability, current needs for reinforcement of existing ones and development of new services. Ensure the results from EASPD's activity "Mapping exercise and analysis/ review of support services and procedures implemented in the community in Greece", are utilised.	2022-2023	MoLSA		RRF/ESF+/National Budget in complementarity

			Priority 3.1 Ensure a solid base of support services aimed at strengthening and empowering families, children and children with disabilities			
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
3.1.3 Developing legislation and a program aimed at regulating Early Childhood Intervention (ECI) programmes for children aged 0 to 6 years-old, operating at national level as a support system for families in need and as specific support for children with disabilities.	Mapping of existing ECI services and needs assessment / Develop a register to keep track of children and families in need that may require ECI services.	Report identifying existing ECI services, gaps and needs at national level.	2021-2022	MoLSA	Ministry of Education, Ministry of Health	TSI
	Identify experts and set up a working group to develop ECI model and prepare needed steps for adoption.	Report of the ECI expert group identifying model of ECI and next steps for action.	2021-2022	MoLSA		State Budget
	Design and develop a pilot program of Early Childhood Intervention including awareness raising campaigns, types of provision of individualized services to children and families based on collaboration between social services in different fields i.e. health care, education etc. with social services at a local level.	Regulations for pilot ECI program adopted and evaluation report of the pilot ECI program including number of children and families reached.	2021-2023	MoLSA	Ministry of Education, Ministry of Health	TSI/RRF/ESF+ in complementarity
	Define protocols and operation procedures for ECI.	Adoption of legal framework for ECI with specific protocols and operation procedures.	2021-2023	MoLSA	Ministry of Education, Ministry of Health	RRF/TSI in complementarity
	Include certified ECI providers in e-Register of Social Welfare Services.	ECI providers register in operation.	2023	MoLSA		ESF+/RRF in complementarity

Priority 3.1 Ensure a solid base of support services aimed at strengthening and empowering families, children and children with disabilities

Strategic objective	Tasks	Indicators	Time frame	Responsible authority	Collaboration with other stakeholders	Financial resources allocated
3.1.4 Strengthening the availability of anti-poverty measures, including access to personal assistance schemes, that act as a cushion against social exclusion and poverty, including social housing, support for basic needs (transport, food, healthcare, materials) and psychological support aimed at reinforcing the family, addressing emergency needs and preventing child separation from his/her family.	Mapping and analysis of **social assistance schemes** and identification of good practices and link to both prevention to institutional care and support to family reintegration from institutional care.	Report with identification of good practices and recommendations as alternative to institutional care including a feasibility study for the strengthening of the support and prevention services for assisting families in need and at poverty margin.	2023-2025	MoLSA		RRF/ESF+ in complementarity
	Clarify and strengthen the role of OPA (Teams for the protection of minors) which already exist and operate in Municipalities with clear Terms of Reference.	Report with recommendations for the reinforcement of OPA.	2023-2025	MoLSA	Ministry of Interior	RRF/ESF+/ State Budget in complementarity

Priority 3.1 Ensure a solid base of support services aimed at strengthening and empowering families, children and children with disabilities

Strategic objective	Tasks	Indicators	Time frame	Responsible authority	Collaboration with other stakeholders	Financial resources allocated
3.1.5 Enhance the capacity of community centres' network to provide consultation, follow up services and ensure continuous support, to persons with support needs and their families, according to their individual needs.	Re-assess and upgrade the role and responsibilities of Community Centres.	Report with specific recommendations for the reinforcement of the role of Community centres including specific indicators on numbers of community centres per population developed, numbers and number of professionals required.	2021-2022	MoLSA	Ministry of Interior	ESF+
	Reinforce community centres with adequate financial and human resources, connection of Community Centres with the unified digital portal of social services and development of protocols of collaboration between Community Centres and existing social services at local level.	Review of the relevant legislation.	2023	MoLSA	Ministry of Interior	ESF+
	Develop and deliver staff trainings to ensure community centres can act as "case managers" reviewing care and support needs against the options available in the community.	Staff trained and informed about support options in the community.	2023-2025	MoLSA	Ministry of Interior	ESF+

Priority 3.1 Ensure a solid base of support services aimed at strengthening and empowering families, children and children with disabilities

Strategic objective	Tasks	Indicators	Time frame	Responsible authority	Collaboration with other stakeholders	Financial resources allocated
3.1.6 Strengthen the gate-keeping system at regional and local level in order to prevent unnecessary separation of children from their families and placement in residential care.	Set up of an inter-ministerial Working group (including Ministry of Labour and Social Affairs, Ministry of Interior, Ministry of Health, Ministry of Justice, Ministry of Education, Ministry of Finance, as well as local and regional authorities) to examine existing legal provisions for child protection in the community and alternative care, to map all the relevant responsibilities of each authority, to identify overlapped areas and to clarify the tasks of each authority. This inter-ministerial working group will examine the creation of family support and reintegration structures at municipal level, the creation of gatekeeping boards at the regional level and the creation of protocols/instruments for gate-keeping processes.	Report with specific recommendations for the reinforcement of the role of Community centres including specific indicators on numbers of community centres per population developed, numbers and number of professionals required.	2024	MoLSA	Ministry of Interior, Ministry of Health, Ministry of Justice, Ministry of Education, Ministry of Finance	ESF+/State Budget in complementarity
		Framework law on child protection adopted consolidating all relevant provisions and strengthening the role and responsibilities of social services of the local and regional authorities to prevent family separation. The Framework law should include a comprehensive social work assessment, clear plans for the provision of family support or placement in alternative care for all children proposed for separation.	2024-2026	MoLSA	Ministry of Interior, Ministry of Health, Ministry of Justice, Ministry of Education, Ministry of Finance	ESF+/State Budget in complementarity
	Use of existing resources/materials and development of a protocol and procedures for the management of abuse and neglect of children common to all child protection services at a national level.	Adoption of the protocol including adoption of relevant tools.	2021-2022	MoLSA	Ministry of Justice, Ministry of Interior	ESF+/Child Guarantee
		Training of social services workers on the management of abuse and neglect of children according to the adopted protocol.				

Priority 3.2 Develop a range of alternative care measures aimed at providing children without parental care - including children with disabilities - with family-like environment

Strategic objective	Tasks	Indicators	Time frame	Responsible authority	Collaboration with other stakeholders	Financial resources allocated
3.2.1 Development of a programme for foster care including: procedures for assessment and training of foster carers developed and applied in a harmonised manner; ongoing monitoring, supervision, support and performance management developed and applied for foster carers; further development of the national register of foster carers; development of appropriate workforce, including social workers, psychologists, foster carers, and other professionals involved in the delivery of quality foster care services.	Awareness raising and recruitment campaigns for foster care parents.	Number of children in foster care.	2021	MoLSA	UNICEF	Child Guarantee
	Increase of applications for foster care.	Number of candidate foster carers identified and supported.	2021-2022	MoLSA	UNICEF	N/A (not applicable)
	Revision of legal framework for foster care and adoption (L.4538/2018).	Issue of relevant Ministerial decision.	2021-2022	MoLSA		N/A
	Introduce and implement the regulatory framework of "foster care allowance" and develop a delivery system which secures the extension of funding, and covers all entitled beneficiaries.	Issue of relevant Ministerial decision. E-platform and delivery mechanism for foster care allowance functioning.	2021	MoLSA/ OPEKA	UNICEF	National Budget/ Child Guarantee in complementarity
	Inclusion of the group of unaccompanied minors and candidate foster families of refugees in the National foster care system, as it is implemented through "ANYNET".	Unaccompanied minors and families of refugees included in the foster care program.	2021-2022	MoLSA		N/A
	Development of professional foster care for children with disabilities.	Regulatory framework is issued and operational framework is developed.	2021-2022	MoLSA/ Ministry of Finances		RRF/ESF+ in complementarity
	Continuation and expansion of the training activities for the candidate foster carers with the inclusion of intercultural elements. Foster care candidates receive mandatory training which is conducted in parallel with the assessment of the candidate for the position of foster care. In addition, the ones already fostering children should receive on-going support, training and supervision.	Training curriculum and training materials for mandatory initial training programme developed and approved by the Ministry of Social Welfare. Procedures in place to determine ongoing training and support needs and provision of support and training.	2021-2022	MoLSA		N/A

	Priority 3.2 Develop a range of alternative care measures aimed at providing children without parental care - including children with disabilities - with family-like environment					
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
3.2.2 Development of a small-scale family-type residential care options based in the community that will serve the child's best interest. Residential care in the community should be the last resort option if the family of origin is not available to take care of the child or fostering/ adoption are not possible. Small scale residential care should by no means resemble institutional care and to this extent quality standards should be developed in line with the UN CRC and the UN CRPD and legally adopted. All residential care settings (private, State and faith-based) should be registered and licensed as well as regularly monitored to ensure that the care provided is of good quality.	Set up a working group to develop the regulatory and operational framework for the operation of existing residential services in order to harmonise the kind and the quality of services provided and align children's living conditions with the European standards.	Adoption of the relevant ministerial decision and care standards.	2021-2022	MoLSA		N/A
	Update of the supervision mechanism of existing residential services and compliance with specific quality standards, including provision for adequate and qualified staff. Develop framework for accreditation / licensing of community-based care providers and inspection of services in line with the regulations and care standards.	Adoption of supervision mechanism to monitor the quality of care.	2021-2023	MoLSA		N/A
	Development of training programs for social care managers and social care workers for the implementation of the new regulations and care standards.	Training programmes delivered to social care workers and managers.	2022-2024	MoLSA/ Regional authorities		N/A

Priority 3.2 Develop a range of alternative care measures aimed at providing children without parental care - including children with disabilities - with family-like environment						
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
	Development of new community-based, family type, accommodation services for adolescents who are currently living in institutions, as a preparatory stage for their transition to independent life in the community, including living care services and professional skills development. This programme will scale-up UNICEF's previous pilot programme.	Legal framework developed.	2021-2026	MoLSA/Local Authorities	UNICEF	Child Guarantee, RRF, ESF+, State budget in complementarity
		Digital registry of beneficiaries developed.				
		Persons of reference recruited.				
		Lease of apartments.				
		Employability training of beneficiaries.				
3.2.3 Supporting the development of systems to enhance participation of children on issues concerning their lives.	Establish mechanisms aiming to ensure participation of children in decision making to the degree possible in all decisions affecting their lives, as a part of the regulations and quality standards for the operation of services. Participatory mechanisms should respond to the needs of children of all ages and all abilities by using appropriate tools depending on the maturity and abilities of each child.	Report with recommendations for the development of mechanisms which secure an individualised approach to children care where the views of children are at the center.	2022-2023	MoLSA		State budget
		Professionals trained in assessing the wishes and voices of children.				
	Development of children's advisory panels and empowerment of existing ones.	Report with recommendations for the development of children's advisory panels and empowerment of existing ones.				

Priority 3.3 Ensure the closure of all institutional care settings, the reintegration of children and children with disabilities in their families or the transition of children from institutional to family and community-based care settings						
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
3.3.1 Collecting disaggregated qualitative and quantitative data on children living in large and small residential care settings, including their support needs and their family situation.	Provide a detailed report on Information Systems of Social Services, and conduct a gap analysis between actual collected data and data that should be collected for DI purposes (i.e. needs of children and their family situation thus the analysis of the individualized plans of children).	Report delivered	2022-2024	MoLSA		State budget/ ESF+ in complementarity
	Upgrade Information Systems to respond to the aforementioned gap analysis.	Information Systems modified.				
3.3.2 Development of deinstitutionalisation plans, including a timeframe, for every large-scale institutional care setting aimed at a gradual closure of the institutional setting as such. Alternative use of the buildings – non including residential care options – should be explored.	Development of tools to support the DI process (i.e. Needs Assessment Protocol, Guidelines on standard procedures on DI and community based care settings, Roadmap on how to deinstitutionalise a setting).	Tools developed	2021	MoLSA/ EASPD		TSI/DG Reform
	Hire consultants and organise separate working groups for each institutional care setting in order to plan the transition to community process including guidelines for the repurposing of the service and the retraining / reskilling of existing workforce with specific timeline and allocated resources.	Consultants hired and transformation plans adopted by management bodies of each institutional care setting.	2024-2026	MoLSA/ Social Welfare Centres (SWCs)		State budget/ ESF+ in complementarity

Priority 3.3 Ensure the closure of all institutional care settings, the reintegration of children and children with disabilities in their families or the transition of children from institutional to family and community-based care settings						
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
	Development of Transformation Plans for 4 institutions in Attika Region in consultation with staff working in the institutions and authorities.	Partner identified and transformation plans developed.	2021-2022		UNICEF	Child Guarantee
	Development of a pilot DI program for 2 institutions including transitional plans, repurposing procedures for staff, retraining of selected individuals for community-based services, foster care.	Closure of these institutions and safe reintegration of children into families, or transition in alternative community-based care after exhausting all the possibilities of foster care or adoption.	2021-2023	MoLSA/SWC Of Attica and Western Greece		State budget/ ESF+ in complementarity
3.3.3 Development of individual care plans for each child living in institutional care to ensure family reintegration or transition to family and community based care.	Review of the existing procedure of individual planning (ASOA) so that the choice of staying in the institution is no longer an option. Obligatory periodic care plan review. Ensure that the voices of the children are taken into account and alternative ways of communication are foreseen whenever required. Training of staff working in institutions on the use of the updated individual planning tool.	Individual planning tool available and in use.	2021-2023	MoLSA/ National council for foster and adoption	UNICEF	Child Guarantee
		Individual transformation plans developed for each child in 4 institutions in Attika Region.	2021-2022			
3.3.4 Support municipalities to put in place family and community-based care services	Identification of existing Municipal community-based services, obstacles, and best practices.	Report with recommendations.	2025-2026	MoLSA	Ministry of Interior, Local Authorities	State Budget

Priority 3.3 Ensure the closure of all institutional care settings, the reintegration of children and children with disabilities in their families or the transition of children from institutional to family and community-based care settings						
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
3.3.5 Introduction of a gradual moratorium mechanism on placement of children in institutions, in parallel to the development of community-based services. For children without parental care, alternative care options shall be sought looking first at kinship care and secondly at care in family-based (foster care) or family-like environments, ensuring siblings are kept together.	Development of an Operation Plan including actions and timeframe to ensure the moratorium officially adopted and afterwards enforce the moratorium prioritising ban on the placement of children up to 3 years old in residential care.	Moratorium adopted.	2023-2024	MoLSA	Ministry of Justice	N/A
3.3.6 Ensure reintegration in families in so far as possible, and when in the best interest of the child, by providing families with the social work assessment and needed family support (financial, material, psychological and practical support), as well as connecting them to professional, community and wider family support. A family support/family strengthening/ reintegration plan/ programme for helping the family of origin should be designed and applied. A strategic action plan for the cooperation of all relevant social services should be made with binding status reflected in relevant legislation.	See 3.1.6 Framework Law on Child protection.	See 3.1.6 Framework Law on Child protection.	See 3.1.6 Framework Law on Child protection.	MoLSA	Ministry of Interior, Ministry of Health, Ministry of Justice, Ministry of Education, Ministry of Finance	See Framework Law on Child protection adopted

Priority 3.4 Reinforce, promote and further develop educational schemes for children and children with disabilities						
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
3.4.1 Data collection to monitor the needs of children, their attendance to schools and their educational development in order to plan interventions, follow up the needs and prevent early drop outs.	Establish a national registry with disaggregated data on children's educational support needs; Link existing "myschool" platform with existing "Educational and Counseling Support Centers" (KESY). Set up regional contact points for children with support needs in education (Utilisation of school's social services to achieve this task).	Referral is made to the Ministry of Education and Religious affairs.	To be defined by the Ministry of Education and Religious affairs	Ministry of Education and Religious affairs		
	Locate all children who have not gone to school while they should and have been isolated in their home by assigning a code number to each child at birth and link this number to the "my school" platform which monitors each child if he or she went to school and if he or she dropped out of school.	Referral is made to the Ministry of Education and Religious affairs.	To be defined by the Ministry of Education and Religious affairs	Ministry of Education and Religious affairs		
	Establishment of social services support at school, with the responsibility to identify timely and address the needs of children and families at risk in cooperation with the social and other services of the community.	Referral is made to the Ministry of Education and Religious affairs.	To be defined by the Ministry of Education and Religious affairs	Ministry of Education and Religious affairs		

Priority 3.4 Reinforce, promote and further develop educational schemes for children and children with disabilities						
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
3.4.2 Granting children with support needs full rights to have access to mainstream education while receiving specific support. A comprehensive plan to address inclusion of children with disabilities should be developed in order to equip schools with the needed resources, train school professionals and raise awareness among the schooling community.	Review of inclusive education schemes. Provide capacity building on inclusive education practices for staff and develop a framework to improve collaboration and accountability.	Referral is made to the Ministry of Education and Religious affairs.	To be defined by the Ministry of Education and Religious affairs	Ministry of Education and Religious affairs		
	Develop individualised educational support plan for children with support needs. Plan a sensitization campaign of the community regarding inclusive education.	Referral is made to the Ministry of Education and Religious affairs.	To be defined by the Ministry of Education and Religious affairs	Ministry of Education and Religious affairs		
3.4.3 Developing guidelines for staff in the education sector to better identify and respond to the needs of children with support needs.	Identify needs of staff in educational sector and prepare a strategy to address these needs.	Referral is made to the Ministry of Education and Religious affairs.	To be defined by the Ministry of Education and Religious affairs	Ministry of Education and Religious affairs		

Priority 3.5 Develop support programmes for children and children with disabilities leaving care and for their after-care support						
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
3.5.1 Development of a national programme to provide support schemes for children leaving care ensuring their inclusion in the community. This should include psychosocial support and guidance by trained professionals, financial and housing allowance and more. Children leaving care should be supported as long as it is needed after their transition to independent living.	Identify general needs for children leaving care, including children leaving foster care, map existing support services available.	Report with needs assessment, gaps and recommendations regarding leaving care support system.	2021-2023	MoLSA		State Budget
	Establish a promotion points reward system for care leavers in order to benefit from existing, universal "social cohesion actions".	Promotion points award system established.	2023-2025	MoLSA		N/A
	Development of a comprehensive tool regarding leaving care options.	Toolkit of leaving care options available (i.e. Housing support, allowances, educational opportunities, employment options, & entrepreneurship, including internships/ apprenticeships and psychosocial support and follow up coaching).	2025-2026	MoLSA, Ministry of Education		State Budget
3.5.2 Ensuring person-centred plans for each child leaving care are developed. These plans should include provisions for ongoing support throughout education at both secondary, post-secondary and tertiary level and for the development of life skills	Train social care workers to identify and use existing universal social cohesion provisions to the benefit of care leavers and include provisions for ongoing support into the development of the individualised support plan (ASOA) of the care leavers.	Relevant training for social care workers developed and delivered.	2023-2026	MoLSA, Ministry of Education		State budget/ ESF+ in complementarity

4. Adults with disabilities

Priority 4.1 Gradual closure of all institutions and resettlement of residents in community-based accommodation						
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
4.1.1 Clear political commitment and legally binding decisions to close institutions.	Adoption of the National DI Strategy and Action Plan.	DI Strategy and Action Plan adopted and presented	2021	MoLSA		N/A
	Development of a framework for the monitoring of the DI process at National Level and of training on the DI monitoring framework.	DI monitoring framework developed	2021	EASPD/ MoLSA		SRSS
	Development of legal framework regarding the enforcement of the DI process at National level.	Legal Framework developed	2022-2024	MoLSA		N/A
	Prepare a Deinstitutionalisation plan (with timeline, activities, cost) for each Social Welfare Centre and each residential care facility that is Private Law Legal Entitiy, followed by a binding decision to enforce a moratorium based on the timeline of the DI plan. Ensure the repurposing of institutional buildings and the retraining/ reskilling of the workforce.	DI Plans developed for each entity and Moratorium enforced.	2025-2026	MoLSA/ SWCs		N/A

		Priority 4.1 Gradual closure of all institutions and resettlement of residents in community-based accommodation				

Strategic objective	Tasks	Indicators	Time frame	Responsible authority	Collaboration with other stakeholders	Financial resources allocated
4.1.2 Mapping of existing institutions by Social Welfare Centres, providing specific information regarding numbers and profiles of people living, numbers of staff etc.	Identify a set of qualitative and quantitative indicators. Collection of specific data regarding number of institutions, number of residents, number of staff per institution, amount and type of financial and material resources allocated to each institution. Collection of qualitative data to assess support needs and quality of life of individuals.	Report on the situation analysis of all existing residential institutions.	2022-2023	MoLSA/ SWCs		N/A
4.1.3 Developing a community-transition plan for each institution, providing clear guidance as to how the transformation process will proceed and an action plan with a clear time frame and all the necessary steps forward.	Training of staff and managers working in each residential institution on the values and the process of deinstitutionalisation.	Completion of training for staff and managers in residential institutions (using training material developed by EASPD for the DI process).	2023-2025	MoLSA/ SWCs		ESF+
	Set up of working groups to develop a Needs assessment Procedure for each residential institution in consultation with users, families and staff.	Number of residential institutions that developed a Needs Assessment procedure (using the Needs Assessment Protocol developed by EASPD).	2025-2026	MoLSA/ SWCs		ESF+
	Set up of working groups to develop a complete "Transition to Community Plan" for each residential institution in consultation with users, families and staff.	Number of residential institution that developed and adopted a complete "Transition to Community Plan" with a secured budget and a clear time frame of actions.	2025	MoLSA/ SWCs		ESF+
		Reports on the implementation of the plans.	2026			

Priority 4.2 Develop a range of community-based services

Strategic objective	Tasks	Indicators	Time frame	Responsible authority	Collaboration with other stakeholders	Financial resources allocated
4.2.1 Development of a range of specialised support systems catering for a variety of needs in the various spheres of lives of individuals. Support systems should be based on quality assurance mechanisms for services with the involvement of a range of experts including persons with disabilities and/or their advocacy/representative organisations.	Mapping of available services.	See objective 3.1.2	2022-2023	MoLSA		RRF/ESF + / National Budget in complementarity
	Set up of a working group to develop a framework and quality standards in the delivery of services by describing good practices, citizen-focused, personalised care and support looks like.	Report with specific recommendations for the monitoring of quality assurance standards for different services available for adults with disabilities in the community.	2022-2024	MoLSA		RRF/ESF + / National Budget in complementarit
		Adoption of the quality assurance framework from supervising authorities.	2024	MoLSA		N/A
4.2.2 Reinforcing and further development of supported living homes resembling the size of a common family-type environment and provision of adequate support for persons with complex needs.	Simplification of establishment and licensing procedures of Supported living Accommodation Services.	Specific clarification or modification of existing legislation adopted.	2021	MoLSA		N/A
	Development of a quality assurance standards tool for Supported living Accommodation Services and training of monitoring authorities in order to evaluate the implementation of these standards.	Completion of a toolkit of quality assurance standards and of training programs (see objective 4.2.1).	2022-2024	MoLSA		RRF/ESF + / National Budget in complementarity

Priority 4.2 Develop a range of community-based services

Strategic objective	Tasks	Indicators	Time frame	Responsible authority	Collaboration with other stakeholders	Financial resources allocated
4.2.3 Developing a range of community-based services that support persons with disabilities to live their lives independently such as personal assistance services. This requires the development of a legal framework supporting the development of associated professional profiles, training materials and accreditation process. Moreover, services such as respite services, emergency help services, legal counselling, day-care support and other should be made available in the community.	Development of legal framework for Respite Services.	Adoption of legislative framework	2021			N/A
	Development of legal framework for Personal Assistance Services for persons with disabilities.	Adoption of legislative framework	2021	MoLSA		N/A
	Implementation of a pilot program for personal assistants.	Number of persons receiving personal assistance	2021-2023	MoLSA		
	Update of the legislative framework of Centres of Creative Activities for Persons with Disabilities (KDAP AMEA/ ΚΔΑΠ AMEA - Kentra Dimiourgikis Apasholisis gia atoma me anaphria).	Issue of new ministerial decision	2021	MoLSA		N/A
	Update the legislative framework for Day Care Centers (ΚΔΗΦ) and Recovery and Rehabilitation Centres (Κέντρα Αποθεραπείας και Αποκατάστασης) simplification of the procedure for their establishment.	Adoption of legislative framework.	2022	MoLSA		N/A
4.2.4 Piloting of new initiatives and methodologies regarding personalised funding options.	Study for services and modalities in support of Independent living (supplementary forms of personal assistance/care, advocacy services).	Study delivered.	2025-2026	MoLSA		RRF

Priority 4.3 Prevention of institutionalisation						
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
4.3.1 Development of support services to address the needs of persons with disabilities living at their home with relatives or informal carers. Such assistance should be freely chosen and reflect the shifting needs of the person and his support circle.	Develop a digital Registry of disability.	Digital Registry developed.	2021	MoLSA		RRF
	Develop a National Portal for disability.	National Portal developed.	2022-2023	MoLSA		RRF
	Issue of disability card which will replace any document about disability and will facilitate the daily life of persons with disabilities.	Number of persons that received the disability card.	2021	MoLSA, Ministry of Transport/ Ministry of Civilization and Athletics, Ministry of Digital Governance /Ministry of State		RRF
	Ensure accessibility and support infrastructure for people with mobility and sensory impairments at residences and common spaces in private buildings, at workplaces at public and private sector and at welfare social centers buildings.	Funding program developed.	2021-2026	MoLSA		RRF
	Incorporation into the Greek legislation of the European Accessibility Act EAA	Law enactment.	2022	MoLSA + all competent Ministries		N/A
	Training of persons with visual impairments on mobility, orientation and daily living skills.	Training curriculum developed.	2020-2022	MoLSA		N/A
	Training of persons with reduce mobility on daily living skills.	Training curriculum developed.	2023-2024	MoLSA		N/A

Priority 4.3 Prevention of institutionalisation						
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
	Digital training of people with disabilities through the development of programs of acquaintance, familiarisation and education of the elderly mainly in terms of digital information, communication and internet-based and social media skills (such as submitting applications through digital platforms, using social media etc.).	Digital training programs available.	2021-2023	MoLSA, Community Centres and Social Services of the municipalities		RRF
4.3.2 Moratorium on new admissions in every institution within a specific timeframe, assuring alternative options based in the community are made available.	See objectives 4.1.1 & 4.1.3.	Legal framework regarding the enforcement of the DI process at National level developed.	2025-2026	MoLSA		N/A
4.3.3 Improving access to information via reinforcing the role and responsibilities of Community Centres.	Ensure access of Community Centres to the "Single Digital Access Portal for Social Protection" and "the National Portal for disability benefits".	Portals accessible to Community Centers.	2022-2026	MoLSA	OPEKA	RRF
	Development of staff training programs for community-based social care services and interconnection protocol between community-based social care services and resources.	Report on training programs for staff and on interconnection with community-based social care services and resources.	2022-2026	MoLSA	OPEKA	RRF

Priority 4.4 Developing a legal framework unlocking participation in the community

Strategic objective	Tasks	Indicators	Time frame	Responsible authority	Collaboration with other stakeholders	Financial resources allocated
4.4.1 Promoting access to employment for persons with disabilities via development of a legislative framework for supported employment and a facilitating framework for the employment of persons with disabilities in social economy enterprises.	Removal of disincentives that discourage PWD from participating in the open labour market.	Relevant legislation adopted.	2025	MoLSA		State Budget
	Develop a pilot program of supported employment for persons with Autism Spectrum Disorders (ASD).	Pilot supported employment program implemented.	2021-2025	MoLSA		RRF
	Development of legal framework for supported employment following an individualised approach.	Relevant framework adopted (see objective 4.2.3 Update the legislative framework for Day Care Centers).	2022	MoLSA		N/A
	Support the sustainability of Social Enterprises for PWD by developing support mechanisms and providing financial incentives.	Report with recommendations.	2024	MoLSA	OPEKA	State Budget
	Raising awareness campaigns for employers about the benefits of hiring persons with disabilities.	Campaigns launched.	2022-2025	MoLSA		RRF
4.4.2 Facilitating access to mainstream education systems to persons with disabilities by providing trainings to educational staff and raising awareness among students-peers; equipping educational institutions with adequate resources.	Develop support schemes for students with disabilities in higher education and in vocational training programs.	Referral to the Ministry of Education.	2021-2026	Ministry of Education		

Priority 4.4 Developing a legal framework unlocking participation in the community						
Strategic objective	Tasks	Indicators	Time frame	Responsible authority	Collaboration with other stakeholders	Financial resources allocated
4.4.3 Enhancing legal capacity as an important pre-requisite of inde-pendent living and the need to abolish all forms of substi-tuted decision-ma-king regimes and replace them with supported decision-making.	Set up of a working group which will identify all legal provisions that create barriers to PWD to enjoy full recognition before the law on equal basis with others and will process a series of proposals for the develop-ment of supported decision mechani-sms to gradually replace substitute decision-making regimes.	Report with set of proposals aiming to advance equal recognition before the law for all PWD and a roadmap for the transition from the substitute decision-making system to a suppor-ted decision-ma-king system.	2023-2025	MoLSA, Ministry of Justice		N/A

5. Elderly persons

Priority 5.1 Develop a framework programme to address the needs of elderly and related services						
Strategic objective	**Tasks**	**Indicators**	**Time frame**	**Responsible authority**	**Collaboration with other stakeholders**	**Financial resources allocated**
5.1.1 Develop a centralised contact point to identify the needs of elderly persons such as nursing, personal assistance, support at home, logistic support, administrative support, transport.	Reform of social care services for the elderly. The project aims to support MoLSA in developing a strategy to improve the accessibility, quality and effectiveness of Long-Term Care for the Elderly in Greece, through a deep understanding of the current functions of public programs, but also the existing supply and demand in this area.	(i) Technical report with the mapping of the current situation of the Long-Term Care Services for the Elderly in Greece, with special emphasis on the provision of publicly funded programs and the analysis of the demand for Long-Term Care Services for the Elderly in Greece. (ii) Policy note outlining the proposed key elements for formulating the proposed strategy for the implementation of the reform of the Long-Term Care Services for the Elderly in Greece and possibilities for deinstitutionalisation.	2021	MoLSA		
5.1.2 Make ICT support available to enhance independent living at home.	Digital training of the elderly through the development of programs of acquaintance, familiarisation and education of the elderly mainly in terms of digital information, communication and internet-based and social media skills (such as submitting applications through digital platforms, using social media etc.).	Digital training programs available to the elderly.	2021-2023	MoLSA, Community Centres and Social Services of the municipalities.		RRF

Priority 5.2 Develop training programmes for the workforce to better address the changing needs of elderly						
Strategic objective	Tasks	Indicators	Time frame	Responsible authority	Collaboration with other stakeholders	Financial resources allocated
5.2.1 Identifying training gaps and deliver appropriate training program-mes for staff wor-king with elderly	Conduct SWOT analysis of trai-ning gaps related to support needs of elderly.	Plan to address support needs of elderly adopted.	2024	MoLSA		N/A

6. Conclusions

This Action Plan is one of the three key documents of the reform for deinstitutionalisation in Greece, and it should be read together with the DI Strategy and Roadmap, that have been developed under this project with the inputs of the Greek authorities and the collaboration and support of several stakeholders and representatives of civil society.

While the DI Strategy sets out political priorities and key objectives, the Action Plan orientates practical actions towards the accomplishment of the Strategy's objectives, provides indicators to measure impact, and suggests which funding can be used to make it happen. The monitoring framework, an additional deliverable developed through the technical support to the DI process in Greece, is based on this Action Plan and provides detailed indication that will support public authorities and civil society in assessing the impact of the implementation of the Strategy.
The Action Plan is thus an important tool to both orientate and implement this ambitious and necessary policy process. However, a real positive difference in the quality of life of individuals will only be possible with a holistic framework including policies, funding and attitudes converging to produce these changes. A successful transition towards independent living and inclusion in the community of persons with support needs will require joint efforts, partnership and commitment of public authorities, of the sectors involved in social care and of many other actors in society.

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