

APPENDIX 5



**FIRST
NATIONAL
DISABILITY
ACTION PLAN
2013 -2015**

**FOR THE IMPLEMENTATION OF THE UN CONVENTION
ON THE RIGHTS OF PERSONS WITH DISABILITIES**



REPUBLIC OF CYPRUS



**DEPARTMENT FOR SOCIAL INCLUSION
OF PERSONS WITH DISABILITIES
MINISTRY OF LABOUR AND SOCIAL INSURANCE**

July 2013

Nicosia, Cyprus

INTRODUCTION

Purpose of the National Disability Action Plan 2013 - 2015

1. The purpose of the first National Disability Action Plan in Cyprus is to promote the realization of human rights and fundamental freedoms for all persons with disabilities without discrimination of any kind on the basis of disability.
2. In accordance with the UN Convention on the Rights of Persons with Disabilities, that the Republic of Cyprus has ratified in 2011 by the Convention on the Rights of Persons with Disabilities and Related Issues (Ratification) Law of 2011, N.8 (III) / 2011¹, State Parties to the Convention undertake, inter alia, to adopt all appropriate legislative, administrative and other measures for the implementation of the rights recognized in the Convention. In this context, the European Commission has adopted, in the form of a Communication to EU Member States, the European Disability Strategy 2010 - 2020² and encourages Member States to develop national action plans to facilitate the effective implementation of the Convention.
3. Considering the above, the Council of Ministers, with the Decisions No. 71.273 dated 12.02.2010 and No. 73.519 dated 9.5.2012, by which the Council approved the ratification of the Convention and the mechanisms for the implementation and monitoring of the Convention, authorized the Department for Social Inclusion of Persons with Disabilities, as the Focal Point for the implementation of the Convention, to coordinate the preparation of the first National Disability Action Plan of Cyprus.
4. The Pancyprian Council for Persons with Disabilities, as the Coordinating Mechanism to facilitate the actions for the implementation of the Convention, on 07.11.2012 approved the establishment of eight Thematic Technical Committees working under eight thematic areas considered as priorities for Cyprus and having a dual purpose: (a) the preparation of the first National Report of Cyprus to the UN for the implementation of the Convention, and (b) the

¹ Department for Social Inclusion for Persons with Disabilities, Ministry of Labour and Social Insurance
[http://www.mlsi.gov.cy/mlsi/dsid/dsid.nsf/9EA85834AB487A10C2257A7C002CEDA5/\\$file/Symbasi%20OHE%20kai%20Prwtokollo.pdf](http://www.mlsi.gov.cy/mlsi/dsid/dsid.nsf/9EA85834AB487A10C2257A7C002CEDA5/$file/Symbasi%20OHE%20kai%20Prwtokollo.pdf)

² Department for Social Inclusion for Persons with Disabilities, Ministry of Labour and Social Insurance
http://www.mlsi.gov.cy/mlsi/dsid/dsid.nsf/dsipd09_gr/dsipd09_gr?OpenDocument

preparation of the first National Disability Action Plan. The eight Thematic Technical Committees and the main articles of the Convention that they relate to are the following:

- Technical Committee on Equality, Non-Discrimination, Awareness and Statistics (Articles 5,8,31)
- Technical Committee on Accessibility of the Physical and Building Environment (Articles 9,30)
- Technical Committee on Accessibility of Transportation (Article 9)
- Technical Committee on Information Accessibility (Articles 9, 21)
- Technical Committee on Independent Living, Social Inclusion, Mobility and Social Protection (Articles 19, 20, 28, 30).
- Technical Committee on Education and Vocational Training (Articles 24, 26).
- Technical Committee on Health and Rehabilitation (Articles 25, 26).
- Technical Committee on Employment (Articles 27).

Methodology for preparation of the Action Plan

5. The Action Plan is a result of collective effort under the eight Thematic Technical Committees, which are composed by representatives of all relevant public services, representatives from the Cyprus Confederation of Organizations of the Disabled and, as observers, representatives from the Ombudsman and National Human Rights Institution, under the coordination of the Department for Social Inclusion of Persons with Disabilities.

6. In order to formulate the Action Plan, the Department for Social Inclusion of Persons with Disabilities proceeded as follows:

- Coordinated the nomination of 81 Contact Points in 65 relevant for disability issues public services (55 from Ministerial Administrations/Departments /Services, 8 from Semi-government Organizations and 2 from Local Authorities Associations) and organized a workshop and informative meetings for their terms of reference.

- Completed the composition of the Thematic Technical Committees with the nomination by the Cyprus Confederation of Organizations of the Disabled of its 10 representatives and by the Ombudsman and National Human Rights Institution of its own 7 representatives, as observers.
- Considered action plans of other State Parties to the Convention, as good practices, that were presented at the semi-annual meetings of the High Level Group on Disability of the European Commission or at the annual Work Forums on the implementation of the Convention organized by the European Commission in October 2010, 2011 and 2012.
- Convened 12 meetings of the 8 Thematic Technical Committees during the period February - July 2013, whose members submitted suggestions and discussed the proposed actions for the next three years, along with the discussion of the current situation and preparation of the National Report of Cyprus for the Convention.
- Reassured the consent of the services responsible for the implementation of the actions.

7. Each action included in the National Disability Action Plan 2013 – 2015 fulfills the following:

- Reflects the spirit, philosophy and principles of the Convention.
- Complies with the provisions of the Convention as well as the guidelines of the European Disability Strategy 2010-2020.
- Describes its purpose, content, the competent implementing entity, timetable, financing and expected results.

8. The National Disability Action Plan was prepared at a period of time extremely crucial for the Cypriot economy, since the Republic of Cyprus had to submit an application in 2012 to the European Stability Mechanism requesting financial support and resulting to an agreement for a Memorandum of Understanding and the enactment of an economic adjustment program since March 2013. Therefore, taking into account the available financial and human resources of the state for the period 2013 - 2015, all actions included in the Action Plan will be implemented without additional cost and in the framework of the ordinary available funds that are approved for each service through the annual state budgets.

ACTIONS BY THEMATIC AREAS

<u>1st THEMATIC AREA: EQUALITY, NON-DISCRIMINATION, AWARENESS AND STATISTICS</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
1. Further modernization of the legislative framework	1.1 Reconsideration of all laws regulating the rights of persons with disabilities and identify necessary improvements for the further implementation of the obligations of the state to implement the UN Convention.	The responsible Ministry for each legislation – Law Office	-----	2013 - 2015	Further strengthening of the existing legislative framework to ensure the rights of persons with disabilities.
2. Publications that promote awareness and improve the knowledge and respect for persons with disabilities	2.1 Publication and circulation of the National Report on the implementation of the Convention and the National Disability Action Plan.	Department for Social Inclusion of Persons with Disabilities	In the framework of the ordinary approved state budget funds	2013	Awareness of persons with disabilities for their rights and further improvement of the knowledge and respect of the public society for disability, difference and human dignity
	2.2 Greek translation and publication of the Unicef's booklet that explains the Convention in simple language for children.				
	2.3 Re-publication of information leaflets about the Social Benefits of the Department for Social Inclusion of Persons with Disabilities, the Vocational Rehabilitation Schemes and the Law for the Recruitment of Persons with Disabilities in the Wider Public Sector.				
	2.4 Preparation and distribution of information material to organizations of persons with disabilities for the rights to remedy in cases of	Ombudsman – Equality Authority		2013	

<u>1st THEMATIC AREA: EQUALITY, NON-DISCRIMINATION, AWARENESS AND STATISTICS</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
	possible unequal treatment				
3. Audiovisual information / reasonable accommodation	3.1 Translation of the Convention, National Report and National Action Plan into braille and voice format.	Department for Social Inclusion of Persons with Disabilities	In the framework of the ordinary approved state budget funds	2013	Awareness of persons with disabilities for their rights and further improvement of the knowledge and respect of the public society for disability, difference and human dignity.
	3.2 Translation of the Convention, National Report and National Action Plan into easy to read version				
	3.3 Reproduction of subtitled film for the rights of persons with disabilities.				
	3.4 Translation of information leaflets issued under the responsibility of Ministry of Health (eg information on diseases, action plans, etc.) a) into Braille or audio format, b) into easy to read form.	Ministry of Health		2014	Enhancing accessibility of persons with disabilities to information about their rights in health
4. Online information	4.1 Creation of a permanent communication channel through the website of the Department for Social Inclusion of Persons with Disabilities for submission of proposals from citizens and organized groups for implementation actions of the Convention.	Department for Social Inclusion of Persons with Disabilities	---	2013	Awareness of persons with disabilities for their rights and further improvement of the knowledge and respect of the public society for disability, difference and human dignity.
	4.2 Conversion of the website of the Department for Social Inclusion of Persons with Disabilities by the Department of Information Technology	Department of Information Technology	In the framework of the ordinary	2013	

<u>1st THEMATIC AREA: EQUALITY, NON-DISCRIMINATION, AWARENESS AND STATISTICS</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
	Technology Services in fully accessible format for all persons with disabilities	Services	approved state budget funds		
	4.3 Preparation of an e- booklet for the rights of persons with disabilities in accessible transport	Road Transport Department	----	2013-2014	
5. Collection of statistical data on disability	5.1 Collection and thematic classification of statistical data about complaints coming from persons with disabilities.	Ombudsman – Equality Authority	In the framework of the ordinary approved state budget funds	2013 - 2015	Strengthening the documentation and the scientific understanding of disability in Cyprus
	5.2 Creation of a disability database through the operation of the New System for the Assessment of Disability and Functioning.	Dep. for Social Incl. of Persons with Disabilities		2013 - 2015	
	5.3 Generation of statistics regarding specifically children with disabilities in the educational sector through the current wider group of children with special needs	Ministry of Education and Culture		2015	
	5.4 Collection of statistical data related to health and persons with disability / disease causing disability in the capabilities framework of the Health Monitoring Unit	Ministry of Health		2013 - 2014	
6. Researches	6.1 Examination of the possibility to include questions on disability in the European Health Survey 2014	Statistical Service Department for Social Inclusion		2014	Strengthening the documentation and the scientific understanding of disability in Cyprus

<u>1st THEMATIC AREA: EQUALITY, NON-DISCRIMINATION, AWARENESS AND STATISTICS</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
		of Persons with Disabilities Cyprus Confederation of Organizations of the Disabled			

<u>2nd THEMATIC AREA: ACCESSIBILITY OF THE PHYSICAL AND BUILDING ENVIRONMENT</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
7. Amendment and improvement of the Streets and Buildings Law and the Streets and Buildings Regulations	7.1 Development of a regulatory paper for the accessibility and safety in use which will be adopted as an annex to Regulation 61 H of the Streets and Buildings Regulations.	Technical Services of the Ministry of Interior	-----	2013-2014	The building projects will be designed and constructed to be accessible and safe to use by all users, including persons with disabilities and persons with reduced mobility.
8. Improve accessibility of existing buildings	8.1 Survey on the accessibility of buildings housing public services and identifying buildings that require accessibility modifications. Publication of a list of fully accessible public services.	Design for All Office at the Ministry of Communications and Works – Department for Social Inclusion of Persons with Disabilities	-----	2013-2014	Increasing the accessibility of buildings housing public services to persons with disabilities and persons with reduced mobility
	8.2 Survey on accessibility of building facilities of public schools and identify those who need accessibility modifications.	Design for All Office – Ministry of Education and Culture – Department for Social Inclusion	-----	2013-2014	
	8.3 Survey on accessibility of building facilities of public hospitals, and identify	Design for All Office –	-----	2013-2014	

<u>2nd THEMATIC AREA: ACCESIBILITY OF THE PHYSICAL AND BUILDING ENVIRONMENT</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
	those who need accessibility modifications.	Ministry of Health – Department for Social Inclusion			
	8.4 Improve accessibility of government-owned buildings for public services that serve the public (ramps, elevators, platforms, toilets, service counters, guide the blind path, signage, audible warning)	Department of Public Works	€30.000 - €100.000 In the framework of the ordinary approved state budget funds	2013 - 2015	Increasing the accessibility of public services buildings to persons with disabilities and persons with reduced mobility
	8.5 Improve accessibility of public schools premises	Technical Services of the Ministry of Education and Culture	In the framework of the ordinary approved state budget funds	2013 - 2015	
9. Improving the accessibility of the existing road network	9.1 Development of a handbook for the design of urban regeneration of the road network in order to improve accessibility in the urban environment	Department of Public Works	-----	2014	Create a framework of guidelines for accessible urban environment
	9.2 Improvement of accessibility of public roads under the responsibility of the Department of Public Works (ramps, intersections, signs, audible warning, guide the blind path, moving obstacles)	Department of Public Works	€30.000 - €50.000 In the framework of the ordinary approved state	2013 - 2015	Improve accessibility to the maximum possible number of public roads

<u>2nd THEMATIC AREA: ACCESSIBILITY OF THE PHYSICAL AND BUILDING ENVIRONMENT</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
	from sidewalks)		budget funds		
10. Improving the accessibility in tourist areas	10.1 Review, development and design of a program for the creation of accessible special / thematic routes (roads, sidewalks, intersections, etc.) in cores of local authorities, and coastal fronts tourist resorts of Cyprus	Local Authorities	In the framework of the ordinary approved state budget funds	2013 - 2015	Enhancing accessibility and participation of people with disabilities, Cypriot or foreign tourists in entertainment and culture.
	10.2 Increase the number of accessible beaches to serve people with motor disabilities	Cyprus Tourist Organization - Local Authorities – Cyprus Paralegic Organization	In the framework of the ordinary approved state budget funds	2014 - 2015	
	10.3 Survey, recording and dissemination of information in print and electronic form about the accessible built environment around the beaches for persons with motor disabilities	Cyprus Paralegic Organization	Within the co-funded European project sanctioned	2014 - 2015	
11. Development of infrastructure for accessibility of the existing Project “Western Coastal	11.1 Survey on special equipment and systems serving people with disabilities	Paphos Municipality for the assign and construction, as well as part	€1.500 from the ordinary approved state budget funds of the Town	2013 - 2014	Strengthening the culture and tourist products of Paphos, through the improvement of the existing Project Western Coastal Pedestrian paths of

<u>2nd THEMATIC AREA: ACCESSIBILITY OF THE PHYSICAL AND BUILDING ENVIRONMENT</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
Pedestrian paths of Paphos – Phase A”		funding Town Planning and Housing Department	Planning and Housing Department		Paphos – Phase A for accessibility of persons with disabilities in the framework of Paphos as European Capital of Culture.
	11.2 Construction Plans for additional facilities for people with disabilities		€30.000 from the ordinary approved state budget funds of the Town Planning and Housing Department	2013 - 2014	
	11.3 Submission of proposal to include the Project for infrastructure construction for accessibility of persons with disabilities in EU Structural Funds - new programming period 2014-2020	Paphos Municipality	-----	2015	
12. Action on publicity and awareness on accessibility issues in cooperation with semi-governmental organizations	12.1 Find smart and low cost solutions to inform, enlighten and aware on accessibility of the physical and built environment.	Cyprus Confederation of Organizations of the Disabled	In the framework of the annual subsidization by the Department for Social Inclusion	2014 - 2015	Awareness and improvement of the knowledge and respect of the public society on the accessibility rights of persons with disabilities

<u>3rd THEMATIC AREA: ACCESSIBILITY OF TRASPORTATION</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
13. Improving accessibility of public buses especially for persons with visual and motor disabilities.	13.1 Control of the installation of audio information regarding the route and bus stops of the buses of the contracting authorities, which are under Public Procurement on Public Service Delegation for National Road Passenger Transport.	Road Transport Department	In the framework of the Public Procurement with the contracting authorities	2013	Increase the possibilities of persons with disabilities, particularly people with visual and motor disabilities, in using public buses,
	13.2 Control of the progressive renewal of the bus fleet of the contracting authorities and their replacement with new accessible buses			2013 - 2015	
14. Modernizing Disability Parking Card Scheme (Blue Badge) for persons with disabilities	14.1 Amendment and improvement of the Annex of Persons with Disabilities Law regarding the issue of the Blue Badge	Department for Social Inclusion of Persons with Disabilities	-----	2013	Expansion of the group of beneficiaries entitled for the card for preferential parking. Simplify the issuance procedure of card.

<u>4th THEMATIC AREA: INFORMATION ACCESIBILITY</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
15. Completion of the conversion of the Government websites to become accessible by people with disabilities.		Department of Information Technology Services	In the framework of the ordinary approved state budget funds	2013 - 2014	1. Accessible websites (in accordance with the Web Content Accessibility Guidelines 2.0 Level AA or AAA). 2. Reduce social and digital exclusion. 3. Provision of better services. 4. Improvement of the quality of life. 5. Achievement of the European Union objectives at national and European level (eg eGovernment Action Plan 2011-2015, Digital Strategy Cyprus etc).
16. Ensure accessibility of essential e-services provided to citizens by the Public Service.		Department of Information Technology Services	In the framework of the ordinary approved state budget funds	2013 -2015	Accessible websites (in accordance with the Web Content Accessibility Guidelines 2.0 Level AA or AAA).

<u>4th THEMATIC AREA: INFORMATION ACCESIBILITY</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
17. Inclusion of requirement for compliment with the Internet Web Content Accessibility Guidelines 2.0 at the minimum level in tender documents in regards with the development of e-services and web application systems.		Department of Information Technology Services	-----	2015	Ensuring of accessibility in the new e-services and web application systems. See the above mentioned results.
18. Development of national legislation regulating the accessibility of public websites		Department of Information Technology Services	-----	2014-2015	Creation of institutional framework regulating the accessibility of public websites
19. Enhancing e-inclusion of persons with disabilities by simplifying procedures for grants to purchase computers and special software programs.		Digital Champion – Department for Social Inclusion of Persons with Disabilities - Ministry of Education and Culture	-----	2013 -2014	Approval of financial assistance to persons with disabilities (from Department for Social Inclusion of Persons with Disabilities or Ministry of Education and Culture as appropriate) for the provision of computers and software programs within one month. Ability of students with disabilities to carry the equipment from school to their houses after school.

<u>4th THEMATIC AREA: INFORMATION ACCESIBILITY</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
20. Enhancing access to information	20.1 Ensure broadcast news through sampling, ex-officio control of news special bulletin during the hours of 18:00 to 22:00	Cyprus Radiotelevision Authority	-----	2013 -2015	Broadcast news during the hours of 18.00 and 22.00 comprehensible to deaf people, for at least five minutes.
	20.2 Gradual increase of the rates of television programs by at least 5% in excess of the news special bulletin, accessible to people with visual or hearing disability.		-----	2013 -2015	<p>The screening of the above mentioned news bulletin should be made at least at half of the television screen.</p> <p>Increase programs that are accessible to people with visual or hearing disabilities</p>

5 th THEMATIC AREA: INDEPENDENT LIVING, SOCIAL INCLUSION, MOBILITY AND SOCIAL PROTECTION					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
21. Formulation of institutional framework for deinstitutionalization and independent / supported living	21.1 Coordination of a subcommittee for the formulation of institutional framework for the implementation of programs, structures and services for deinstitutionalization and independent and supported living mainly for people with severe disabilities.	Department for Social Inclusion of Persons with Disabilities - Social Welfare Services - Mental Health Services	-----	2015	Formulation of institutional framework in regards with the creation and operation of structures and services for deinstitutionalization and independent / supported living, mainly for people with severe disabilities.
22. Modernization of the legislation	22.1 Centers for Elderly and Persons with Disabilities Law	Social Welfare Services	-----	2015	Promotion and effective implementation of quality, individualized approach and respect for people with disabilities
	22.2 Amendment of the Adult Centers Law	Social Welfare Services	-----		
	22.3 Creation of a Law on Community Mental Health Care.	Mental Health Services	-----		
23. Deinstitutionalisation of 8 person from Chamber 14 of the Athalassa Mental Health Hospital	23.1 As a very urgent special project, the deinstitutionalization of 8 persons with severe intellectual disabilities and behavior disorders from the Athalassa Mental Health Hospital through public procurement and cooperation between the Department for Social Inclusion of Persons with Disabilities and Mental Health Services	Department for Social Inclusion of Persons with Disabilities - Mental Health Services	€500.000 The funds required for the period of two years of the project have already been approved	2014 - 2015	Deinstitutionalisation of persons with intellectual disabilities and behavior disorders living for many years in a mental health hospital. Integration in protected homes for supported living and provision of treatment, care and support for gradual integration in the society.

5 th THEMATIC AREA: INDEPENDENT LIVING, SOCIAL INCLUSION, MOBILITY AND SOCIAL PROTECTION					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
24. Enhancing participation in leisure, sports, cultural and other events and activities.	24.1 Implementation of the EU initiative for a European Disability Card, which persons with disabilities can use to receive discounts when they participate in various sports, cultural and other activities in the EU participating member states.	Department for Social Inclusion of Persons with Disabilities – Road Transport Department – Cyprus Theater Organization- Cyprus Sports Organization – Cyprus Tourism Organization - Department of Antiquities	-----	2014 - 2015	Strengthen and enhance the participation of persons with disabilities in various leisure, cultural, sporting and other events and activities.

6 th THEMATIC AREA: EDUCATION AND VOCATIONAL TRAINING					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
25. Transition from school to vocational rehabilitation	25.1 Assessment procedure at the beginning of high school education to identify the professional capabilities and needs of each child and definition of the appropriate prevocational training program.	Ministry of Education and Culture (District Committees of Special Education and Training)	In the framework of the ordinary approved state budget funds	2014 - 2015	Completion of design procedures to be followed for the -identification of needs and opportunities of children attending pre-vocational training programs -finding the appropriate employment program for each child
	25.2 Second assessment after completion of the prevocational training, in order to determine the vocational place that best suits the person with disabilities	Department for Social Inclusion of Persons with Disabilities – Disability Assessment Center	In the framework of the ordinary approved state budget funds	2014 - 2015	
26. Prevocational training: Upgrade Prevocational Training Programs implemented by the Ministry of Education and Culture	26.1 Evaluation of the existing prevocational programs through the Center for Educational Research and Evaluation	Pedagogical Institute Ministry of Education and Culture	In the framework of the ordinary approved state budget funds	2014 2014	Completion of the process in respect with the evaluation of existing structures and formulation of a proposal for upgrading prevocational programs.
	26.2. Formulation of proposal for the upgrading of existing prevocational programs concerning: a) the content of programs based on the needs and skills of students b) the needs for training of teachers and school assistants c) collaboration between high schools, technical schools and special schools.				

6 th THEMATIC AREA: EDUCATION AND VOCATIONAL TRAINING					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
27. Coordinating services for early childhood intervention	27.1 Cooperation among stakeholders and formulation of an institutional framework on early intervention services for children with disabilities aged 0 - 6 years.	Committee for the Protection of the Rights of People with Mental Handicap – Ministry of Health – Ministry of Education and Culture – Ministry of Labor and Social Insurance	-----	2014	Completion of a proposal for the formulation of an institutional framework on early intervention services defining the stakeholders procedures to serve children aged 0 - 6 years.
28. Training of adults with disabilities	28.1 Diagnosis of the training needs of inactive adults with disabilities	Department for Social Inclusion of Persons with Disabilities in cooperation with the Adult Education Centers, State Institutes of Further Education, Cyprus Productivity Center, Department of Primary Education referring to special schools, Digital Champion, Cyprus Computer Society, Cyprus Organization of Organizations of the Disabled	In the framework of the ordinary approved state budget funds	2015	Identification of inactive adult persons with disabilities, determination of training needs and planning of additional training programs
	28.2 Designing training programs for improving social and professional skills including skills in information and communication technologies.				

6 th THEMATIC AREA: EDUCATION AND VOCATIONAL TRAINING					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
29. Teachers training	29.1 Training of teachers with disabilities who are appointed on the basis of the Recruitment of persons with Disabilities in the Wider Public Sector Law.	Pedagogical Institute in cooperation with Secondary Technical and Vocational Education, Department of Primary Education, Department for Social Inclusion of Persons with Disabilities, Cyprus Organization of Organizations of the Disabled	In the framework of the ordinary approved state budget funds	2014 – 2015	Implementation of specific training programs to: -support teachers with disabilities and enhance their teaching skills immediately after their appointment -Enhancing the cultivation of appropriate perceptions and attitudes of teachers towards students with disabilities
	30.2 Teachers training on the approach of students with disabilities integrated in ordinary classes		In the framework of the ordinary approved state budget funds	2014 – 2015	
30. Informing of students about the rights of persons with disabilities	30.1 Establishing a program for systematic visits of persons with disabilities in schools to raise awareness of children (in Primary Education through Health Education Programs and in Secondary and Vocational Education through the Action Creativity Social Contribution Program.	Ministry of Education in cooperation with the Cyprus Organization of Organizations of the Disabled	In the framework of the ordinary approved state budget funds	2014 – 2015	Implementation of specific programsto inform and increase awareness of students in all levels on disability and the rights of persons with disabilities

<u>7TH THEMATIC AREA: HEALTH AND REHABILITATION</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
31. Information and training regarding the needs and rights of persons with disabilities	Information and training of: 31.1 doctors 31.2 health and rehabilitation professionals 31.3 auxiliary or other personnel employed in health environments for the needs and rights of persons with disabilities depending on disability type and the degree of difficulties that persons with disabilities face	Ministry of Health, Department for Social Inclusion of Persons with Disabilities, Cyprus Organization of Organizations of the Disabled	In the framework of the ordinary approved state budget funds	2014	Cultivation of proper perception, understanding and attitude of health personnel to the rights of persons with disabilities
	32.1 Recording of physical rehabilitation services by disability 32.2 Policy formulation by the Administration of the Ministry of Health on the institutional framework of physical rehabilitation, coordination of public and private sector and the overall coverage of needs of persons with disabilities, closely adapted to current financial situation	Ministry of Health	-----	2015	Reporting of the current situation and formulation of policies for the expansion and upgrading of physical rehabilitation services to all persons with disabilities

<u>7TH THEMATIC AREA: HEALTH AND REHABILITATION</u>					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
33. Enhancing medication	33.1 Expansion of the scheme for medicines subsidy for patients with disabilities in the framework of the current procedures of Pharmaceutical Services	Ministry of Health	In the framework of the ordinary approved state budget funds	2014	Widen accessibility for people with disabilities to appropriate medicines for their disease
34. Upgrading of orthotics and prosthetics workshop	34.1 Upgrading of the sector for assessment / reassessment of persons who already have orthotics and prosthetics / persons who need orthotics and prosthetics in cooperation of disabled people organizations for their suggestions	Ministry of Health	In the framework of the ordinary approved state budget funds	2015	Upgrading of the services provided by orthotics and prosthetics workshop
	34.2 Upgrading of the sector for support of persons who already have orthotics and prosthetics / persons who need orthotics and prosthetics in cooperation of disabled people organizations for their suggestions				
	34.3 Upgrading of the sector for maintenance of orthotics and prosthetics in cooperation of disabled people organizations for their suggestions organizations				

8 TH THEMATIC AREA: EMPLOYMENT					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
35. Modernization and upgrading of the vocational rehabilitation for people with disabilities sector	35.1 Review of existing institutional framework for better utilization and effective and efficient management of the available human and financial resources	Department for Social Inclusion of Persons with Disabilities Special Fund Vocational Rehabilitation for Persons with Disabilities Center	In the framework of the ordinary approved state budget funds	2013 - 2014	Increasing the vocational training, employment, and rehabilitation programs for people with disabilities
	35.2 Increase of vocational training and employment programs for persons with disabilities				
36. Implementation of the institution for "social enterprises and cooperatives"	36.1 Submission of proposal for financing by the European Social Fund for the creation and operation of the institution of social enterprise for people with disabilities	Department for Social Inclusion of Persons with Disabilities	-----	2013 - 2014	Introduction of social enterprises in Cyprus in order to create new jobs in economically sustainable enterprises and to promote the employment of persons with disabilities in cooperation and with the support of persons without disabilities
37. Upgrading of the "Supported Employment Scheme"	37.1 Submission of proposal for financing by the European Social Fund aiming further modernization and upgrading of the Supported Employment Scheme	Department for Social Inclusion of Persons with Disabilities	-----	2013 - 2014	Upgrading of the existing program "Supported Employment" in the new programming period 2014-2020 with the following aims: -extension of the programs in rural areas and increasing in urban areas -utilization of the Job Coaches

8 TH THEMATIC AREA: EMPLOYMENT					
Actions	Sub-actions	Competent Implementing Entity	Required expenditure	Timetable	Expected results
					<p>Association, as an employer Job Coaches</p> <p>-integration of increased number of persons with disabilities in the open labor market by supported employment</p>
39. Scheme for the placement of 1000 unemployed young university graduates for the acquisition of work experience in companies / organizations	39.1 Integration of at least 50 unemployed young university graduates with disabilities in employment for six months period for acquisition of work experience purposes	Human Resource Development Authority	In the framework of the ordinary approved state budget funds	2013 - 2014	Increase employment opportunities of young unemployed university graduates with disabilities.