Iceland
Liechtenstein
Norway

Civil Society Fund

OPEN CALL FOR CIVIL SOCIETY ORGANISATIONS (CSOs)

IN GREECE

Advancing Human Rights, Social Justice, and Anti-Discrimination

AVAILABLE FUNDING: €2,000,000:

€1,950,000 through the Main Call

with an additional

€50,000 dedicated to Rapid Response Action Grants

DEADLINE (for the Main Call):

15 December 2026 14:00 Greek time

The **EEA Civil Society Fund** is part of the contribution of **Iceland**, **Liechtenstein** and **Norway**, the Donor States, to 15 EU Member States under the EEA and Norway Grants, including **Greece.** The aims of the EEA and Norway Grants are to **reduce social and economic disparities** in the European Economic Area (EEA) and to **strengthen bilateral relations** between the Donor States and Beneficiary States.

The EEA Civil Society Fund aims to support **a vibrant and resilient civil society, protecting and promoting democracy, the rule of law, and human rights**.

The EEA Civil Society Fund in **Greece** has a total allocation of **€14.3 million.** A consortium of **Bodossaki Foundation** and **SolidarityNow** operates the EEA Civil Society Fund in **Greece** as Fund Operator on behalf of the Donor States.

For this Call, a total amount of **€1,950,000** is made available to support projects contributing to Outcome 2: Human rights strengthened, under the thematic focus Advancing Human Rights, Social Justice, and Anti-Discrimination.

In addition, a separate allocation of **€50,000** is dedicated to Rapid Response Action Grants, which also contribute to Outcome 2: Human rights strengthened, by enabling the programme to respond in a timely, flexible, and targeted manner to urgent or unforeseen human rights developments.

SUMMARY OF THE CALL	
Title of the call	**Advancing Human Rights, Social Justice, and Anti-Discrimination**
Outcome(s)	Outcome 2: Human rights strengthened
Output(s)	Output 2.1: Human rights, including anti-discrimination, and social justice supported
Grant Types and Funding Scales	Large Projects: €100,000.01– €200,000; Medium Projects: €50,000 – €100,000; Small Projects: €10,000 – €20,000; Rapid Response Action Grants: €10,000
Project Duration	Large Projects: 24 – 36 months; Medium Projects: 12–24 months; Small Projects: 6 – 12 months; Rapid Response Action Grants: 1–6 months
Co-financing	No co-financing required
Capacity Building Component	All large, medium, and small projects are required to allocate up to 15% of the requested grant amount to implement capacity building activities
Call available in the following language(s)	English Greek
Maximum Number of Applications	Only one application to the Open Call, either as Project Applicant or as Project Partner (this restriction does not apply to applications for Rapid Response Grants)
Application deadline	15 December 2026 - 14:00 Greek time
Application submission portal	Bodossaki Foundation Programme Portal

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1.BACKGROUND FOR THE EEA CIVIL SOCIETY FUND IN GREECE

Support to civil society is a key priority for the EEA and Norway Grants, funded by the three Donor States Iceland, Liechtenstein and Norway. The overall objective of EEA and Norwegian Financial Mechanisms 2021-2028 is to contribute to the reduction of social and economic disparities in the European Economic Area (EEA) and to strengthen bilateral relations between the Donor States and the Beneficiary States.

The EEA and Norwegian Financial Mechanisms 2021-2028 are based on the **common values of respect for human dignity, freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities**. All organisations and activities funded by the EEA and Norwegian Financial Mechanisms 2021-2028 shall be consistent with respect for these values and principles and abstain from supporting operations that may fail to do so. Their implementation shall comply with the fundamental rights and obligations enshrined in relevant instruments and standards.

10% of the overall funding of the EEA Financial Mechanism 2021-2028 has been set aside for support to civil society through the EEA Civil Society Fund.

The allocation for the EEA Civil Society Fund in **Greece** is **€14.3 million.**

Through an open tender process, the Financial Mechanism Office (FMO), as the secretariat of the Donor States, has selected a consortium led by the Bodossaki Foundation together with SolidarityNow as Fund Operator of the EEA Civil Society Fund in **Greece.** The Fund Operator manages the EEA Civil Society Fund in **Greece** on behalf of the Donor States. This includes the selection, contracting and follow-up of projects.

The objective of the EEA Civil Society Fund is to contribute to **a vibrant and resilient civil society protecting and promoting democracy, the rule of law, and human rights**.

The EEA Civil Society Fund in **Greece** will include **12** open calls and contribute to the following outcomes[1]:

- Outcome 1: Democratic values and rule of law strengthened
- Outcome 2: Human Rights strengthened
- Outcome 3: CSOs that promote democracy, the rule of law, and human rights strengthened
- Bilateral Outcome: Strengthened bilateral cooperation in the civil society sector
- Regional Outcome: Strengthened regional cooperation in the civil society sector

The bilateral outcome of strengthened bilateral cooperation is about cooperation between civil society in **Greece** and in the three Donor States Iceland, Liechtenstein and Norway.

The programme uses a **results-based management approach**. This means that it is designed and managed with a focus on achieving results. The programme has a results framework that guides what can be supported. To be eligible for support, all projects must contribute to the expected results outlined in this results framework.

An overview of all open calls as well as other activities supported by the programme can be found on the website of the EEA Civil Society Fund in **Greece.**

[1] Outcomes are the higher-level changes that occur through the achievement of various outputs. Their effects on the target group should continue in the future. Projects are expected to make a measurable contribution to the applicable outcome. See more information in Annex 1.

2. FOCUS OF THIS CALL

2.1 Purpose of the call

The EEA Civil Society Fund (CSF) in Greece aims to contribute to the development of a **vibrant, resilient, and independent civil society** that actively safeguards and promotes **democracy, the rule of law, and human rights**. The present Open Call **"Advancing Human Rights, Social Justice, and Anti-Discrimination"** contributes to this overall programme objective.

The EEA Civil Society Fund in Greece also aims to foster **cooperation, knowledge exchange, and mutual learning between civil society actors in Greece and the Donor States**. This bilateral programme outcome is promoted through the present Open Call through the possibility of partnerships with entities from Iceland, Liechtenstein, or Norway. A separate Open Call for bilateral initiatives will also be launched in the framework of the programme.

In the Greek context, Civil Society Organisations (CSOs) continue to face challenges, including limited financial sustainability, uneven organisational capacity, particularly outside major urban centres, and barriers to effective advocacy and policy influence. At the same time, persistent human rights challenges remain, affecting a wide range of population groups, including Roma communities, Roma women and girls, refugees and migrants, persons with disabilities, LGBTIQ individuals, and women exposed to gender-based violence and discrimination. These challenges are further exacerbated by low levels of civic participation, limited public trust in institutions, and insufficient awareness of rights and available protection mechanisms.

Against this backdrop, the purpose of this Open Call is to strengthen the protection and promotion of human rights, social justice, and non-discrimination in Greece.

Funded projects are expected to contribute to strengthening human rights protection and promotion in practice, by raising awareness, promoting behavioral and institutional change, and reinforcing civil society's capacity to monitor, document, and respond to human rights challenges. Supported projects may also include the provision of human-rights related training and capacity building, access to support measures for victims of rights violations, the promotion of access to information and justice, and the active engagement of citizens in human rights issues. All grants awarded under this Open Call will be provided in the form of lump-sum financing.

This Call also includes a Rapid Response Action Grants component, designed to complement the other available project grants by enabling timely, flexible, and targeted responses to urgent or emerging human rights situations. These grants support immediate actions addressing unforeseen developments, incidents, or risks affecting fundamental rights and groups in vulnerable situations, thereby strengthening the overall responsiveness and effectiveness of the programme.

CSOs should note that support for social services is only eligible when such services enhance advocacy, community participation, and/or civic engagement.

2.2 Outcome 2: Human Rights Strengthened

This Call addresses the following outcome and, within that outcome, the corresponding output:

- **Outcome 2: Human rights strengthened**
  - **Output 2.1: Human rights, including anti-discrimination, and social justice supported**

All projects selected under this Open Call must contribute to this **outcome.**

The expected outcome of this Open Call is to **strengthen human rights in Greece**, by supporting a more sustainable, resilient, and independent civil society sector that is capable of effectively **promoting, protecting, and advancing fundamental rights, anti-discrimination, and social justice**.

Human rights are the inherent, universal, inalienable and indivisible rights and freedoms to which every human being is entitled by virtue of being human, without distinction of any kind such as race, sex, gender identity, sexual orientation, nationality, ethnicity, language, religion, political or other opinion, social origin, disability, age, property, migration status or any other status. They include, among others, the right to life, liberty, dignity and security of person; freedom from torture, slavery, human trafficking and arbitrary detention; the right to a fair trial and access to justice; the rights to privacy and data protection; freedoms of thought, conscience, religion, expression, peaceful assembly and association; the right to participate in public affairs and democratic governance; the right to citizenship and to seek asylum; the right to work under just and favorable conditions; the right to social security; the right to health; the right to education; the right to an adequate standard of living, including food, water and housing; the protection of family life and the rights of the child and the right to a clean, healthy and sustainable environment.

Projects funded under this Call are expected to contribute to the **promotion and protection** of human rights, including anti-discrimination, and social justice, in Greece. In particular, projects are expected to **strengthen** civil society's capacity to generate evidence and knowledge, support advocacy, monitoring, and watchdog functions, and **enhance** the design and provision of rights-based support services for individuals and communities facing discrimination, exclusion, or rights violations. Projects are also expected to **foster** public awareness and civic engagement, **promote** civic education and capacity building, **improve** access to justice and legal empowerment, and **support** the development of strategies, protocols, and institutional frameworks that improve coherence and effectiveness in the protection of human rights.

Rapid Response Action Grants complement the objectives of this Call. They are designed to enhance the programme's responsiveness to **emerging human rights challenges**, including incidents that pose immediate risks to groups in vulnerable situations. A **dedicated budget of €50,000** is allocated to Rapid Response Action Grants. These grants will be implemented through a **separate application process**, which will be launched through a distinct announcement published on the website of the EEA Civil Society Fund in Greece when an urgent need arises, inviting eligible organisations to submit applications in response to the specific situation. The announcement will be widely disseminated, including via a dedicated newsletter and through social media, to ensure maximum outreach to potential applicants. The application period will remain open for an adequate period, proportionate to the urgency of the specific situation, in order to ensure that potential applicants have sufficient time to prepare and submit their applications.

2.2.1. Expected Results

Each project is expected to contribute to the objectives and expected results of the Call and to report on these results through narrative and quantitative reporting.

All projects funded under this Open Call are required to contribute to the programme-level outcome and corresponding output outlined in Section 2.2, while the relevant project-level indicators are presented in Section 2.5. Indicators are used to measure progress and provide evidence of the extent

to which expected project outcomes and outputs have been achieved. Together with narrative reporting and other sources of information, they contribute to assessing the overall effectiveness and impact of the programme. This Open Call follows a lump-sum funding model based on project draft budgets. Under this model, each funded project activity will be linked to agreed deliverables and, where applicable, project activity-level indicators and target values, which will be specified in the project contract. These deliverables and project activity-level targets will be used by the Fund Operator to verify whether the activity has been fully completed for payment purposes. Where an activity, its agreed deliverable, or the relevant activity-level target is not fully achieved, the corresponding lump-sum amount will not be paid, in accordance with the project contract and the applicable payment rules.

Applicants are therefore strongly encouraged to set realistic and achievable indicator targets when designing their project activities.

2.2.2. Country specific focus areas

This Open Call integrates the following **country-specific focus areas of the programme**, reflecting key human rights challenges and structural inequalities in Greece.

Countering Gender-Based Violence (GBV)

Gender-based violence remains a significant and persistent human rights challenge in Greece. Activities addressing GBV are eligible under this Open Call. A dedicated Call focusing specifically on gender equality and gender-based violence will also be launched later within the programme framework.

Inclusion and empowerment of refugees and migrants

As a frontline EU Member State, Greece continues to face complex and evolving challenges related to asylum procedures, reception conditions, access to protection, and long-term integration. Activities supporting the protection, inclusion, and empowerment of refugees and migrants, are eligible under this call.

Inclusion and empowerment of Roma, including support for Roma-led organisations and Roma women and girls

Roma communities in Greece continue to face systemic discrimination, segregation, and persistent socio-economic exclusion. The Fund Operator acknowledges that some Roma groups (Roma women and girls, Roma LGBTIQ people, Roma people with disabilities, etc.) may face intersectional overlapping barriers further exacerbating inequalities and their access to rights, services and decision-making. Activities promoting inclusion and empowerment of Roma, including support for Roma-led organisations and Roma women and girls, are eligible under this Open Call.

A dedicated Call focusing specifically on inclusion and empowerment of Roma will also be launched later within the programme framework.

2.3. Needs addressed

Through the projects supported under this Open Call, the programme will contribute to strengthening the protection and promotion of human rights in Greece, with a particular emphasis on supporting victims of human rights violations and addressing the human rights-related needs of groups in vulnerable situations. For the purposes of this Call, **groups in vulnerable situations** refer to individuals

or populations who face a heightened risk of poverty, social exclusion, discrimination, or limited access to rights and public participation compared to the general population. Their situation may be linked to structural inequalities, socio-economic disadvantages, legal insecurity, marginalisation, or exposure to violence and exploitation.

Particular attention should be given to individuals and groups experiencing multiple and intersecting forms of disadvantage or discrimination. Such groups may include, among others: migrants, asylum seekers and refugees; unaccompanied children; children living in institutional care; persons belonging to minorities; Roma communities; persons with disabilities of any form (physical, mental, intellectual or sensory); persons with substance dependence, including those in recovery; persons deprived of liberty and former detainees or prisoners; individuals experiencing homelessness or living in precarious living conditions; unemployed, underemployed or long-term unemployed persons; single-parent households; survivors of human trafficking; survivors of domestic and gender-based violence; persons with chronic illnesses or health conditions; people living in extreme poverty; members of the LGBTIQ community. Applicants are encouraged to adopt an **intersectional approach**, recognising that individuals may belong to multiple groups simultaneously and may therefore experience compounded or overlapping forms of discrimination, exclusion and vulnerability.

Supported projects are expected to contribute to the monitoring and documentation of human rights conditions, thereby enhancing transparency, accountability, and evidence-based advocacy. By generating reliable data and analysis, these actions can inform public discourse and support the development and implementation of policies aligned with human rights standards.

The supported projects are also expected to address the need to counter hate speech, discrimination, and social polarisation, and to promote inclusive narratives, awareness-raising, and community engagement related to human rights.

Projects may address the need for services aimed at improving access to protection, justice and essential rights for groups in vulnerable situations and communities if these services are necessary for enhancing advocacy, community participation, and/or civic engagement. Projects may also address the need for strengthening knowledge, skills and institutional practices related to human rights promotion and protection.

In addition, the Rapid Response Action Grants component addresses the need for immediate and flexible interventions in response to urgent or unforeseen human rights developments.

Finally, the Call aims to strengthen the capacity, sustainability, and resilience of CSOs active in the human rights field.

2.4. Project conditions

Funding under this Open Call is structured according to four grant types:

- Large projects may receive funding ranging from €100,000.01 to €200,000
- Medium projects from €50,000 to €100,000
- Small projects from €10,000 to €20,000
- Rapid Response Action Grants may receive funding of €10,000

Within the total available funding under this Open Call, at least €100,000 will be allocated to small projects and an additional €50,000 is reserved for Rapid Response Action Grants.

All grants awarded under this Open Call will be provided in the form of lump-sum financing. Applicants will be required to submit a draft project budget as part of the application, which will serve as the basis for assessing the reasonableness and adequacy of the proposed lump-sum amount.

Small projects must be implemented exclusively by **small CSOs**. A small CSO, for the purposes of this programme, is a CSO with a total annual revenue (taxable and non-taxable) of less than €80,000 in 2025.

All large, medium, and small projects are required to allocate **up to 15% of the requested grant amount** to implement capacity building activities, under the 'Capacity Building Component' of projects, aimed at strengthening the organisational sustainability and development of the project promoter organisation**.**

The project duration refers to the total implementation period during which the planned activities will be carried out and the project objectives achieved. The proposed duration must be realistic and proportionate to the scope and scale of the project activities. **Large projects** must have a duration of between 24 and 36 months, **medium projects** between 12 and 24 months, and **small projects** between 6 and 12 months. **Rapid response action grants** must have a duration of between 1 and 6 months. The exact duration of each project will be defined in the project contract. Projects may start from the date of signing the project contract or at a later date, as specified in the agreement.

Grant type	Amount (€)	Duration (months)
Large project	100,000.01 - 200,000.00	24 - 36
Medium project	50,000.00 -100,000.00	12 - 24
Small project (implemented by a small CSO[2])	10,000.00 – 20,000.00	6 - 12
Rapid Response Action Grant	10,000.00	1 - 6

Location of Projects

Funded projects must be implemented within the Greek territory, at **local, regional, or national level**, depending on the scope and objectives of the proposed action.

Emphasis is placed on **strengthening civil society activity beyond major urban centres**. In this context, civil society organisations located in **regional areas** of Greece are strongly encouraged to apply as project promoters and/or partners, to promote a more balanced geographical distribution of support and to address place-based needs more effectively.

For the purposes of this Call, **regional areas** are defined as all regions of Greece except the municipalities of the Prefecture of Attica (with the exception of the islands) and the municipalities of the Prefecture Unit of Thessaloniki.

[2] A small CSO, for the purposes of this programme, is a CSO with a total annual revenue (taxable and non-taxable) of less than €80,000 in 2025.

2.5. Eligible types of activities – Work Packages

General Specifications

In the online application form, the proposed project must be structured into **Work Packages (WPs)**. A Work Package is defined as a coherent set of activities that contribute to the achievement of specific project objective(s).

Within each Work Package, applicants must clearly describe the planned **activities**. Where possible, activities that are repeated, such as a series of trainings, should be grouped together and defined as a single activity in the application.

CSOs should note that support for social services is eligible only where such services contribute to strengthening advocacy, community participation and/or civic engagement.

Where applicable, each activity must be linked to a single predefined **activity indicator,** and a corresponding **indicator target value** must be defined. Each activity should also be linked to **only** one corresponding **deliverable**.

The online application form guides applicants at every stage in this process.

Funded projects will be required to achieve the **agreed project deliverables and project activity indicator target values**, as payments under the **lump sum funding scheme** are conditional upon their **full completion.** In this context, applicants are strongly encouraged to define **realistic targets and deliverables** at the proposal stage.

2.5.1 Eligible Types of Activities – Work Packages for Large and Medium Projects

For large and medium projects, the application form includes **four (4) predefined Work Packages:**

Work Package 1:	Project management
Work Package 2:	Advancing Human Rights, Social Justice, and Anti-Discrimination (core activities)
Work Package 3:	Communication/Dissemination plan
Work Package 4:	Capacity Building Component

Work Package 1: Project management

Under Work Package 1, applicants define and describe **up to 5 activities in total** that fall under any of the following pre-defined activity types:

1. **Project coordination, administration, and internal communication** includes ensuring the coherent, timely, and effective implementation of the project; coordinating tasks among project team members and, where applicable, partners; overseeing project progress and resource management; organising coordination meetings; establishing and maintaining internal communication tools and procedures; and ensuring effective collaboration and information flow within the project team.
2. **Monitoring and reporting** include the systematic tracking of project progress against planned activities, deliverables, and timelines; the collection and verification of indicator-related data; the preparation and submission of interim and final reports; and the implementation of quality control mechanisms to ensure the accuracy and reliability of reported results.

3. **Risk management** includes identification, assessment, monitoring, and mitigation of risks that may affect project implementation, such as operational, financial, legal, safeguarding, and contextual risks. This includes the development and regular updating of mitigation measures and the maintenance of a risk register throughout the project lifecycle.
4. **Project evaluation** includes the assessment of the effectiveness, relevance, and quality of project activities; the collection and analysis of qualitative and quantitative feedback to support learning, accountability, and continuous improvement.

Work Package 2: Advancing Human Rights, Social Justice, and Anti-Discrimination (core activities)

Under Work Package 2, applicants define and describe up to **10 activities in total** that fall under any of the pre-defined activity types listed below. Under this Work Package, applicants must also select a **single** activity indicator for each activity, from the predefined activity indicators list for the relevant activity type.

1. Data collection and analytical activities. This activity type supports evidence-building activities, aimed at strengthening transparency, accountability and rights-based policy reform. It may include mapping exercises, situation analyses, needs assessments, impact evaluations, and the development, improvement or implementation of data collection systems and databases. These activities are expected to generate credible and structured evidence that can inform advocacy strategies, contribute to institutional reform processes, and enhance the effective implementation of human rights frameworks.

Predefined Activity Indicators:

- Number of human rights-related evidence-based outputs produced and/or disseminated
- Number of human rights violations documented and reported

2. Advocacy, watchdog and monitoring activities. This activity type supports strategic, data-driven advocacy and watchdog campaigns targeting public authorities and institutional stakeholders at national, regional or local level. It aims to promote legislative, policy or institutional reforms that strengthen access to justice, accountability mechanisms, anti-discrimination measures, gender equality, Roma inclusion, and inclusive integration policies. It also includes the systematic monitoring of public policies and institutional practices related, for example to Roma inclusion, reception conditions, asylum procedures, anti-discrimination frameworks, social protection systems, GBV response mechanisms, environmental governance, and other areas relevant to the protection of fundamental rights. Activities may involve structured dialogue with public authorities, participation in consultations, shadow reporting, submissions to national, European and international monitoring mechanisms, and the production of policy recommendations based on documented evidence.

Predefined Activity Indicators:

- Number of human rights violations documented and reported
- Number of advocacy campaigns carried out
- Number of people reached by advocacy campaigns
- Number of national, regional or local laws, policies or regulations proposed by or commented on by CSOs
- Number of CSOs participating in consultations with a public institution

3. Facilitating access to rights-based support

This activity type supports access to rights-based actions that enhance the community and/or civic participation of people in vulnerable situations and communities facing discrimination, exclusion or rights violations. Where necessary to support these objectives, projects may include actions that strengthen the access to rights-based services such as legal assistance, psychosocial support, health-related support, survivor-centred support for victims of violence and trafficking, child protection, and information on rights and procedures for refugees, migrants and asylum seekers. Such activities should function as empowerment measures that facilitate participation and/or enhance advocacy, rather than as standalone service provision.

In any case, the provision of social services can only be supported if these services are necessary for enhancing advocacy, community participation, and/or civic engagement. Where relevant, applicants should describe in their applications how any proposed support services are in line with this requirement.

Predefined Activity Indicator:

- Number of people supported to access rights-based support

4. Awareness-raising and public engagement activities. This activity type includes awareness-raising initiatives, aimed at promoting human rights, combating discrimination and countering harmful narratives. Activities may include social media and press campaigns, community outreach initiatives, empowerment actions targeting groups placed in vulnerable situations, public events and dissemination of information. These interventions are expected to contribute to fostering social cohesion and increasing public support for human rights and equality principles.

Predefined Activity Indicators:

- Number of people reached by awareness raising/public engagement campaigns
- Number of awareness-raising/public engagement campaigns carried out
- Number of new tools for citizen engagement delivered by supported CSOs
- Number of people who participated in public gatherings led by CSOs

5. Civic education and training activities. This activity type supports structured educational and capacity-building initiatives aimed at strengthening knowledge, skills and institutional practices related to human rights promotion and protection. It includes training programmes, train-the-trainer schemes, mentoring initiatives and professional capacity-building actions targeting civil society actors, grassroots organisations, community leaders and, where relevant, national, regional and local authorities. Such activities are expected to enhance institutional responsiveness and improve the quality of rights-based service provision.

Predefined Activity Indicators:

- Number of people who participated in training courses
- Number of civic education and training activities carried out
- Number of training participants self-reporting improved knowledge/understanding after the training

6. Access to justice, legal empowerment and strategic litigation. This activity type supports activities aimed at improving access to justice and strengthening legal protection mechanisms for victims of human rights violations. Activities may include the provision of legal aid, legal counselling, rights-awareness sessions, strategic litigation initiatives, and the preparation of test cases addressing

systemic violations. Such interventions are expected to contribute to strengthening jurisprudence, clarifying legal standards, and enhancing the effectiveness of remedies available to rights-holders.

Predefined Activity Indicators:

- Number of human rights violations documented and reported by supported CSOs
- Number of cases of victims of human rights violations protected and/or supported
- Number of strategic litigation cases filed in court by the supported CSOs

7. Development of strategies, protocols and institutional frameworks. This activity type concerns the development or revision of strategies, action plans, protocols and operational frameworks that improve coherence and effectiveness in the protection of human rights. Activities may include the drafting of thematic strategies, inter-agency coordination mechanisms, referral frameworks or standard operating procedures developed in cooperation with public authorities.

Predefined Activity Indicator:

- Number of strategies, protocols, and institutional frameworks developed with the involvement of public authorities

Work Package 3 – Communication/Dissemination Plan

Under Work Package 3, applicants define and describe **up to 5 activities in total** that fall under any of the following pre-defined activity types. Under this Work Package, applicants must also select **a single** activity indicator for each activity, from the predefined activity indicators list for the relevant activity type.

1. Communication events & outreach activities. This type includes activities aimed at directly engaging target audiences through in-person or hybrid formats. Activities may include the organisation of launch and closing events, press conferences, open/info days and public presentations.

Predefined Activity Indicators:

- Number of communication/outreach events
- Number of participants in communication/outreach events

2. Digital communication (online & social media campaigns). This type covers digital communication activities aimed at disseminating project activities and results and engaging wider audiences through online channels. Activities may include the development of website content, social media campaigns/posts, videos, newsletters and other forms of online communication.

Predefined Activity Indicators:

- Number of digital communication outputs (e.g. posts, website updates, newsletters, videos)
- Number of users reached online (e.g. unique visitors, impressions, video views)

3. Production of communication materials & press visibility. This type focuses on the production of communication materials and engagement with media to ensure broader visibility of project activities and results. Activities may include the development of printed or digital materials, such as leaflets, brochures, banners, posters, infographics, fact sheets and media kits as well as press releases, interviews and media articles.

Predefined Activity Indicators:

- Number of communication materials produced
- Number of users reached online (e.g. unique visitors, impressions, video views)

Work Package 4 – Capacity Building Component

Work Package 4 is the Capacity Building Component of the project, which is aimed at strengthening the organisational sustainability and development of the project promoter. All medium and large projects under this Call are required to allocate up to 15% of the total requested grant amount to implement capacity-building activities under this Work Package. **Activities under this Work Package can be implemented only by the Project Promoter and at least 1 activity must be added.**

The Capacity Building Component activities should correspond to the identified organisational development needs of the applicant project promoter. Before planning which activities to include, applicants are strongly encouraged to complete the free online 'Capacity Mapping' self-assessment process, available **here**. This is an online multiple-choice questionnaire that indicates an organisation's strengths and weaknesses regarding its organisational capacity and sustainability.

Under Work Package 4 – Capacity Building Component, applicants define and describe **up to 5 activities in total** that fall under any of the pre-defined activity types listed below.

1. **Governance and Strategic Direction:** Strengthening the organisation's governance structures, leadership and strategic orientation, including the functioning of the governing body, clarity of mission and vision, strategic planning processes and the organisation's ability to set long-term priorities and guide its activities effectively
2. **Organisational Management and Internal Systems:** Improving internal organisational structures and operational processes, including decision-making procedures, risk management, internal policies, organisational workflows and the digitalisation or strengthening of administrative systems that support effective management
3. **Financial Management and Financial Sustainability:** Enhancing financial planning, budgeting, accounting systems and financial controls, while strengthening the organisation's financial sustainability through diversified funding sources, fundraising capacity and long-term financial strategies
4. **Human Resources and Organisational Culture:** Strengthening staff and volunteer management systems, including recruitment, job descriptions, performance evaluation, training and professional development, internal communication and organisational culture that supports staff engagement and effectiveness
5. **Programme and Result Management:** Improving the organisation's ability to design, implement and evaluate programmes, including programme management systems, monitoring and evaluation frameworks, data collection and the use of results-based management approaches to measure and improve results and impact.
6. **Partnerships and Stakeholder Engagement:** Strengthening collaboration and external relationships, including networking with other CSOs in Greece and in the Donor States, engagement with stakeholders and target groups, participation in policy dialogue and partnership management

7. **Equity, Diversity, Inclusion and Human Rights:** Strengthening organisational policies and practices related to equality, diversity and inclusion, including gender equality, inclusive participation and the integration of human rights-based approaches
8. **Communication, Transparency and Public Outreach:** Improving communication strategies, visibility and public engagement, including transparency of organisational information, dissemination of activities and results, stakeholder communication and public outreach
9. **Technology and Data Management:** Strengthening the organisation's digital systems, IT infrastructure and data management practices, including digital tools supporting programme management, monitoring and evaluation, communication and internal coordination
10. **Participation in networking event organised by the Fund Operator:** Under CSF Greece, the Fund Operator cannot cover the costs associated with project promoters' participation in events organised by the Fund Operator. For this reason, most of the capacity building activities organised by the Fund Operator will be online (see section 2.6. for details). Project promoters are however encouraged to attend an annual one-day in person networking event in Athens. By selecting this activity type, applicants can include the estimated costs of attending this event under Work Package 4. This can include coverage of travel, accommodation, and subsistence costs and other accessibility related costs for up to two people.

2.5.2 Eligible Types of Activities – Work Package for Small Projects

For small projects, all project activities are included **under a single Work Package** in the application form.

Work Package:	Implementation of a Small Project

This Work Package includes project management activities, the core activities of the project, communication activities and the Capacity Building Component activities.

Within this Work Package, applicants define and describe up to **15 activities in total** that fall under any of the pre-defined activity types listed below. These must include:

- At least **one activity** under **Project Management, Monitoring and Reporting**
- At least **one activity** under **Communication, Visibility and Dissemination**
- At least **one activity** under **Capacity Building Component**

Where specified (for activity types 2-7), applicants must select a single **activity indicator** per activity, from the predefined activity indicators for the relevant activity type and set a realistic and achievable **target value** for the activity indicator. Applicants must also include one **deliverable** for each activity.

Predefined types of activities for small projects

1. Project management, monitoring and reporting. This activity covers the coordination and administrative management of the project. It includes ensuring the timely implementation of activities, basic monitoring of progress, collection of relevant indicator data, preparation of the required report(s), and internal communication.

2. Data collection and analytical activities. This activity type supports human rights evidence-building activities, aimed at strengthening transparency, accountability and policy reform. It includes mapping exercises, situation analyses, needs assessments and documentation of cases relevant to human rights protection.

Predefined Activity Indicators:

- Number of human rights-related evidence-based outputs produced and/or disseminated
- Number of human rights violations documented and reported

3. Advocacy, watchdog and monitoring activities. This activity type supports strategic, data-driven advocacy and watchdog activities at national, regional or local level. Activities may involve structured dialogue with public authorities, participation in consultations, and the production of policy recommendations based on documented evidence.

Predefined Activity Indicators:

- Number of advocacy campaigns carried out
- Number of people reached by advocacy campaigns
- Number of national, regional or local laws, policies or regulations proposed by or commented on by CSOs
- Number of CSOs participating in consultations with a public institution

4. Facilitating access to rights-based support

This activity type supports rights-based actions that enhance the community and/or civic participation of people in vulnerable situations and communities facing discrimination, exclusion or rights violations. Where necessary to support these objectives, projects may include actions that strengthen the access to rights-based services such as legal assistance, psychosocial support, health-related support, survivor-centred support for victims of violence and trafficking, child protection, and information on rights and procedures for refugees, migrants and asylum seekers. Such activities should function as empowerment measures that facilitate participation and/or enhance advocacy, rather than as standalone service provision.

In any case, the provision of social services can only be supported if these services are necessary for enhancing advocacy, community participation, and/or civic engagement. Where relevant, applicants should describe in their applications how any proposed support services are in line with this requirement.

Predefined Activity Indicators:

- Number of people supported to access rights-based support

5. Awareness-raising and Public Engagement activities. This activity type includes awareness -raising initiatives and community outreach actions aimed at promoting human rights, combating discrimination and countering harmful narratives. Activities may include social media campaigns, community outreach initiatives, empowerment actions targeting marginalised groups, and dissemination of information addressing racism, gender inequality, hate speech, exclusion and misinformation. These interventions are expected to contribute to strengthening democratic culture, fostering social cohesion and increasing public support for human rights and equality principles.

Predefined Activity Indicators:

- Number of people reached by awareness raising/public engagement campaigns
- Number of awareness-raising/public engagement campaigns carried out
- Number of people who participated in public gatherings led by CSOs

6. Civic Education and Training activities. This activity type supports civic education and training initiatives aimed at strengthening knowledge, skills and institutional practices related to human rights

protection. It includes workshops, community outreach and capacity building initiatives relevant to the project scope.

Predefined Activity Indicators:

- Number of people who participated in training courses
- Number of civic education and training activities carried out
- Number of training participants self-reporting improved knowledge/understanding after the training provided by the CSOs

7. Communication, Visibility and Dissemination activities. This activity type includes actions aimed at ensuring appropriate visibility of the project and dissemination of its results. It may include communication materials, online outreach, public events, media engagement or community-level dissemination initiatives. Communication activities should contribute to raising awareness of the project's objectives and promoting human rights values at local level.

Predefined Activity Indicators:

- Number of communication/outreach events
- Number of participants in communication/outreach events
- Number of online communication outputs (e.g. posts, website content updates, newsletters, videos)
- Number of total online reach (e.g. unique visitors, impressions, video views)
- Number of communication materials produced

8. Capacity Building Component activities. Capacity Building Component activities are aimed at strengthening the organisational sustainability and development of the project promoter. All small projects under this Call are required to allocate up to 15% of the total requested grant amount to capacity-building component activities. These should correspond to the identified organisational development needs of the applicant organization. Before planning which activities to include, applicants are therefore strongly encouraged to complete the free online 'Capacity Mapping' self-assessment process, available at https://www.ngocapacitymap.gr/. This is an online multiple-choice questionnaire that indicates an organisation's strengths and weaknesses regarding its organisational capacity and sustainability.

Activities under this type may focus on developing the project promoter's approach to Governance and Strategic Direction, Organisational Management and Internal Systems, Financial Management and Financial Sustainability, Human Resources and Organisational Culture, Programme and Impact Management, Partnerships and Stakeholder Engagement, Equality, Diversity and Inclusion, Communication, Transparency and Public Outreach, Technology and Data Management.

Under CSF Greece, the Fund Operator cannot cover the costs associated with project promoters' participation in events organised by the Fund Operator. For this reason, most of the capacity building activities organised by the Fund Operator will be online. Project promoters are however encouraged to attend an annual one-day in person networking event in Athens. Under this activity type, applicants can also include the estimated costs of attending this event. This can include coverage of travel, accommodation, and subsistence costs and other accessibility related costs for up to two people.

2.5.3 Eligible Types of Activities – Work Package for Rapid Response Grants

For Rapid Response grants, all project activities are included **under a single Work Package in the application form**.

Work Package:	Implementation of Rapid Response Actions

This Work Package includes project management, reporting, the core rapid response action activities of the project, and communication activities.

Within this Work Package, applicants define and describe up to **10 activities in total** that fall under any of the pre-defined activity types listed below. These must include:

- At least **one activity** under **Project Management, Monitoring and Reporting**
- At least **one activity** under **Communication, Visibility and Dissemination**

Where specified (for activity types 2-6), applicants must select a **single activity indicator** per activity, from the predefined activity indicators for the relevant activity type and set a realistic and achievable target value for the activity indicator. Applicants must also include **one deliverable** for each activity.

Given the urgent and time-sensitive nature of these grants, activities must be focused, proportionate and directly linked to addressing the identified emergency situation or emerging human rights risk.

Predefined types of activities for Rapid Response Grants:

1. Project Management, Monitoring and Reporting. This activity type covers the coordination and administrative management of the rapid response action. It includes ensuring the timely implementation of activities, basic monitoring of progress against the planned outputs, collection of relevant indicator data, preparation of the required report(s), and internal communication.

2. Data collection and analytical activities. This activity supports evidence-building activities, including mapping exercises, situation analyses, needs assessments and documentation of cases relevant to human rights protection.

Predefined Activity Indicators:

- Number of human rights-related evidence-based outputs produced and/or disseminated
- Number of human rights violations documented and reported

3. Awareness-Raising and Public Engagement activities. This activity type includes activities aimed at rapidly informing affected communities or the wider public about urgent human rights concerns, combating misinformation or mobilising public attention where necessary.

Predefined Activity Indicators:

- Number of people reached by awareness raising/public engagement campaigns
- Number of awareness-raising/public engagement campaigns carried out
- Number of people who participated in public gatherings led by CSOs

4. Emergency Rights-Based Measures. This activity type supports access to rights-based actions that support the community and/or civic participation of affected individuals and communities. Where necessary to support these objectives, projects may include actions that strengthen the emergency access to rights-based support, including legal information, referrals, emergency assistance and other targeted support.

In any case, the provision of social services can only be supported if these services are necessary for enhancing advocacy, community participation, and/or civic engagement. Where relevant,

applicants should describe in their applications how any proposed support services are in line with this requirement.

Predefined Activity Indicators:

- Number of people supported to access rights-based support

5. Advocacy, Monitoring and Rapid Policy Engagement. This activity type covers activities aimed at addressing urgent human rights developments through targeted advocacy, monitoring actions, submissions to authorities or engagement with relevant institutional actors.

Predefined Activity Indicators:

- Number of advocacy campaigns carried out
- Number of people reached by advocacy campaigns

6. Communication, Visibility and Dissemination. This activity type includes actions aimed at ensuring appropriate visibility of the project and dissemination of its results. It may include communication materials, online outreach, public events, media engagement or community level dissemination initiatives.

Predefined Activity Indicators:

- Number of communication/outreach events
- Number of participants in communication/outreach events
- Number of online communication outputs (e.g. posts, website content updates, newsletters, videos)
- Number of total online reach (e.g. unique visitors, impressions, video views)
- Number of communication materials produced

2.6 Capacity building

A key priority of the EEA Civil Society Fund is to strengthen the **long-term sustainability, resilience, and impact** of the civil society sector in Greece.

As already outlined above, all large, medium, and small projects funded through this Open Call are required to allocate up to 15% of the requested grant amount to implement capacity building activities (under the 'Capacity Building Component' of projects), aimed at strengthening the organisational sustainability and development of the project promoter organisation.

In addition, the Fund Operator offers a comprehensive and inclusive capacity-building framework. This includes:

a) Support to Applicants for Project Preparation

The programme provides structured support during the application phase to ensure **equitable access to funding opportunities**, particularly for small, grassroots, and underrepresented organisations. To address geographical and structural barriers, a targeted outreach strategy is implemented, including **"How to Apply" workshops** and **Helpdesk support**.

b) Capacity Building Programme offered by the Fund Operator

The EEA Civil Society Fund in Greece provides a structured and multi-dimensional capacity-building programme, accessible to project promoters, partners, and, where relevant, the wider civil society

ecosystem. The programme is implemented by **Social Dynamo**, the CSO hub of the Bodossaki Foundation.

The approach combines **online and in-person learning**, **professional development services**, and **structured networking opportunities**, supported by organisational self-assessment tools to track progress over time.

The programme includes the following components, which are all optional:

- **Organisational Capacity Building Programme**: covering key areas such as governance, transparency and accountability, strategic planning, financial management and diversification of funding, human resources and volunteer management, communication, advocacy, and the use of digital and AI tools (primarily online).
- **Storytelling for Advocacy Workshops**: supporting CSOs in developing compelling narratives and increasing their visibility and influence (online).
- **International Certification**: In partnership with **PM4NGOs**, CSO representatives are offered access to internationally recognised certification programmes, including **Project DPro** and **MEAL DPro**. The programme includes training, Greek-language materials, and covered examination fees, contributing to the professionalisation of the sector (online).
- **Professional Support Services**: Tailored support through **mentoring, coaching, and specialised consultancy services** (e.g. legal, financial, governance), addressing specific organisational needs and challenges, with particular added value for smaller and regionally based CSOs (online).
- **Annual Networking event "CSO Dialogues".** The annual one-day event will provide structured spaces for **peer learning, collaboration, and coalition-building**, strengthening relationships across the sector and enhancing collective impact (in person, in Athens).

3. ELIGIBLE APPLICANTS AND PARTNERS

All projects must comply with the highest ethical standards, and with all other applicable EU, international and national laws, including the General Data Protection Regulation 2016/679 (GDPR).

All projects must also comply with the principles of implementation of the EEA Financial Mechanism 2021-2028, namely the common values and principles of respect for human dignity, freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities, and comply with the fundamental rights and obligations enshrined in relevant instruments and standards.

3.1 Eligible Applicants

Eligible Applicants are **Civil Society Organisations (CSOs)** that are established as legal entities in Greece and fall under the following definition:

"A non-profit voluntary organisation with a non-commercial purpose, independent of local, regional and central government, public entities, political parties and commercial organisations."

Eligible Applicants are the following:

(i) **Civil Society Organisations**, as defined under Greek Law 4873/2021, as in force, namely **associations** (in Greek: "σωματεία/σύλλογοι") and **civil non-profit companies** (in Greek: "αστικές μη κερδοσκοπικές εταιρείες"), **with a public benefit purpose**, and

(ii) **Public benefit foundations** provided under Greek Law 4182/2013 and Greek Law 5259/2025 from the date of its entry into force.

The activity of the Eligible Applicants in general must not be of a religious, political or trade union – professional association/ commercial nature. Religious institutions and political parties, social partners or profit-distributing cooperatives are not eligible applicants. Faith-based organisations are eligible if they meet the principles identified above and if the funded activities do not directly or indirectly promote a religious doctrine, mission or proselytism related to the beliefs of a particular faith (beyond basic religious/cultural awareness raising).

In addition, to be eligible, project applicants must:

- Be a **non-profit organisation**, meaning an organisation that is neither established nor operated for the purpose of generating profit for distribution. Although it may employ paid staff and engage in revenue-generating activities, it does not distribute profits to its members or governing bodies. Any income-generating activity must serve exclusively as a means to support its mission and objectives.
- Have a **non-commercial purpose**, meaning that the organisation does not pursue the commercial or professional interests of its members. Its members must have no direct commercial interest in the outcomes of its activities. This excludes trade unions and professional or business associations whose primary purpose is to advance the specific interests of their members.
- Must be formed voluntarily by individuals or groups. Where membership exists, it must not be compulsory.
- Not be in a situation of conflict of interest, including any actual or potential conflict arising from personal, family, financial, political, professional or other relationships involving board members, management, legal representatives, employees, associates, or partners.

Natural persons are not eligible.

Eligible Project Applicants must share the common values and principles of respect for human dignity, freedom, democracy, equality, the rule of law and the respect for human rights, including the rights of persons belonging to minorities. They must not promote, endorse or support — through their projects, communication strategies or public messaging — any form of violence especially violence with racist characteristics, against minors, against groups in vulnerable situations in general, against women, domestic violence, and any form of gender-based violence.

The following limitations apply:

For **Large and Medium Projects**: The eligible Project Applicants must have been legally established at least up until 31/12/2023 and have the ability to submit financial data covering a period of two (2) completed tax years (2024 & 2025).

For **Small Projects and Rapid Response Actions**: The eligible Project Applicants must have been legally established at least up until 31/12/2024 and have the ability to submit financial data covering a period of one completed tax year (2025).

Small projects must be implemented exclusively by **small CSOs**. A small CSO, for the purposes of this programme, is a CSO with a total annual revenue (taxable and non-taxable) of less than €80,000 for 2025.

3.2 Eligible project partners (for Large and Medium Projects)

Large and Medium projects may be implemented in partnership with **up to two (2) Project Partners**. All Project Partners must share a common objective with the Project Applicant and actively contribute to the achievement of the project's objectives, as defined in the proposal. The role and specific responsibilities of each partner must be clearly described and duly justified in the project application.

To be considered eligible, Project Partners must have been legally established at least up until 31/12/2024 and have the ability to submit financial data covering a period of one completed tax year (2025), subject to the informal groups as described below.

Partners share a common economic or social goal with the project applicant, which is to be realised through the implementation of the project. Project partners shall be actively involved in, and effectively contributing to, the implementation of the project.

Unless explicitly stipulated otherwise, the following entities are eligible to be Project Partners:

- Any public or private entity, commercial or non-commercial, as well as CSOs, established as a legal entity either in the Donor States[3], Beneficiary States[4] or a country outside the European Economic Area that has a common border with **Greece** (Albania, North Macedonia, and Turkey);
- An international organisation or body or agency thereof, provided they are legally established and actively contribute to the implementation of the project;
- Informal, ad hoc and self-help organisations (including grassroots organisations) that are not registered legal entities (hereinafter referred to as "informal groups"). Informal groups are considered eligible project partners provided that:
    - their members are legal residents or based in either the Donor States, Beneficiary States or a country outside the European Economic Area that has a common border with **Greece** (Albania, North Macedonia, and Turkey)**;**
    - they are not established or operating with the purpose of personal profit;
    - membership in the group is voluntary and non-discriminatory;
    - their purpose aligns with the objective of the EEA Civil Society Fund;
    - they are independent of local, regional and national government and other public authorities, as well as of political parties, religious institutions and commercial organisations; and
    - they are represented by one single person, with legal residency in **Greece** who signs the partnership agreement on behalf of the group. An informal group cannot be a direct recipient of the project grant.
- University departments may be considered an independent partner, even if they do not constitute a separate legal entity, provided that the University formally authorises their participation in the project.

A partnership agreement (based on a template provided by the Fund Operator) between the Project Applicant and each of its Partners shall be submitted during the legal eligibility stage. The agreement shall be in **Greek or in English (in the case of non- Greek partners)**.

[3] Iceland, Liechtenstein and Norway.

[4]Bulgaria, Croatia, Czechia, Cyprus, Estonia, Greece, Hungary, Latvia, Lithuania, Malta, Poland, Portugal, Romania, Slovakia, Slovenia.

A project partnership shall not be mistaken for sub-contracting. Project partners always share a common economic or social goal through the implementation of the project, and are actively involved in, and effectively contributing to, the implementation of the project. In contrast, sub-contracting is aimed at one or several specific deliverables, e.g. services or equipment to realise a specific activity within the project. Sub-contracting shall always be carried out based on an appropriate service or purchase contract.

3.3. Involvement of grassroots, small and regional CSOs

In the assessment process, particular attention and scoring weight are given to the substantive inclusion of grassroots, small and/or regionally based CSOs that are actively involved in and effectively contributing to project implementation, as well as to the inclusion of donor project partners who bring relevant expertise and meaningful added value to the proposed project.

For the purposes of this programme, the following definitions apply:

Grassroots organization: A grassroots CSO is a civil society organization, driven by community members who are passionate about a particular cause or issue. They are typically formed by people who are directly impacted by the issues they seek to address, and they rely heavily on the participation and support of the community to achieve their goals. These organisations often work to address social, economic, and environmental problems within their own communities, without the influence or support of larger organisations or governments.

Small CSO: A small CSO is a CSO with a total annual revenue (taxable and non-taxable) of less than €80,000 (2025).

CSO based in regional areas: All areas of Greece are considered regional areas, except all the municipalities of the prefecture of Attica (except the islands) and all the municipalities of the prefecture unit of Thessaloniki.

A donor project partner: A legal entity from Iceland, Liechtenstein, or Norway, actively involved in, and effectively contributing to, the implementation of a project, and whose primary location is in one of the donor states. Both public and private entities, commercial and non-commercial, as well as civil society organisations may participate as donor project partners in a project.

4. PROJECT FINANCIAL CONDITIONS

4.1. General Principles and Information

Eligible project costs will be reimbursed to funded projects in the form of **lump sums**. As a result, **no financial reporting or supporting expenditure documentation** is required to be submitted together with progress reports.

Payments will be based on the progress achieved and the results reported, with lump sum funding conditional on the **full completion of each activity and the full achievement of the agreed deliverables and indicator target values**, as assessed by the Fund Operator.

This approach aims to reduce the administrative burden on beneficiaries while ensuring a strong focus on results, performance, and impact.

Organisations applying for funding are required to submit a **detailed and realistic – per activity - project budget (draft budget)**, using the template provided for the relevant project type. All declared costs must be proportionate, realistic, and justified in the relevant section of the budget template. Only costs falling within the eligible cost categories described below may be included in the project budget.

Although financial reports are not required to be submitted under the lump-sum funding model, funded organisations must **retain all accounting records, supporting documentation, and audit trails** in accordance with applicable national legislation, relevant accounting standards, and generally accepted accounting principles.

All projects funded under this Call will be financed at a **rate of 100%. No co-financing is required**.

4.2. Eligibility of expenditure

The project budget must clearly reflect the **predefined Work Package(s)** under which the proposed activities will be implemented. Each activity must be costed **separately** and include a comprehensive and transparent breakdown of all resources required for its effective implementation.

4.2.1 General principles on the eligibility of costs in projects

1. The principles shall apply to all eligible expenditures.

2. Eligible expenditures of projects are those actually incurred by the Project Promoter and/or the project partner(s).

The expenditures shall meet the following criteria:

a. The actions constituting the basis for payment shall be carried out between the first and final dates of eligibility of a project as specified in the project contract;
b. They are related to the scope of the project contract and are specified in the project's detailed budget.
c. They are proportionate and necessary for the implementation of the project;
d. They are used for the sole purpose of achieving the objective of the project and its expected outcome(s), in a manner consistent with the principles of economy, efficiency, and effectiveness;
e. They comply with the requirements of applicable tax and social legislation.

3. Expenditures incurred by the Project Promoter or the project partner(s) are considered to have been incurred when the cost has been invoiced, paid, and the subject matter delivered (in case of goods) or performed (in case of services and works). Exceptionally, costs in respect of which an invoice has been issued in the final month of eligibility are also deemed to be incurred within the dates of eligibility if the costs are paid by the end of the next month after the final date of eligibility. Overheads and depreciation of equipment are considered to have been incurred when they are recorded on the accounts of the Project Promoter and/or project partner(s).

4. The Project Promoter's internal accounting and auditing procedures must permit direct reconciliation of the expenditures and revenue declared in respect of the project with the corresponding accounting statements and supporting documents.

4.2.2 Direct expenditures

The eligible direct expenditures are those expenditures which are directly linked to the implementation of the project. The following direct expenditures are eligible provided that they satisfy the criteria set out in the General principles on the eligibility of costs in projects section (4.2.1.).

a. the **cost of personnel** assigned to the project, comprising actual remuneration including social security charges and other statutory costs as applicable, provided that this corresponds to the Project Promoter's and project partner's usual policy on remuneration;
b. **travel and subsistence** allowances for personnel and participants in the project, provided that this corresponds to the Project Promoter's and project partner's usual practices on travel costs;
c. the full **purchase price of new or secondhand equipment** provided that it is proportionate and necessary for the implementation of the project;
d. costs of **consumables and supplies**, provided that they are identifiable and assigned to the project;
e. costs entailed by other contracts awarded by the Project Promoter or project partner(s) for the purposes of carrying out the project, provided that the award complies with the applicable rules on procurement;
f. costs arising directly from requirements imposed by the project contract for each project.
g. Costs related to reconstruction, renovation, or refurbishment of real estate **shall not exceed 50% of the eligible direct cost of the project**.

A.1 Personnel Costs

Costs for employees are eligible as personnel costs where they are related to the staff working for the Project Promoter or partner, if applicable, under an **employment contract** (or an equivalent appointing act) and are directly linked to project activities.

Eligible personnel costs are limited to:

- salaries;
- social security employer contributions; and
- other costs linked to remuneration, where these arise from national law or the employment contract (or equivalent appointing act).

For the purpose of determining direct personnel costs, an hourly rate may be calculated in one of the following ways:

- by dividing the latest documented annual gross employment costs (including social security employer contributions and other costs linked to remuneration) by 1720 hours for people working full-time, or by a corresponding pro-rata of 1720 hours for people working part-time;
- by dividing the latest documented monthly gross employment costs (including social security employer contributions and other costs linked to remuneration) by the average monthly working time of the person concerned in accordance with applicable national rules referred to in the employment or work contract or an appointment decision (both referred to as the employment document).

When applying the hourly rate calculated in accordance with the previous paragraph, the total number of hours declared per person for a given year, or month shall not exceed the number of hours used for the calculation of that hourly rate. Where annual gross employment costs are not available, they may be derived from the available documented gross employment costs or from the employment document, duly adjusted for a 12-month period.

A.2 Costs for Natural Persons

Costs for natural persons working under a direct contract outside an employment relationship (e.g. service contract or project contract), as well as costs for **seconded individuals** from the Project Promoter or partner against payment, are also eligible as personnel costs, provided they are directly

related to the project activities, comply with the general eligibility conditions, and meet all of the following criteria:

a. Natural persons work under conditions **comparable to those of an employee**, particularly with regard to work organisation, tasks performed and place of work.
b. The results of the work belong to the Project Promoter or partner, unless agreed otherwise.
c. The costs are calculated on the basis of a rate corresponding to the **actual costs incurred** under the direct contract or secondment and are **not significantly higher** than those for personnel performing similar tasks under an employment contract with the Project Promoter or partner.

Costs for consultants provided by legal entities are not eligible under this category but may be included under **Other Expenses (B2 below)**, where applicable.

B. Purchase costs

Project purchase costs, including applicable duties, taxes and charges (such as non-deductible or non-refundable VAT), are eligible if they meet the general eligibility conditions, ensure best value for money (or, where appropriate, the lowest price), and are incurred in the absence of any conflict of interest**.**

B1. Travel costs

Travel costs for project staff and project participants are eligible, provided that they are in line with usual travel cost practices of the Project Promoter and project partner. Eligible expenses may include transportation, accommodation and meals. Travels must be calculated:

In accordance with Decision C (2024) 5405 of 31 July 2024 **which was amended by the guidance set out in Annexes 2a and 2b of 1 May 2026.** The following amounts, as specified in the **guidance of 1 May 2026**, shall apply as maximum ceilings for travel costs:

- **Travel costs** (air travel combined with road transport): **€245 for distances up to 399 km**; for distances of **400 km or more**, please refer to the table on page 9.
- **Daily accommodation allowance** (see table on pages 13–17).
- **Daily subsistence allowance** (see table on pages 21–24)

B2. Other Expenses

Other eligible expenses include the purchase of **goods, works, and services, as well as the depreciation cost of equipment (in full or in part) required for project implementation.** These costs must be calculated based on their **actual cost**.

Such expenses may include, by way of example:

- Consumables and supplies;
- Equipment
- Translations;
- Publications;
- Certificates;
- Accounting and Consultancy Services

C. Costs Related to Reconstruction, Renovation or Refurbishment of Immovable Property

Costs related to the reconstruction, renovation or refurbishment of immovable property are eligible, provided that they meet the general eligibility conditions. The total eligible costs under this category shall not exceed 50% of the total eligible direct costs of the project.

4.2.3 Indirect Costs

Indirect costs are all eligible costs that cannot be directly attributed to the project. They may not include any eligible direct costs. Indirect costs shall represent a fair apportionment of the overall overheads of the Project Promoter and/or project partner(s).

Indirect costs have a **fixed flat rate of 7%** of the total eligible direct costs.

4.2.4 Ineligible (Excluded) Costs

Costs or contributions that do not comply with the eligibility conditions, including in particular:

a. interest in debt, debt service charges and late payment charges;
b. charges for financial transactions and other purely financial costs, except costs related to accounts and financial services imposed by the project contract;
c. costs related to purchase of land or real estate;
d. provisions for losses or potential future liabilities;
e. exchange losses;
f. deductible or refundable VAT (including VAT paid by public bodies acting as public authorities);
g. costs that are covered by other sources;
h. fines, penalties and costs of litigation, except where litigation is an integral and necessary component for achieving the outcomes of the project; and
i. excessive or reckless expenditure.

4.3. Payment of the grant

The grant schemes under this Call are structured according to **project size, duration, and payment arrangements**, as outlined below. Payments will be based on the progress achieved and the results reported, with lump sum funding conditional on the full completion of each activity and the full achievement of the agreed deliverables and indicator target values.

- **Large Projects** may receive funding, ranging from **€100,000.01 to €200,000**, with an implementation period of **24 to 36 months**. An **advance payment of 40%** of the awarded grant will be provided at project commencement, followed by **interim payment(s) of up to 50%**. The final payment will be calculated following the final evaluation of the completion of the project, based on the qualitative and quantitative achievement of the project's results and deliverables.
- **Medium Projects** may receive funding between **€50,000 and €100,000**, with a duration of **12 to 24 months**. The payment structure follows the same approach as Large Projects, including an **advance payment of 40% and interim payment(s) of up to 50%.** The final payment will be calculated following the final evaluation of the completion of the project, based on the qualitative and quantitative achievement of the project's results and deliverables.
- **Small Projects** may receive funding from **€10,000 to €20,000**, with an implementation period of **6 to 12 months**. These projects will receive a **50% advance payment**, followed by **interim payment(s) of up to 40%.** The final payment will be calculated following the final evaluation of the completion of the project, based on the qualitative and quantitative achievement of the project's results and deliverables.
- **Rapid Response Actions** provide a **grant of €10,000** for short-term interventions lasting **1 to 6 months**. Given the urgent nature of these actions, a **90% advance payment** will be provided at

the start of the project, with **no interim payments**. The final payment will be calculated following the final assessment of the completion of the project, based on the qualitative and quantitative achievement of the project's results and deliverables.

Project type	Amount (€)	Advance payment	Interim payment(s)	Final payment
Large Projects	100,000.01–200,000	40%	Up to 50%	The final payment will be calculated following the final assessment of the completion of the project, based on the qualitative and quantitative achievement of the project's results and deliverables.
Medium Projects	50,000–100,000	40%	Up to 50%	The final payment will be calculated following the final assessment of the completion of the project, based on the qualitative and quantitative achievement of the project's results and deliverables.
Small Projects	10,000–20,000	50%	Up to 40%	The final payment will be calculated following the final assessment of the completion of the project, based on the qualitative and quantitative achievement of the project's results and deliverables.
Rapid Response Actions	10,000	90%	N/A	The final payment will be calculated following the final assessment of the completion of the project, based on the qualitative and quantitative achievement of the project's results and deliverables.

The advance payment will be disbursed within **ten (10) working days** following the final signature of the project contract or the official project start date, whichever occurs later.

Interim payment(s) will be disbursed within **ten (10) working days** following the approval of the corresponding interim progress report(s).

The final payment will be determined following the **final assessment of the project's completion**, considering both the **full qualitative and quantitative achievement of the project's objectives, results, and deliverables**. The final payment will be made within **twenty (20) working days** after the approval of the final project report.

Total payments may not exceed the **approved project budget** and may be lower than the maximum awarded amount if the project objectives are not fully achieved or if activities and deliverables are not

implemented as foreseen in the project contract. In such cases, the Fund Operator will assess the level of project completion and determine the final eligible amount accordingly based on the **full qualitative and quantitative achievement of the project's objectives.**

If the final evaluation concludes that the project promoter has received a higher proportion of the grant than justified by the assessed level of completion, the project promoter shall **reimburse the excess amount within** a reasonable period **and no longer than two months** from the date of the request by the Fund Operator.

In order to receive any grant payment, the project promoter and its partner(s) must provide valid Tax Clearance and Social Security Clearance certificates. The relevant Clearances must be valid at the date of each payment.

5. ADMINISTRATIVE, ELIGIBILITY, AND SELECTION CRITERIA

5.1 Administrative Criteria (for all project types)

Administrative criteria constitute the formal admissibility requirements of the application. Applications that do not comply with the administrative criteria will be rejected and will not be assessed further. **The administrative criteria apply to all project types (Large, Medium, Small and Rapid Response)** and are as follows:

1. The Application, Budget file, the Declaration of Honour, Child Protection Policy (if necessary), and all required supporting documents must be submitted **by the Call deadline.**
2. The Application, Budget file, the Declaration of Honour, Child Protection Policy (if necessary), and all required supporting documents must be completed and submitted in **Greek. An exception applies where a Partner is legally registered outside Greece.** In such cases, the required documents can be submitted in English.
3. The Application, Budget file, the Declaration of Honour, Child Protection Policy (if necessary) and all required supporting documents must be submitted **electronically** through the Bodossaki Foundation's Programmes Portal.
4. The Budget file and the Declaration of Honour must be completed using the **official programme templates** available on the programme webpage.[5]

5.2. Eligibility Criteria of the Application (for all project types)

The eligibility criteria of the application apply to all project types (Large, Medium, Small projects and Rapid Response Actions). Applications that do not comply with the eligibility criteria of the application will be rejected and will not be further assessed.

To be considered eligible, an application must meet **all** the following requirements:

1. The requested grant amount must fall within the limits defined for each project type:
    a. **For Large projects:** minimum €100,000.01 and maximum €200,000
    b. **For Medium projects:** minimum €50,000 and maximum €100,000
    c. **For Small projects:** minimum €10,000 and maximum €20,000
    d. **For Rapid Response Actions:** €10,000

[5] Different budget templates apply depending on the grant category: one template for large and medium projects, one template for small projects, and one template for Rapid Response Actions. Applicants must use the template corresponding to the grant category for which they apply.

2. The project implementation period must fall within the permitted duration defined for each Grant Type:
    a. **For Large projects:** minimum twenty-four (24) months and maximum thirty-six (36) months.
    b. **For Medium projects:** minimum twelve (12) months and maximum twenty-four (24) months.
    c. **For Small projects:** minimum six (6) months and maximum twelve (12) months.
    d. **For Rapid Response Actions:** minimum one (1) month and maximum six (6) months.
3. **Small projects** must be implemented only by organisations that meet the definition of a **"small CSO[6]",** as specified in the present Call.
4. Each organisation can submit **only one application to the Open Call, either as Project Applicant or as Project Partner. This restriction does not apply to Rapid Response Action Grants: organisations can apply for a Rapid Response grant even if they have already applied for a large, medium or small project grant**
5. **Partnerships** are permitted only for **Large and Medium Grants.** For those grant types, each application may be submitted either by a single Project Applicant or by one Project Applicant in partnership with **up to two (2)** Project Partners.

5.3. Assessment Criteria

5.3.1 Assessment Criteria for Medium and Large Projects

The application assessment criteria and the maximum score per criterion for Medium and Large Projects are as follows:

Assessment criteria for Medium and Large Projects	Maximum Score
1. Experience & Capacity of the Applicant and Partners Assessment focuses on: • the relevant experience of the applicant organisation and partner(s) (if applicable) in relation to the thematic focus and objectives of the Call; • the organisational, operational and financial capacity of the applicant and partner(s) (if applicable) to effectively implement the proposed project; • the appropriateness of the proposed implementation team, including the clarity of roles, distribution of responsibilities and relevant expertise.	**0 – 25 points**
2. Relevance & needs assessment Assessment focuses on: • the extent to which the proposed project aligns with the objectives and thematic focus of the Call; • the quality and robustness of the needs assessment, including the use of evidence and data to justify the proposed intervention; • the clarity and relevance of the identified problem, including its link to the broader context; • the clear identification and understanding of the target groups and their needs.	**0 – 20 points**

[6] A small CSO for the purposes of this Call is a CSO with a total annual revenue (taxable and non-taxable) of less than €80,000 for 2025

• the extent to which the proposed project adopts participatory approaches by meaningfully involving the target groups, where relevant, in the design, implementation and/or assessment of the project.	
3. Quality of project Design, Implementation & Expected Impact Assessment focuses on: • the coherence and internal consistency of the project design, including the logical link between activities, deliverables, timeline and target values; • the quality, relevance and feasibility of the proposed activities and deliverables; • the quality and added value of the proposed partnership, including the complementarity of partners (if applicable); • the expected impact of the project, supported by a clear and credible approach to impact measurement; • innovation in project design, including, where relevant, the responsible and appropriate use of digital tools and AI; • quality of the partnership with any project partner from Iceland, Liechtenstein, and/or Norway.	**0 – 20 points**
4. Involvement of Grassroots / Small / CSOs based in regional areas Assessment focuses on: • The project promoter and/or one or more project partners being grassroots, small, and/or regionally based CSO. This criterion contributes to encouraging applications from CSOs operating in underserved geographic areas and from CSOs led by groups in vulnerable situations, including Roma-led and refugee-led or migrant-led CSOs.	**0 or 5 points**
5. Sustainability & Capacity Building Component Assessment focuses on: • the sustainability of the project and its results beyond the funding period, including the presence of clear, realistic and feasible sustainability measures; • the extent to which the project will **strengthen the capacity** of the project applicant, through clearly articulated and justified **capacity-building component activities.**	**0 – 10 points**
6. Budget Adequacy & Value for Money Assessment focuses on: • the extent to which the proposed budget is proportionate, realistic and clearly justified in relation to the planned activities and expected results; • the demonstration of value for money, including the efficient use of resources and the balance between costs and expected outcomes.	**0 – 20 points**
TOTAL SCORE	**100**

5.3.2 Assessment Criteria for Small Projects

The application assessment criteria and the maximum score per criterion for Small Projects are as follows:

Assessment Criteria for Small Projects	Maximum Score
1. Experience & Capacity of the Applicant Assessment focuses on: • the relevant experience of the applicant organisation in relation to the thematic focus and objectives of the Call; • the organisational, operational and financial capacity of the applicant to effectively implement the proposed project; • the appropriateness of the proposed implementation team, including the clarity of roles, distribution of responsibilities and availability of relevant expertise.	**0–20 points**
2. Relevance & needs assessment Assessment focuses on: • the extent to which the proposed project is relevant and aligned with the objectives and priorities of the Call; • the extent to which the need for the project is clearly demonstrated and justified; • the extent to which the target groups are clearly defined and appropriately addressed. • the extent to which the proposed project adopts participatory approaches by meaningfully involving the target groups, where relevant, in the design, implementation and/or assessment of the project.	**0–20 points**
3. Quality of project Design, Implementation & Expected Impact Assessment focuses on: • the coherence and logical linkage between outcomes, outputs, activities, deliverables, and the proposed timeline; • the quality and appropriateness of the proposed activities and deliverables in achieving the expected results; • the added value for the target groups and the project's contribution to the overall expected impact.	**0–20 points**
4. Involvement of Grassroots / CSOs based in regional areas Assessment focuses on whether: • the **applicant organisation is a grassroots CSO and/or a CSO based in a regional area.** This criterion contributes to encouraging applications from CSOs operating in underserved geographic areas and from CSOs led by groups in vulnerable situations, including Roma-led and refugee-led or migrant-led CSOs.	**0 or 10 points**
5. Sustainability & Capacity Building Component Assessment focuses on: • the **sustainability of the project and/or its results** beyond the funding period, including potential for replication or learning;	**0–10 points**

• the extent to which the project will **strengthen the capacity** of the project applicant through clearly articulated and justified **capacity-building component activities.**	
6. Budget Adequacy & Value for Money Assessment focuses on: • the extent to which the proposed budget is proportionate, realistic and clearly justified in relation to the planned activities and expected results; • the demonstration of value for money, including the efficient use of resources and the balance between costs and expected outcomes.	**0–20 points**
TOTAL SCORE	**100**

5.3.3 Assessment Criteria for Rapid Response Actions

The application assessment criteria and the maximum score per criterion for the Rapid Response Actions are as follows:

Assessment criteria for Rapid Response Actions	Maximum Score
1. Experience & Capacity of the Applicant Assessment focuses on: • the relevant **experience** of the applicant organisation • the **organisational** & **financial capacity** of the applicant organization to implement the project • the **appropriateness and composition of the implementation team**;	**0–25 points**
2. Relevance & Needs Assessment Assessment focuses on: • the extent to which the proposed project **aligns with the focus of the Call**; • the extent to which the need for the project is clearly justified • the **clear identification of target group(s)** • **the urgency** of the proposed response to the identified needs	**0–20 points**
3. Quality of Project Design, Implementation & Expected Impact Assessment focuses on: • the **coherence of the outcomes, outputs, activities, and deliverables, and the timeline** • the **quality of the proposed activities and deliverables**; • the **added value for target groups** and overall **expected impact** • Potential for **replication & transferability** of project results	**0–25 point**
4. Safety and risk management Assessment focuses on: • Identification of risks • Quality of the risk management	**0–10 points**
5. Budget Adequacy & Value for Money Assessment focuses on:	**0–20 point**

• the extent to which the costs included in the project budget are proportionate, realistic, and justified • the demonstration of value for money	
TOTAL SCORE	**100**

6. SELECTION PROCESS

The selection process consists of four main phases: (1) administrative and eligibility check of the application, (2) assessment of the applications, (3) legal eligibility check of the Project Applicant and, where applicable, its partner(s) (where applicable) and (4) final selection of projects.

6.1. Administrative Check and Eligibility Check of the Application (for all project types)

During phase one of the selection process, each application will be assessed for compliance with the **administrative and eligibility criteria.**

The following documents are considered **core and mandatory** and must be submitted at the time of application:

1. Project budget.
2. Declaration of Honour (for the project applicant and its partner(s), if any).
3. Child Protection Policy (for projects involving activities with direct contact with children).

Applications that fail to include any of the above mandatory documents will be **automatically rejected**. Templates for the budget[7] and the Declaration of Honour will be available on the website of the EEA Civil Society Fund in **Greece.**

All **supporting documents** (listed in section 7) **must be submitted at the time of application**. Where supporting documents are missing, the Fund Operator may request their submission. In such cases, applicants will be granted **five (5) working days** to provide the requested documents.

Organisations whose applications are rejected due to non-compliance with the **administrative and eligibility criteria of the application** will be informed by email and will have the right to submit an appeal within five (5) working days from the date of notification. The right to appeal can be exercised **only once** at this stage.

Appeals must be fully justified, documented and submitted electronically to the contact details indicated in the Contact Information Section, no later than 17:00 (local time) on the final day of the appeal deadline. Appeals will be examined by the **Appeals Committee**, and applicants will be informed of its decision within ten (10) working days following the appeal submission deadline. The decision of the Appeals Committee is final and irrevocable.

6.2 Assessment of the Applications

Different assessment procedures apply depending on the project type, as described below.

[7] Different budget templates apply depending on the grant category: one template for large and medium projects, one template for small projects, and one template for Rapid Response Actions. Applicants must use the template corresponding to the grant category for which they apply.

6.2.1 Assessment of Application for Large and Medium Projects

In phase two of the selection process, applications for Large and Medium projects that meet the **administrative and eligibility criteria** will be evaluated by **two (2) impartial assessors** appointed by the Fund Operator. At least one of the assessors will be **external and independent** from the Fund Operator and will have been selected through an open call procedure.

All assessors are required to sign a declaration confirming the absence of any conflict of interest in relation to the application they assess. Each assessor will assess the application individually and independently, based on the Assessment Criteria for Large and Medium projects. The average score of the two assessments will constitute the application's score.

To proceed further in the assessment process, an application must receive an **average score of sixty (60) points or more**.

Where the difference between the two assessors' scores exceeds 30% of the higher score, the application will be assessed by a third assessor, appointed by the Fund Operator and independent of all applicants. In such cases, the average of the two closest scores will constitute the final score of the application.

Applications receiving a score of sixty (60) points or more will be ranked according to their final score, without modification of the ranking order.

6.2.2 Assessment of Application for Small Projects & Rapid Response Actions

A simplified and proportionate assessment procedure will apply to small projects & Rapid Response Actions.

In phase two of the selection process, applications for Small & Rapid Response Actions that meet the **administrative and eligibility criteria of the application** will be assessed by an **impartial assessor** appointed by the Fund Operator.

The assessors are required to sign a **declaration** confirming the absence of any **conflict of interest** in relation to the application they assess and will assess the application **individually and independently**, based on the Assessment Criteria for Small projects and the Assessment Criteria for Rapid Response Actions

To proceed further in the assessment process, an application must receive a **minimum score of sixty (60) points**.

Applications receiving a minimum score of sixty (60) points will be ranked according to their final score, without modification of the ranking order.

6.3 Legal Eligibility Check of the Project Applicant and Partner(s) (if applicable) (for all project types)

In phase three of the selection process, the shortlisted applications will be subject to a **legal eligibility assessment of the project applicant and, where applicable, the partner(s) as described.**

During this phase, the Fund Operator will assess the legal eligibility of the project applicant and, where applicable, its partner(s) and will request the necessary documents proving their eligibility, as declared in the aforementioned Declaration of Honour submitted during the application stage. These documents will, indicatively, be:

- Current Articles of Association/Statute of the Organisation – Founding Act, as amended and in force.
- Recent (issued within the previous one (1) month) Certificate from the Court of First Instance / the General Commercial Registry (GEMI), for registration – establishment – amendments to the Articles of Association.
- Recent (issued within the previous one (1) month) certificate of registration/current image of entity/business issued by Taxisnet (select all items to be issued).
- Minutes resolving on the election and formation of the Board of Directors and appointment of legal representative(s) and/or Minutes of the competent statutory bodies (e.g. General Meeting, Supervisory Board) proving the current representation of the organisation.

In the case of a foreign partner, supporting documents equivalent to the above-mentioned shall be required, as applicable, officially translated into English.

Applicants will have five (5) working days to submit the requested documents, following a relevant request from the Fund Operator.

Applicants whose applications are rejected due to non-compliance with the legal eligibility criteria of the project promoter and its partner(s) (where relevant) will be informed by email and will have the right to submit an appeal within five (5) working days from the date of notification. The right to appeal may be exercised only once at this stage.

Appeals must be **fully justified and documented** and submitted electronically to the email address indicated in the **Contact Information** section, no later than **17:00 (local time)** on the **fifth (5th) and final day** of the deadline of the appeal.

Appeals will be examined by the **Appeals Committee**, and applicants will be informed of its decision within **ten (10) working days** following the appeal submission deadline. The decision of the Appeals Committee is **final and irrevocable.**

In the event of a final rejection due to non-compliance with the eligibility criteria, another application from the ranking list will be assessed under the same procedure.

6.4 Final Selection of Projects

For the final selection of projects, two distinct procedures shall be followed, depending on the Grant Type. The applicable procedure for each Grant Type is described in the relevant subsections below.

6.4.1 Final Selection of Projects for Large, Medium and Small Projects

The Selection Committee will examine the shortlist of applications for Large, Medium and Small projects, which have also been verified as legally eligible, based on the scores awarded and the evaluators' comments. It may modify the ranking of applications only in duly justified cases, where such modification is necessary to achieve the programme's and the Call's objectives. In addition, the Selection Committee may adjust the budgets of approved projects, where necessary, to ensure value for money, in cases of ineligible activities or costs, or where activities are considered over-budgeted. In such cases, the Fund Operator may request clarifications from the concerned applicants.

The Selection Committee will ensure **that a diverse range of projects** are funded under the Open Call "Advancing Human Rights, Social Justice, and Anti-discrimination", **including projects to support refugees and/or migrants.**

The decision of the Selection Committee **is final and not subject to change**.

The final decision will be communicated directly to the applicants, and the list of approved projects will be published on the programme webpage within **four (4) months** of the application submission deadline.

Rejected applicants will have the right to request feedback on their applications following a relevant announcement.

6.4.2 Final Selection of Rapid Response Actions

For the final selection of Rapid Response Action Grants, a simplified selection procedure will be followed.

The proposed ranking list will be submitted to the Selection Committee.

The Selection Committee will examine the shortlist of applications, which have also been verified as legally eligible, based on the scores awarded and the evaluators' comments. It may modify the ranking of applications only in duly justified cases where such modification is necessary to achieve the programme's and the Open Call's objectives. In addition, the Selection Committee may adjust the budgets of approved projects, where necessary, to ensure value for money, in cases of ineligible activities or costs, or where activities are considered over-budgeted. In such cases, the Fund Operator may request clarifications from the applicants concerned.

The decision of the Selection Committee **is final and not subject to change**.

Decisions for Rapid Response Actions will be taken within two months of the submission deadline stated in the relevant announcement for Rapid Response Actions.

Rejected applicants will have the right to request feedback on their applications following a relevant announcement.

7.REQUIRED DOCUMENTS

All required documents (both core and supporting) must be submitted at the time of application submission. The specific required documents vary by Grant Type and are listed in the relevant subsections below.

7.1 List of Required Documents for Large and Medium Projects

Core Application Documents	
1	**Budget form** (completed using the official template available on the programme webpage – the same template applies to both large and medium projects)
2	**Declaration of Honour** (completed using the official template available on the programme webpage) for the Project Applicant and Partner(s) (if applicable) signed by their legal representative(s) exclusively through the Digital Document Certification application located here[8].

[8] In the event that the Project Partner(s) is/are a foreign person(s) in accordance with the terms hereof, and its/their legal representative(s) does not have access to the aforementioned application "Digital Document Certification" which is available at the link above via gov.gr, the authenticity of the signature on the Declaration of Honour shall be certified by the competent local authority or an attorney.

3	**Child Protection Policy of the Project Applicant and/or the Partner(s)**, where applicable (for projects involving direct contact with children)
Supporting documents of the Project Promoter	

4	For each Tax Year (2024 & 2025):
	• **If the Project Applicant has an audit report**:
	  ○ Audit report accompanied by the financial statements, including notes, for the required tax years (2024 & 2025).
	• **If the Project Applicant does not have an audit report**:
	  ○ Profit/Loss Accounts for tax years 2024 and 2025, signed by the Legal Representative & a Certified Accountant
	  ○ Income tax returns (Form N) for tax years 2024 and 2025
	  ○ E3 declarations for tax years 2024 and 2025

Supporting documents of the Partner(s) – if applicable	
5	For the Tax Year 2025: • Statement of Income and Expenses • Statement of Financial Position (if available) • Audit report accompanied by financial statements, including notes (if available)

7.2 List of Required Documents for Small Projects& Rapid Response Actions

Core Application Documents	
1	**Budget form** (completed using the official template, available on the programme webpage – separate templates apply for small projects and for Rapid Response Actions)
2	**Declaration of Honour** (completed using the official template available on the programme webpage) for the Project Applicant signed by the legal representative(s) exclusively through the Digital Document Certification application located here.
3	**Current Child Protection Policy of the Project Promoter**, where applicable (for projects involving direct contact with children)
Supporting documents of the Project Promoter	

4	For the Tax Year 2025:
	• **If the Project Applicant has audit report**:
	  ○ Audit report accompanied by the financial statements, including notes, for the required tax year (2025).
	• **If the Project Applicant does not have an audit report**:
	  ○ Profit/Loss Accounts for tax year 2025, signed by the Legal Representative & a Certified Accountant
	  ○ Income tax returns (Form N) for tax year 2025
	  ○ E3 declarations for tax year 2025

8. HOW TO APPLY

The deadline for applications (for the main Open Call) is **15 December 2026, 14:00 Greek time**, as evidenced by the date and time of receipt by the Fund Operator.

Late submission will lead to rejection of the application. To submit an application, organisations must create an account on the Bodossaki Foundation's Programme Portal. After selecting "Sign Up", the person creating the account will be asked to fill in their full name (first name and last name), an email address, and a password in order to complete the registration. Once the account has been created, organisations can click on the "Programmes" section of the Portal, select **CSF Greece** and click "Create Application". Detailed instructions on how to create an application through the Portal are available here.
Organisations that already have an account on the Bodossaki Foundation's Programme Portal do not need to register again. They can log in using their existing credentials, navigate to EEA Grants, and select the relevant Open Call to create an application.

It is noted that it is not possible to submit the application if any of the core documents, as listed in section 7, are missing. The templates for the budget form and the Declaration of Honour are available on the programme's webpage.

Only applications that are submitted electronically to the above will be accepted.

9. CONTACT

Questions related to this Call may be submitted **no later than ten (10) working days before the application submission deadline until 14:00** (Greek time) to the email address:

humanrights@csfgreece.gr

Applicants must clearly indicate the **title of the Call** in the subject line of their email. The Consortium is under no obligation to respond to inquiries received after this deadline.

Responses to all submitted questions will be published in the **Frequently Asked Questions (FAQ)** section of the programme website. **Individual replies will not be provided.** Applicants are therefore strongly encouraged to consult the website regularly for updates.

Technical questions related to the completion or submission of the application form may be submitted through the **Bodossaki Foundation's Programmes Portal**, via the "Contact a programme Representative" section, once the organisation has created a user account on the Portal.

To ensure **equal treatment** of all applicants, no prior assessments, consultations, or opinions can be provided regarding the legal eligibility of applicants, proposed actions, or specific activities under this Call.

10. GENDER EQUALITY AND NON-DISCRIMINATION MAINSTREAMING

Gender equality and non-discrimination constitute **core** horizontal principles of the EEA Civil Society Fund Greece. All projects submitted under this Call shall be designed and implemented in a manner that recognises and addresses inequalities and unequal power relations arising from gender, gender identity, gender expression, sexual orientation, disability, age, racial or ethnic origin, migration status, socio-economic background, geographical isolation, or other intersecting characteristics.

To ensure meaningful and measurable impact, applicants must integrate gender equality and non-discrimination considerations throughout the full project cycle, including needs assessment, project design, outreach strategies, service delivery, monitoring, and reporting. This includes, where relevant, ensuring accessible communication and physical and digital venues, collecting and analysing

disaggregated data, adopting targeted approaches to reach marginalised populations and actively involving relevant community stakeholders in project planning and implementation.

Interventions should be responsive to the specific needs of women and girls, LGBTIQ persons, migrants, ethnic minorities, persons with disabilities and other groups placed in vulnerable situations. Applicants must clearly demonstrate how gender equality and non-discrimination principles are embedded in project design, partnerships, governance structures, outreach, communication strategies, and in efforts to challenge harmful norms and improve equitable access to rights, protection, and support services.

Projects aimed at preventing or responding to gender-based violence (GBV), including those providing support to survivors or individuals at risk, must adopt a **survivor-centred**, **rights-based,** and **trauma-informed approach**, consistent with the standards set out in the **Istanbul Convention** and **Directive (EU) 2024/1385**. Such projects should also ensure that referral pathways and cooperation mechanisms with relevant public authorities and specialised support services are clearly established.

To this end, proposed projects are expected to adhere to the following principles:

- **Ensuring Non-Discrimination:** All individuals, regardless of gender identity or expression or other protected characteristics, shall be treated with dignity, respect, and fairness.
- **Promoting Gender Equity:** Projects shall promote substantive gender equity by addressing structural and systemic barriers and enabling women and men to participate, benefit, and assume leadership roles on an equal basis.
- **Ensuring Inclusive Participation:** Projects shall actively promote inclusive participation and representation, particularly of marginalised or underrepresented groups. Participatory approaches must ensure that the perspectives of such groups are meaningfully considered in decision-making processes.
- **Preventing Gender-Based Violence:** Projects addressing gender equality must prioritise the safety, dignity, and well-being of all participants and implement ethical, survivor-sensitive measures to prevent and respond to gender-based violence including risk mitigation measures and staff training where relevant.
- **Respecting Privacy and Confidentiality:** Projects shall safeguard the privacy and confidentiality of participants at all stages of implementation, in compliance with applicable data protection legislation.
- **Avoiding Tokenism:** Projects must avoid symbolic or superficial inclusion practices and instead ensure meaningful engagement and empowerment of women and marginalised genders, with demonstrable influence over project processes and outcomes.

Applicants are also encouraged to consult the European Union's Gender Equality Strategy 2026-2030, as well as any other EU anti-discrimination framework and equality strategies.

11. CHILD PROTECTION POLICY

Under the EEA Civil Society Fund in Greece, funded organisations that will implement activities involving direct contact with children[9] are required to have a Child Protection Policy in line with the Keeping Children Safe Child Safeguarding Standards. Therefore, at the application stage, any applicant

[9] The United Nations Convention on the Rights of the Child (UNCRC) defines a child as any human being below the age of eighteen (18) years, regardless of sex, origin, religion or disability, unless the age of majority is reached earlier, in accordance with the legislation applicable to the child.

(both the Applicant organization and the Partner(s), if applicable) proposing projects that include activities involving direct contact with children **must** submit its Child Protection Policy aligned with these standards. The Child Protection Policy is considered a **core** document, and is a mandatory document for the final submission of the application. Applications that fail to include this document will be automatically rejected.

The Child Protection Policy must be publicly available and should clearly set out the organisation's safeguarding principles. A Child Protection Policy describes what safeguarding measures an organisation has in place to protect children from harm. In particular, it sets out rules on how employees (including trainees and volunteers) should behave when working directly with children, how to prevent abuse and harm, who to report to if anything of this nature should occur and how to respond to the situation appropriately. It should also include procedures for non-permanent staff, consultants, trainees, volunteers and/or other associates who may come into contact with children.

The Child Protection Policy should cover the **four (4)** areas/pillars outlined in the Keeping Children Safe Child Safeguarding Standards, namely:

1. **Policy**: The organisation must adopt a formal child protection policy that clearly demonstrates its commitment to preventing harm to children and responding appropriately to safeguarding concerns. The policy must reflect the rights of children as set out in the **United Nations Convention on the Rights of the Child (UNCRC)**. It must be formally approved by the organisation's governing or management body and apply to all staff, volunteers, associates, and partners. The policy should be publicised and communicated in an appropriate manner and made accessible to staff, children, and caregivers.
2. **Human Resources:** The organisation must assign clear safeguarding responsibilities and expectations to its staff and associates and ensure that they are adequately supported to understand and fulfil these obligations. Designated safeguarding focal points should be appointed at different organisational levels, including senior management, with clearly defined roles and responsibilities. Recruitment processes must include robust child safeguarding measures. The organisation must establish written guidelines on appropriate and inappropriate behaviour of adults towards children and of children towards other children, as well as guidance for engaging partners, communities, and children on safeguarding matters. Regular safeguarding training and awareness-raising should be provided to personnel to ensure that safeguarding standards are understood and applied in practice.
3. **Procedures**: The organisation must create and maintain a child-safe environment through the implementation of safeguarding procedures that apply across all operations. This includes carrying out local mapping exercises to identify relevant legal, social welfare, and child protection frameworks; integrating child safeguarding risk assessments and mitigation measures into existing organisational risk management processes; and embedding safeguarding considerations into core systems and processes, such as strategic planning, budgeting, recruitment, programme cycle management, procurement, and partner management. Clear, locally appropriate procedures must be in place for reporting and responding to safeguarding incidents and concerns. These procedures should ensure that reporting mechanisms are accessible, confidential and safe for children and adults, and that appropriate response and referral pathways are established.
4. **Accountability and Responsibility**: The organisation must regularly monitor and review the implementation of its child safeguarding policies and procedures. Safeguarding measures should be subject to ongoing monitoring, with progress, performance, and lessons learned reported to management and, where appropriate, to external or independent bodies. Learning from practical experience should inform periodic policy reviews and updates. Policies and practices must be reviewed at regular intervals and formally evaluated by an external evaluator or auditor at least once every three (3) years. Compliance with safeguarding obligations forms part of the contractual

responsibilities of funded organisations, and failure to comply may lead to appropriate corrective measures, including suspension or termination of the grant.

Organisations (both project promoters and partner(s) selected for funding), whose project includes activities involving direct contact with children should be guided in their work and philosophy by the best interests of the child, doing no harm and respecting the rights of the child, as outlined in European and international legislation, including the UN Convention on the Rights of the Child and the Optional protocols.

12. PERSONAL DATA PROTECTION

Regarding the data protection policy applicable to the implementation of the programme, applicants are invited to consult the General Data Protection Policy of the Bodossaki Foundation, available here, the General Data Protection Policy of SolidarityNow, available here, and the specific data protection information on the policy applicable to the CSF Greece available here.

13. CODE OF PROFESSIONAL CONDUCT & POLICIES OF THE BODOSSAKI FOUNDATION

The provisions of the Code of Professional Conduct and Policies of the Bodossaki Foundation, which have been published on the Foundation's website (hereinafter referred to as the "Regulatory Documents"), as applicable at any given time, shall apply in the context of the programme.

The Bodossaki Foundation expects project applicants and partners (where applicable), their personnel, subcontractors, suppliers and partners in general who establish cooperation for the purposes of the programme, to study, understand, and comply with the provisions of the Regulatory Documents.

By submitting an application to the programme, it is assumed that interested project applicants and their partners (where applicable) have read, accepted, and will comply with the provisions of the Regulatory Documents. Interested lead applicants and partners (where applicable) acknowledge that any violation of the provisions of the Regulatory Documents by them, their personnel, subcontractors, suppliers and partners in general who establish cooperation for the purposes of the programme, will result in the rejection of their application to join the programme not excluding other applicable penalties.

ANNEX 1: RESULTS-BASED MANAGEMENT FOR THE EEA CIVIL SOCIETY FUND

All programmes and funds supported by the EEA and Norway Grants shall follow the principles of results-based management.

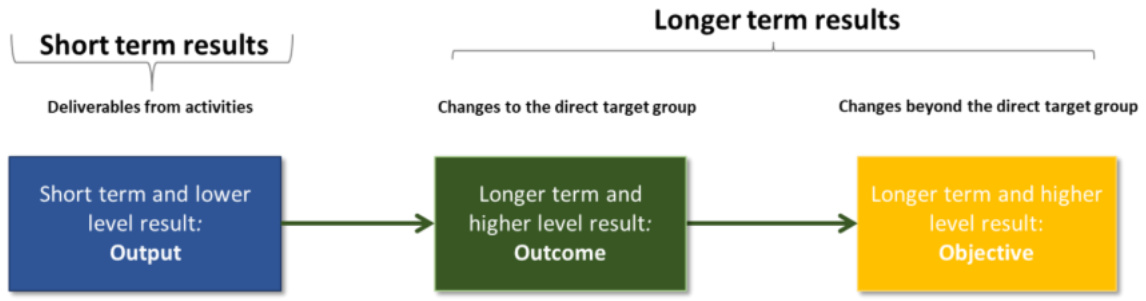
In results-based management, focus is first and foremost on the overall results to be achieved. For the EEA Civil Society Fund, this means focus is on the overall objective. The overall objective is, "A vibrant and resilient civil society protecting and promoting democracy, the rule of law and human rights".

The next step in results-based management is to set a strategy for how to best achieve this overall objective. Results-based management offers a set of tools to do this including result chains, result frameworks, monitoring, and evaluation. We also manage risks for the achievement of results.

Results in the EEA Civil Society Fund

A result chain includes lower-level results that are called outputs, medium level results that are called outcomes, and finally the highest-level result that is the objective.

The result chain can be presented in a figure as follows:

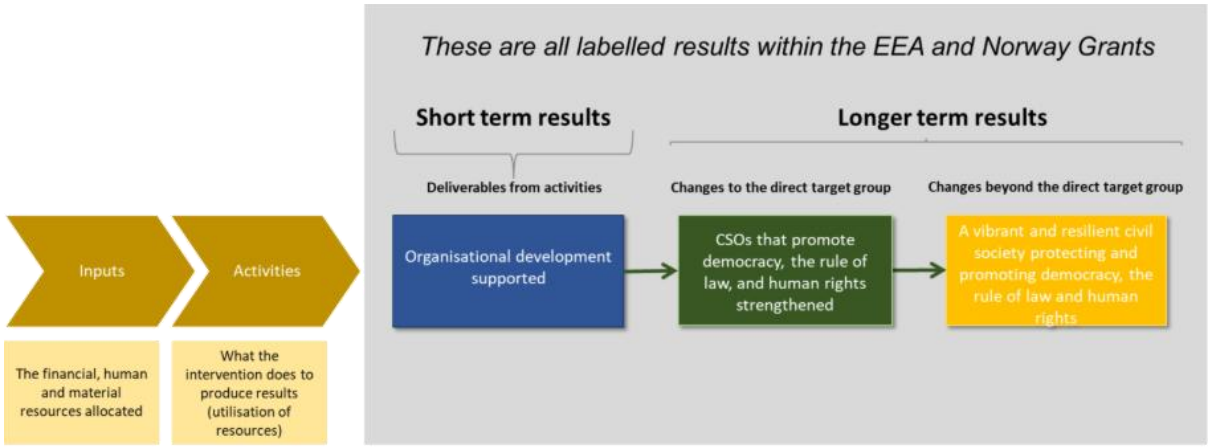


Here is one of the result chains for the EEA Civil Society Fund:

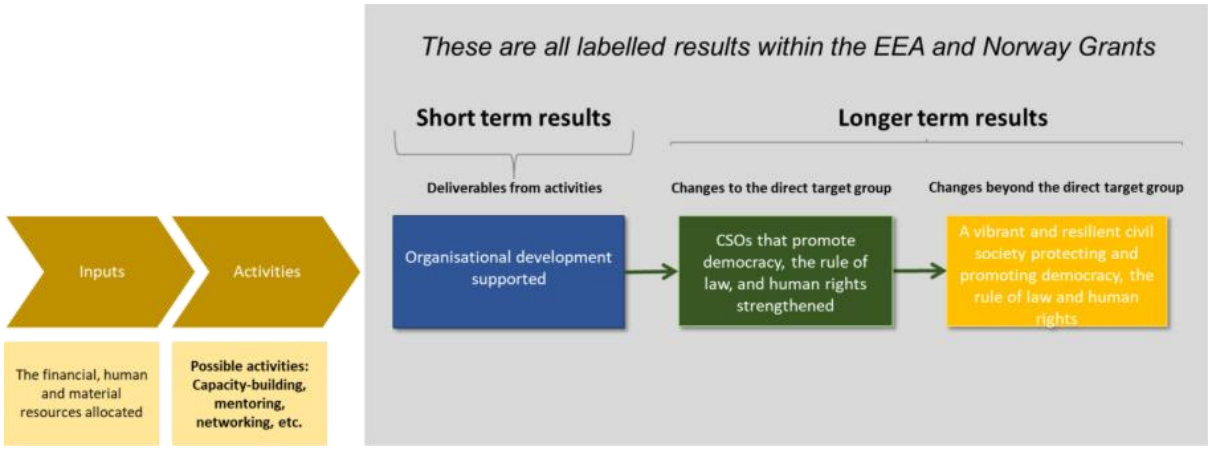


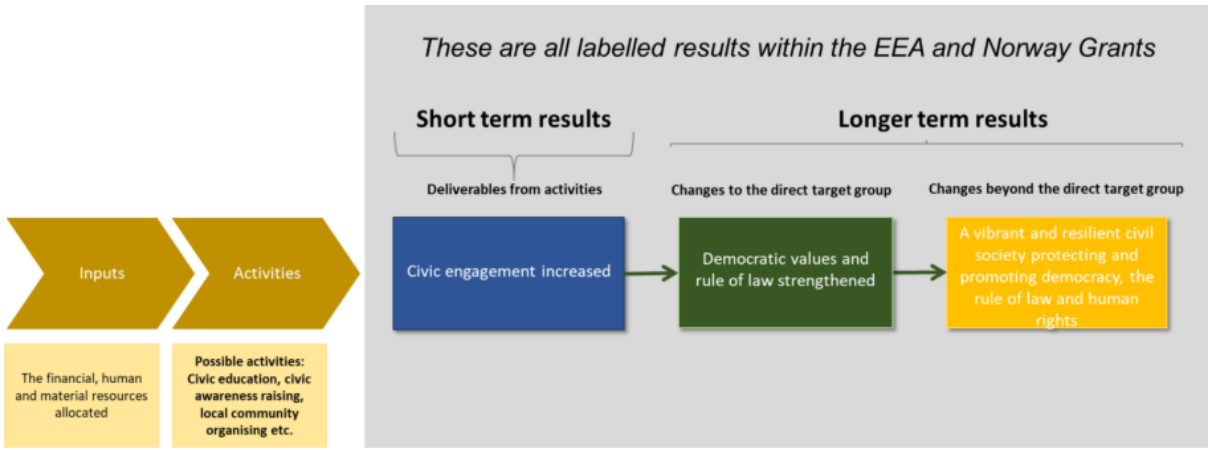
To achieve the outputs, it is necessary to implement activities using the available resources which can be called inputs.

Together with the activities and inputs, the result chain can be presented in a figure as follows:



The two figures below provide general examples of some activities that may be identified to achieve two of the outputs and outcomes in the EEA Civil Society Fund.

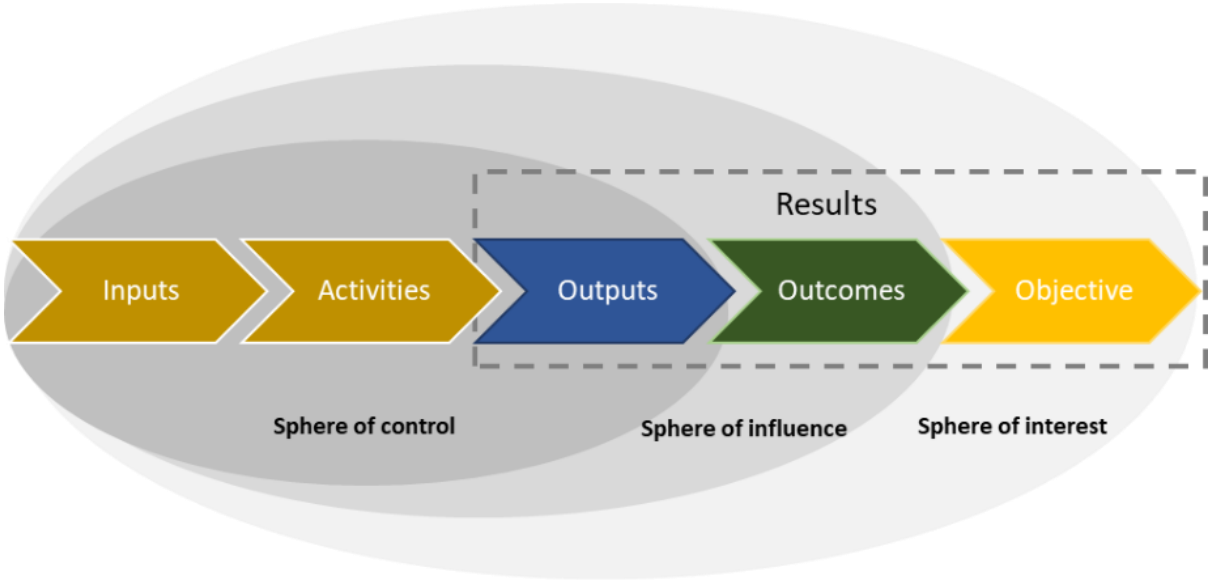




There are assumptions for how one level in the result chain connects to the next. For example, it is an assumption that if CSOs are supported to develop their organisations, then they will be stronger as CSOs. For each assumption it is useful to either provide evidence or plan for evidence through for example an evaluation. For this particular assumption on supporting organisational development, the FMO commissioned an external assessment of organisational grants in 2023 which is available on the EEA and Norway Grants website.

The higher up in the result chain, the less control stakeholders have on the achievement of the desired result. The evidence for how the previous level of the result chain contributes to this higher level of the result chain might also be more ambiguous.

Together with the inputs and activities, the different levels of control along the result chain can be presented in a figure as follows:



Key elements for project result-based management in the EEA Civil Society Fund

The EEA Civil Society Fund follows the programme model. This means that the desired results at both the outcome and output levels will be derived from projects. As the Civil Society Results Framework specifies what is eligible for support, this means that all projects that would be eligible for support have to contribute to the results expected as per the result framework.

Every project must be situated only under one of the three outcomes (not multiple outcomes). Within the same outcome, projects may contribute to one output or more outputs. In addition to contributing to one single outcome, all projects that include bilateral cooperation must also report on bilateral results. Each project within the programme can also have its own specific results chains. Applicants are encouraged to check alignment between their project specific results chains with the overall programme results chains. This can help preclude challenges in the implementation and reporting of the projects. However, applicants are not required to develop or work with project specific results chains.

Progress against the EEA Civil Society Fund programme results framework will be measured with the use of indicators. The indicators, including their unit of measurement, data sources of verification, baselines and targets, will be agreed in the project contract. During implementation, the agreed indicators become a reporting tool. Project Promoters will be responsible for collecting and analysing data to report on the indicators and with narrative against the selected output(s) and outcome.

To ensure accountability and learning, applicants may plan for an evaluation either during or after project implementation.