Iceland Liechtenstein Norway **Civil Society Fund**

OPEN CALL FOR CIVIL SOCIETY ORGANISATIONS (CSOs)

IN GREECE

Organisational Grants to CSOs that promote democracy, the rule of law, and human rights

AVAILABLE FUNDING: **€2,200,000**

DEADLINE: 15 December 2026, 14:00 Greek time

The **EEA Civil Society Fund** is part of the contribution of **Iceland**, **Liechtenstein** and **Norway** 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** on behalf of the Donor States.

This call targets Civil Society Organisations (CSOs) working in the areas of **democracy, the rule of law and human rights**, and has a total allocation of **€2,200,000**

SUMMARY OF THE CALL	
Title of the call	**Organisational Grants to CSOs that promote democracy, the rule of law, and human rights**
Outcome(s)	Outcome 3: CSOs that promote democracy, the rule of law, and human rights, strengthened
Output(s)	Output 3.1: Organisational development supported
Grant Amount	Organisational Grants range from €100,000 to €200,000
Duration of the grants	Between 24 and 36 months
Co-financing	No co-financing required.
Call available in the following language(s)	English Greek
Maximum Number of Applications	**Only one application** per organisation under the Open Call
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 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 this 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 **"Organisational Grants to CSOs that promote democracy, the rule of law, and human rights"** 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**. A separate open call for bilateral initiatives will be launched in the framework of the programme.

The present call seeks to strengthen the **institutional capacity, operational resilience, and long-term sustainability** of Civil Society Organisations (CSOs) operating in the field of promoting democracy, the rule of law and human rights in Greece. This will be pursued through the provision of **Organisational Grants**, designed to support organisations to pursue longer-term goals related to both **their core actions** and their **strategic organisational development**, on the basis of their **multiannual strategic plans/work plans.**

The Organisational Grants are targeted at **well-established CSOs** that have been legally registered in Greece for at least **three years** with a demonstrated track record, operational capacity, and sustained engagement in the promotion of democracy, the rule of law, and/or human rights.

The Organisational Grants awarded under this Call range from **EUR 100,000 to EUR 200,000** and will be provided in the form of **lump-sum financing**. This approach is intended to provide beneficiaries with increased flexibility in the allocation of resources in accordance with their strategic priorities and organisational development needs.

Projects funded under this Call must be implemented by a **single organisation**; applications submitted in partnership or consortium are not eligible under the present Call.

2.2 Outcome 3: CSOs that promote democracy, the rule of law, and human rights, strengthened

This Open Call contributes to the programme **Outcome 3: "CSOs that promote democracy, the rule of law, and human rights are strengthened"**, and, within that outcome, the corresponding programme output, **Output 3.1: "Organisational development supported",** recognising that strong, independent, and well-governed CSOs constitute a prerequisite for the effective safeguarding of democratic values, rule of law, and the protection of human rights.

2.3. Needs addressed

Civil Society Organisations (CSOs) in Greece that promote democracy, the rule of law, and human rights operate within a complex, demanding, and rapidly evolving environment. While many organisations have developed significant thematic expertise and play a critical role in protecting fundamental rights, promoting democratic participation, and supporting groups in vulnerable situations, they continue to face challenges that affect their long-term sustainability, independence, resilience, and overall operational effectiveness.

One of the most significant challenges concerns the limited availability of stable and flexible funding. Many CSOs remain heavily reliant on short-term, project-based financing, which often prioritises the delivery of predefined activities and outputs over long-term organisational development. This funding model restricts the ability of organisations to invest in core operational functions, institutional strengthening, and long-term planning, while also limiting their capacity to respond adaptively to emerging societal and democratic challenges.

At the same time, organisations working on democracy, human rights, and the rule of law operate in an increasingly challenging context. In this context, strengthening organisational resilience, governance, and institutional preparedness is essential to ensure that CSOs can operate independently, effectively, transparently, and sustainably, while building public trust and contributing meaningfully to democratic life in Greece.

2.4. Expected Results

The Call is designed to support the **organisational development** of CSOs active in the fields of democracy, human rights, and the rule of law.

In line with this aim, project applicants will be expected to demonstrate **tangible and measurable improvements in their organisational development** by the end of the project implementation period, thereby contributing to **the mandatory indicator** "Improved overall organisational strength". Each Organisational Grant may also contribute to the following optional indicators:

- Diversified funding base
- New or improved organisational policy
- Completed training course
- Upgraded IT systems

It is expected that the Organisational Grants will also lead to wider improvements in the funded CSOs' organisational development, beyond those captured by the specific indicators.

In order to facilitate a consistent assessment of organisational development results, applicants are required to complete and submit a baseline assessment of the applicant organisation's capacity using the **Capacity Map** tool (available at https://www.ngocapacitymap.gr/) as part of their application. At the end of the project, funded organisations will be required to conduct a repeat capacity assessment, using the same tool, in order to assess the CSOs' organisational development progress over the course of the project.

2.5. Priority Areas

In line with **Outcome 3 "CSOs that promote democracy, the rule of law, and human rights are strengthened",** applicants must demonstrate in their application that their activities and their multiannual strategic plans and/or work plans are clearly and substantively aligned with at least one of the priority areas defined below.

Priority Area 1: Democracy
This priority relates to organisations whose mandate and activities contribute to the promotion, protection, and strengthening of democratic values, principles, and processes. This includes, among others, organisations working to enhance civic participation, democratic accountability, transparency, inclusive governance, and meaningful engagement in decision-making processes.

Priority Area 2: Rule of Law
This priority relates to organisations that actively promote, safeguard, and defend the rule of law. This includes organisations whose core activities contribute to access to justice, legal accountability, institutional oversight, compliance with constitutional and legal standards, and the effective functioning of checks and balances.

Priority Area 3: Human Rights
This priority relates to organisations whose primary mission is the promotion and protection of human rights. This includes organisations engaged in monitoring, advocacy, protection of fundamental freedoms, anti-discrimination efforts, and the promotion of equality, as well as those working to advance the rights of groups in vulnerable situations.

As applicant CSOs may operate across more than one thematic area, they may select more than one key Priority Area in their application.

2.6. Project conditions

Projects funded under this Call may receive financial support ranging from **€100,000 to €200,000** and will be financed through a **lump-sum funding model**, providing beneficiary organisations with a high degree of flexibility to allocate resources in accordance with their multiannual strategic plans and/or work plans.

Together with their application, applicants must submit their organisation's multi-annual strategic plan/workplan which must cover the whole duration of the project. The proposed implementation period must be **realistic, and proportionate** to the organisation's strategic objectives, planned activities, and intended organisational development trajectory, and must range between **24 and 36 months**.

The exact implementation period and starting date of each project will be defined in the respective grant agreement.

Grant type	Amount (€)	Duration (months)
Organisational Grants	100,000 – 200,000	24 – 36

Location of Supported Actions

Funded projects must be implemented within the Greek territory, at **local, regional, or national level**, depending on the funded organisation's mandate and strategic focus.

2.7. Eligible types of activities

General Specifications

Applications must be based on the applicant's **multiannual strategic plan and/or work plan** (which must also be submitted as part of the application) and clearly demonstrate how the proposed project will contribute to the organisation's development. CSOs should note that under the EEA Civil Society Fund, support for social services is only eligible when such services enhance advocacy, community participation, and/or civic engagement.

The multiannual strategic plan and/or work plan

The multiannual strategic plan and/or work plan must present a clear and coherent framework for the organisation's institutional development and long-term strategic direction. It should define specific organisational development objectives and provide a clear explanation of how these will be achieved.

The plan must describe the actions, measures, and resources required for the implementation of the proposed strategy and demonstrate how the achievement of these objectives will contribute to improving the organisation's overall functioning, effectiveness, and long-term resilience.

In addition, it is expected that the strategic plan/ workplan will at least include information about the following:

- The vision, mission, and values of the organisation
- Description of the present situation
- The goals to be achieved
- The strategy for achieving these goals
- The planned activities of the organisation
- The risks/ challenges and the strategy for addressing them
- The resources needed
- Measurable targets and performance indicators
- Organisation-level financial plan

There is no page limit for the multiannual strategic plan/work plan. In the case that the strategic plan/work plan consists of more than one document, these shall be submitted as a single PDF file.

Capacity Map baseline assessment

As part of the application, applicants are required to complete and submit the **Capacity Map baseline assessment** (available at https://www.ngocapacitymap.gr/) and should take the assessment results into account for the planning of proposed organisational development activities. Proposed activities must reflect the organisation's identified capacity gaps, strategic priorities, and development objectives.

Possible activities

The online application form for Organisational Grants includes a **single Work Package (WP 1: Organisational Development Supported)**. Within this Work Package, applicants must clearly define and describe the planned **activities**. These activities must all be in line with the organisation's strategic plan and/or work plan. Applicants may include up to a **maximum of 15 activities.** Where possible, activities that are repeated (e.g. a series of training workshops on a specific theme) should be grouped together and defined as a single activity in the application.

To ensure a balanced approach between institutional sustainability and organisational strengthening, all applications must include at least **one activity under each of the following categories: (a) Core Activities and (b) Organisational Development (OD) Activities**.

Core Activities refer to activities that support the core work of the organisation related to democracy, the rule of law, and/or human rights. Within this category, applicants define and describe the relevant activities that will be conducted through the Organisational Grant.

Organisational Development (OD) Activities refer to activities aimed at strengthening the internal capacity, governance, systems and sustainability of the organisation. Within this category, applicants define and describe activities that will be conducted through the Organisational Grant. These must each fall under one of the following pre-defined activity types:

OD 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.

OD 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.

OD 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.

OD 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.

OD 5 - Programme and Results 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.

OD 6 - Partnerships and Stakeholder Engagement: Strengthening collaboration and external relationships, including networking with other CSOs , engagement with stakeholders and target groups, participation in policy dialogue and partnership management.

OD 7 - Equity, Diversity, Inclusion and Human Rights: Strengthening organisational policies and practices related to equity, diversity and inclusion, including gender equality, inclusive participation and the integration of human rights-based approaches in organisational governance and Programme design.

OD 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.

OD 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.

During the contracting phase, the Fund Operator may engage with selected organisations to **review, clarify, and further refine the proposed activities**.

2.8. Capacity Building

The EEA Civil Society Fund places a strong focus on developing the capacities and resilience of civil society organisations and the sector. The provision of Organisational Grants through this open call reflects this priority. 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**. 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, 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

3.1 Eligible Project Applicants

Eligible Project 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 Project **applicants** are the following:

- (i) **Civil Society Organisations (CSOs)**, 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 Project Applicants in general must not be of a religious, political or trade union/ 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).

To be eligible to apply to this open call for Organisational Grants, organisations must also:

- Be **legally registered in Greece for at least thirty-six (36) months** prior to the application submission deadline;
- Have an **average annual turnover of at least €200,000** over the last **two (2) completed financial years namely 2024 and 2025**.

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.

In addition, to be eligible, the applicant organisation 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.

- Be **voluntary**, meaning it is 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 persons in vulnerable situations in general, against women, domestic violence, and any form of gender-based violence.

4. PROJECT FINANCIAL CONDITIONS

4.1 General principles and Information

Eligible project costs will be reimbursed to funded CSOs in the form of **lump sums**. Applicants **are not required to submit a project budget**, but the organisation's overall **budget for 2026 and** the organisation's overall **budget for 2027** must be submitted as part of the application, and the strategic plan and/or work plan should also include a budget and financial overview demonstrating the planned allocation of resources for the implementation of the plan.

Project Promoters receiving Organisational Grants shall submit a yearly narrative and financial report describing the progress of the implementation of the workplan, and justifying any major shifts in strategic priorities.

Up to three annual reports are planned per grant, depending on the duration of the grant.:

- First-year narrative describing the progress of the implementation of the organisational work plan and financial report, consisting of the organisation's annual accounts *(mandatory)*;
- Second-year narrative describing the progress of the implementation of the organisational work plan and financial report, consisting of the organisation's annual accounts *(mandatory)*;
- Third-year narrative describing the progress of the implementation of the organisational work plan and financial report, consisting of the organisation's annual accounts *(mandatory, if the grant duration is more than 24 months).*

The Fund Operator shall also organise an annual meeting with each Project Promoter receiving Organisational Grants, in order to review the progress of implementation.

Although Project Promoters are not required to submit proof of expenditure of the Organisational Grant 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.

At the end of the implementation period, the Project Promoter shall provide a report by **an external auditor** to assure that the grant has been used in accordance with the purpose and provisions of the project contract. If the Project Promoter commissions annual statutory audit reports for other

purposes, the report of the latest year of implementation may be submitted, provided that it covers and specifically mentions the contribution from the Programme.

The Fund Operator and the EEA Grants Financial Mechanism Office (FMO) retain the right to commission audits of the entire organisational accounts of the Project Promoters of Organisational Grants.

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

4.2. Eligibility of expenditure

4.2.1 General principles on the eligibility of costs in projects

1. The principles shall apply to all eligible expenditures.

2. Eligible expenditures are those actually incurred by the Project Promoter that meet the following criteria:

- The activities 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;
- They are connected with the subject of the project contract;
- They are proportionate and necessary for the implementation of the project;
- 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;
- They comply with the requirements of applicable tax and social legislation.

3. The Fund Operator shall require in the project contract that the internal accounting and auditing procedures of the Project Promoter 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.Ineligible (Excluded) Costs

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

- interest on debt, debt service charges and late payment charges;
- charges for financial transactions and other purely financial costs, except costs related to accounts and financial services imposed by the project contract;
- costs related to purchase of land or real estate;
- provisions for losses or potential future liabilities;
- exchange losses;
- recoverable VAT;
- costs that are covered by other sources;
- fines, penalties and costs of litigation, except where litigation is an integral and necessary component for achieving the outcomes of the project; and
- excessive or reckless expenditure.

4.3. Payment of the grant

The Organisational Grants awarded under this Call range from **EUR 100,000 to EUR 200,000** and will be provided in the form of **lump-sum financing**.

Project type	Amount (€)	Advance payment	Interim payment(s)	Final payment
Organisational Grant	100,000–200,000	40%	up to 50%	The final payment will be calculated following the final evaluation of the completion of the project.

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 final report and audit report** by an external auditor to provide assurance that the grant has been used in accordance with the purpose and provisions of the project contract. The final payment will be made within **twenty (20) working days** after the approval of the final project report.

Total payments made under the grant may not exceed the **approved project amount**. The Fund Operator has the right to cancel or proportionately reduce the grant paid to the Project Promoter in the case of evident non-satisfactory performance.

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 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 ASSESSMENT CRITERIA

5.1. Administrative & Eligibility Criteria

The administrative criteria constitute the requirements for the formal acceptance of an application. Applications that do not comply with the administrative criteria will be rejected and will not proceed to further assessment. The administrative criteria are as follows:

1. The Application Form, the Multiannual Strategic Plan/Work Plan, the Declaration of Honour, the Annual Budget for 2026, the Annual Budget for 2027, the Capacity Map Assessment Results in PDF format (available at NGO Capacity Map), the Child Protection Policy (where applicable), and all required supporting documents must be submitted **by the application deadline of the Open Call.**
2. The Application Form, the Multiannual Strategic Plan/Work Plan, the Declaration of Honour, the Annual Budget for 2026, the Annual Budget for 2027, the Capacity Map Assessment Results in

PDF format, the Child Protection Policy (where applicable), and all required supporting documents must be completed and submitted in **Greek**.

3. The Application Form, the Multiannual Strategic Plan/Work Plan, the Declaration of Honour, the Annual Budget for 2026, the Annual Budget for 2027, the Capacity Map Assessment Results in PDF format, the Child Protection Policy (where applicable), and all required supporting documents must be **submitted electronically through the Bodossaki Foundation Programmes Portal.**
4. The Declaration of Honour must be completed using the official Programme template available on the Programme website.

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

- Declaration of Honour
- Multiannual organisational workplan/strategy
- The organisation's Annual Budget for 2026
- The organisation's Annual Budget for 2027
- Completed capacity map baseline assessment in PDF (available at https://www.ngocapacitymap.gr/)
- Child protection policy (if applicable)

Eligibility Criteria of the Application

Applications that do not comply with the eligibility criteria of the application will be rejected and will not proceed to further assessment. To be considered eligible, an application must meet **all** the following requirements:

- The requested grant amount is between € 100,000 and € 200,000.
- The project implementation period must fall within the permitted duration of a minimum of 24 months and a maximum of 36 months.
- Each organisation can submit **only one application to this Open Call.**

Applications that fail to include any of the above mandatory documents will be **automatically rejected**. The template for the Declaration of Honour is available on the website.

Supporting documents. All supporting documents (listed in section 6) 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.

5.2 Assessment Criteria

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

All assessors are required to sign a declaration of absence of conflict of interest in relation to the applications they assess. Each assessor will assess the application individually and independently, based on the relevant Assessment Criteria. 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.

The assessment criteria are:

Assessment criteria	Maximum score
Organisational capacity and sound financial management *Assessment focuses on:* • The adequacy and transparency of the organisation's **governance structure** • The quality of **internal systems, policies and operational procedures** supporting effective management, transparency and accountability • The adequacy of the organisation's **financial management systems and internal controls**, including accounting practices, budgeting procedures and financial oversight mechanisms, **taking into account if the Organisation publishes financial audits** • Demonstrated **financial stability**, and capacity to maintain activities throughout the grant duration	0-25 points
2. Relevance, strategic alignment and needs assessment *Assessment focuses on:* • The extent to which the organisation's **mission, mandate and core activities** are aligned with the objectives of the EEA Civil Society Fund in Greece and of the Call, namely the promotion and protection of **democracy, the rule of law and human rights** • The degree of alignment between the organisation's **multiannual work plan or strategic plan** and the priorities of the Call	0-20 points
3. Relevance and Quality of the Multi-annual Work Plan / Strategy *Assessment focuses on:* • The clarity of the organisation's development **needs** • The clarity and relevance of the **strategic objectives** and organisational development goals	

• The **coherence** between the organisation's strategic objectives and organisational development goals, and the proposed actions and expected results • The **feasibility** of the proposed actions • The adequacy of the **risk identification and mitigation measures**	0-20 points
4. **Monitoring, Evaluation and Results-Based Management** *Assessment focuses on:* • The quality of the organisation's current or planned **monitoring and evaluation (M&E) framework** (including the performance indicators of the strategic plan) • The extent to which current or planned monitoring and evaluation processes contribute to **organisational learning, accountability and continuous improvement**	0-10 points
5. Sustainability *Assessment focuses on:* • The extent to which the implementation of the multi-annual strategic plan/workplan will lead to **lasting improvements in the organisation's capacity, resilience and effectiveness** • The likelihood that the Organisational Grant will contribute to the **long-term sustainability of the organisation**	0-15 points
6. **Financial justification** *Assessment focuses on:* • The extent to which the Organisation-level financial plan is proportional and necessary • The **value for money** of the Organisational Grant, considering its cost and likely impact	0-10 points

5.3 Legal Eligibility Check of the Project Applicant

In phase three of the selection process, the shortlisted applications, will be subject to a **legal eligibility assessment of the project applicant.** During this phase, the Fund Operator will assess the legal eligibility of the project applicant and will request the necessary documents proving their eligibility and for which they signed the aforementioned Declaration of Honour during the application submission stage. These documents will, indicatively, be:

- Current Articles of Association/Statute of the Organisation – Founding Act, as amended and in force.
- Recent Certificate from the Court of First Instance / the General Commercial Registry (GEMI), for registration – establishment – amendments to the Articles of Association.
- Recent 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.

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 Applicant will be informed by email and will have the right to submit an appeal within

five 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.

5.4 Final Selection of Projects

For the final selection of projects, the Selection Committee will examine the shortlist of applications, which have also been verified as legally eligible, based on the scores awarded and the assessors' 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.

The decision of the Selection Committee **is final and not subject to change**. The final decision will be communicated directly to the applicant organisations 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.REQUIRED DOCUMENTS

All required documents, including both **core and supporting documentation**, must be **submitted together with the application at the time of submission**.

The specific documentation requirements applicable to this Call are listed below. Applicants are strongly encouraged to **carefully review the requirements and ensure that all requested documents are properly completed, signed where applicable, and uploaded through the application system**.

List of Required Documents

Core Application Documents	
1	Declaration of Honour (completed using the official template available on the programme webpage) for the Project Applicant signed by its legal representative(s) exclusively through the Digital Document Certification application located here.
2	Multiannual organisational workplan/strategy
3	Annual Budget for 2026
4	Annual Budget for 2027
5	Capacity mapping document (Αρχική Σελίδα | Χάρτης Ικανοτήτων ΜΚΟ)
6	Child protection policy (if applicable)

Supporting documents	

7	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 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.

7.HOW TO APPLY

The deadline for applications 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 may log in using their existing credentials and select the Programme CSF Greece to create an application.

It is noted that it is not possible to submit the application if any of the core documents are missing.

The template for the Declaration of Honour are available on the Programme's webpage.

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

8.CONTACT

Questions related to the Open Call may be submitted **no later than ten (10) working days before the application submission deadline** to the email address provided below: **organisationalgrants@csfgreece.gr**

Applicants must clearly indicate the **title of the Open 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 the Open Call.

9.GENDER EQUALITY AND NON-DISCRIMINATION MAINSTREAMING

Gender equality and non-discrimination constitute **core** horizontal principles of the EEA Civil Society Fund Greece Programme. All projects submitted under this Open 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.

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

10. CHILD PROTECTION POLICY

In accordance with the EEA Civil Society Fund in Greece, funded organisations that will implement activities involving direct contact with children2 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 proposing projects that include activities involving direct contact with children **must** submit their current Child Protection Policy aligned with these standards. The Child Protection Policy is considered a **core** document, not a supporting document. 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

2 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.

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 case 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.

In addition, applicants should ensure that the project proposal is based on a child rights approach, i.e. that all the rights of the EU Charter of Fundamental Rights, the United Nations Convention on the Rights of the Child (UNCRC) and the Optional protocols, are promoted, respected, protected and fulfilled. The project should address children as rights holders and should ensure their participation in the design and implementation of the project.

Organisations 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.

11.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 programme available here.

12.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 interested project applicants, 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 have read, accepted, and will comply with the provisions of the Regulatory Documents. Interested lead applicants 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.

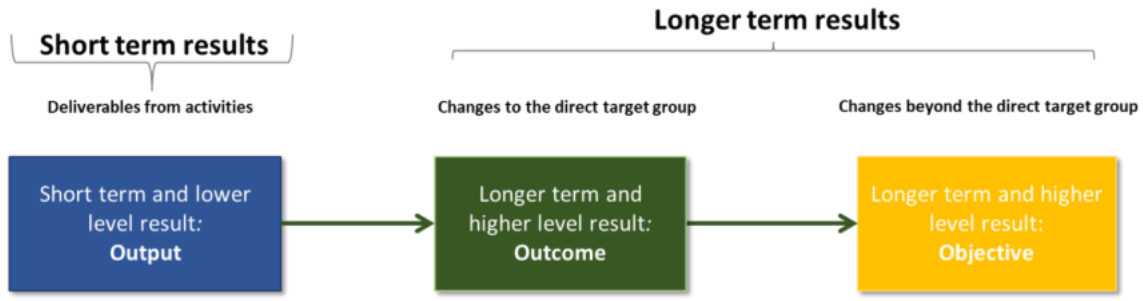
In results-based management, focus is first and foremost on the overall results to be achieved. For the EEA Civil Society Fund, this means focus is on the overall objective. The overall objective is, "A vibrant and resilient civil society protecting and promoting democracy, the rule of law and human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

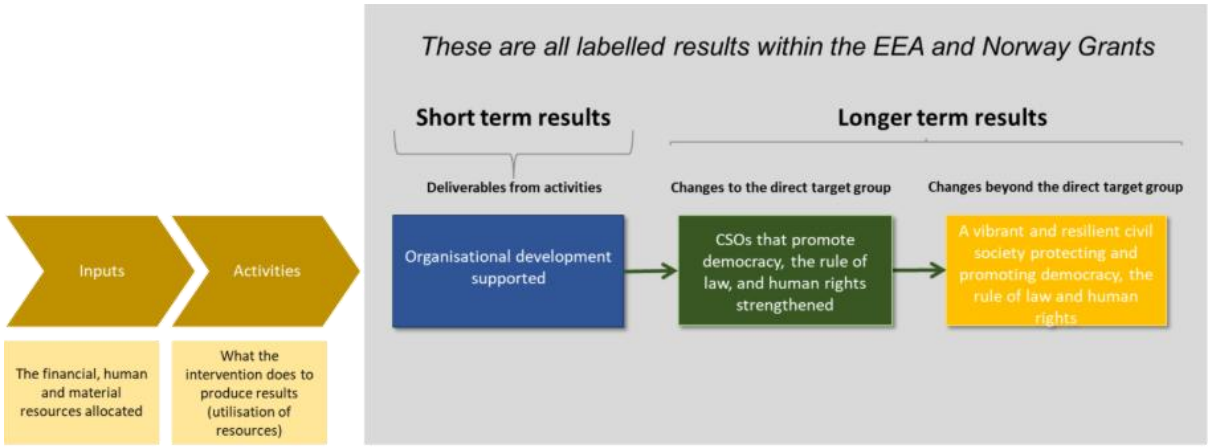


Here is one of the result chains for the EEA Civil Society Fund:

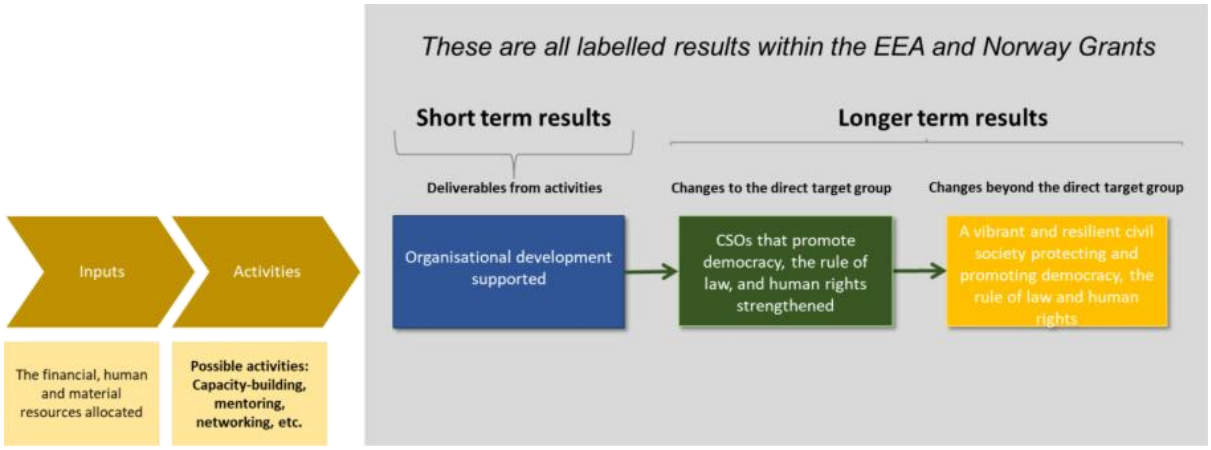


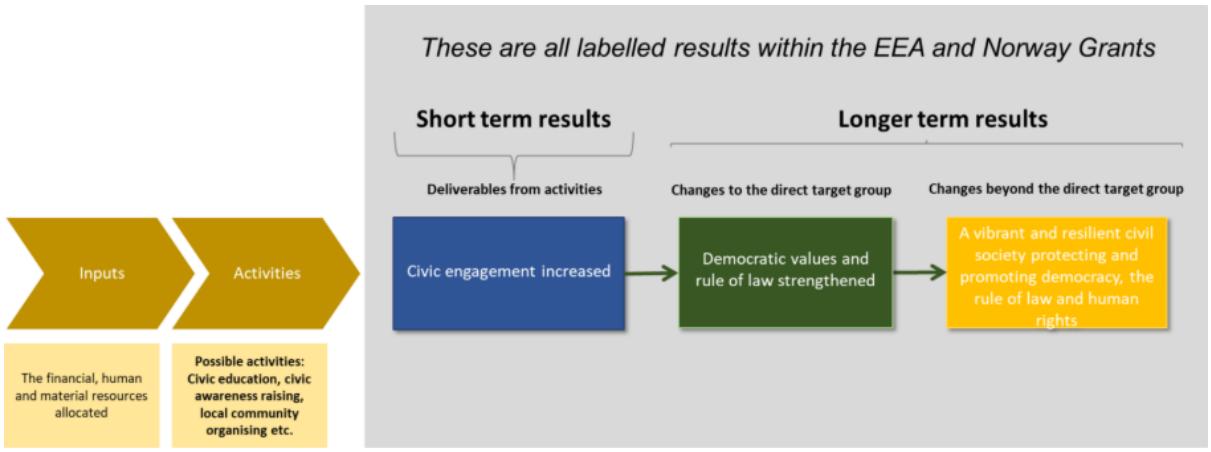
To achieve the outputs, it is necessary to implement activities using the available resources which can be called inputs.

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.

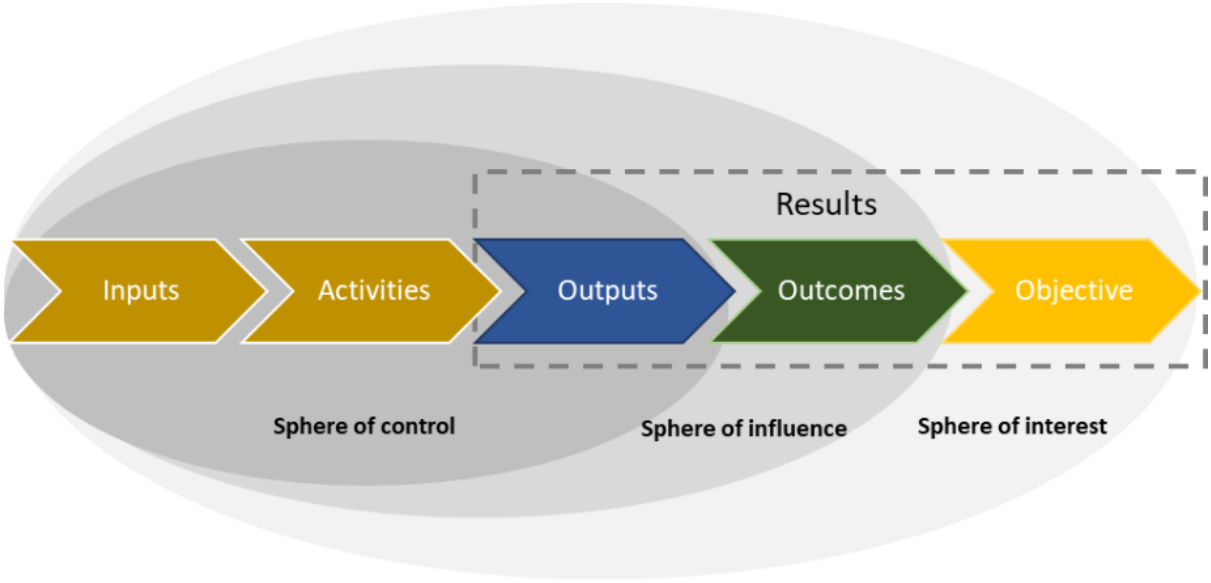




There are assumptions for how one level in the result chain connects to the next. For example, it is an assumption that if CSOs are supported to develop their organisations, then they will be stronger as CSOs. For each assumption it is useful to either provide evidence or plan for evidence through for 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.